



Equal Pay Taskforce Progress report

Date:	10 March 2023		
To:	Hon Priyanca Radhakrishnan, Minister for Diversity, Inclusion and Ethnic Communities		
Action Sought:	Agree/ Disagree with recommendations	Due Date	17 March 2023
Report No:	2023-0062		
Contact:	Nardine Sleeman, Manager, Gender, Māori, Pacific, and Ethnic Pay 9(2)(a) privacy		
Encl:	Appendix One: Kia Toipoto	Priority:	Low / Medium / High
Security Level:	IN CONFIDENCE		

Minister's Office Comments

Comments:	
Date returned to Te Kawa Mataaho:	

Executive Summary

1. The Equal Pay Taskforce is the co-chair of a stakeholder working group, Te Whakapiri¹. Over the last three months Te Whakapiri has:
 - published new guidance on equitable career progression, pathways, breaks and leave.
 - completed a review of activities across the Public Service to build Māori, Pacific and ethnic communities' workforce and professional capability.
 - supported Crown entities (entities) to publish their pay gaps data for the first time under Kia Toipoto.
 - reviewed agencies' first Kia Toipoto action plans.

Public Service Pay Gaps Work Programme

2. The Equal Pay Taskforce is the co-chair of a stakeholder working group, Te Whakapiri². Over the last three months Te Whakapiri has:
 - published new guidance on equitable career progression, pathways, breaks and leave.
 - completed a review of activities across the Public Service to build Māori, Pacific and ethnic communities' workforce and professional capability.
 - supported Crown entities (entities) to publish their pay gaps data for the first time under Kia Toipoto.
 - reviewed agencies' first Kia Toipoto action plans.
3. Over the next two months Te Whakapiri will:
 - publish new guidance on equitable recruitment.
 - organise support for agencies and entities to implement both the equitable career progression, pathways, breaks and leave and the recruitment guidance.
 - continue to support entities to develop and publish their first Kia Toipoto action plans.
 - work with agencies to understand which Māori, Pacific and ethnic communities' workforce development initiatives are working well.

¹ Te Whakapiri is made up of the Taskforce, Te Kawa Mataaho Diversity and Inclusion team, Te Runanga o Ngā Toa Āwhina (the PSA Māori Network), the PSA, Manatū Wāhine, Te Puni Kōkiri, the Ministry for Ethnic Communities and the Ministry for Pacific Peoples, and members of rainbow, disabled and pan-Asian employee-led networks.

Recommended Actions

We recommend that you:

Note the progress being made by the Equal Pay Taskforce.

Agree that Te Kawa Mataaho releases this report once it has been considered by you, with matters under active consideration withheld under section 9(2)(f)(iv) of the Official Information Act (OIA). Information related to current pay equity claims is withheld under section 9(2)(j) of the OIA to enable agencies to carry on negotiations without prejudice or disadvantage, and legally privileged information is withheld under section 9(2)(h).

We recommend that you:

Agree/disagree.

Hon Priyanca Radhakrishnan

Minister for Diversity, Inclusion and Ethnic Communities

Report: Equal Pay Taskforce Progress Report March 2023

Purpose of Report

4. This report provides a high-level overview of the work of the Equal Pay Taskforce for the Minister for Diversity, Inclusion and Ethnic communities. It provides the Minister with an update on progress for Kia Toipoto.

Ensuring a diverse, fair, and equitable Public Service

5. **Appendix One** contains an overview of the comprehensive work programme to close gender, Māori, Pacific, and ethnic pay gaps which you share with the Minister for Women. In summary the work programme is aiming to give effect to the requirements of the Public Service Act that the public service workforce reflects the diversity of the NZ population and has fair and equitable conditions of employment.
6. The Government's work is primarily progressed through the following two cross-agency collaborative taskforces. The Commission houses these taskforces which are jointly funded by the Ministry for Women, Ministry of Business, Innovation and Employment and the Commission:
 - Equal Pay Taskforce which is focussed on the implementation of Kia Toipoto – Closing Public Service gender, Māori, Pacific, and Ethnic Pay Gaps.
7. Looking forward, there are opportunities to progress the Government's pay equity and pay gaps work programmes this year and we look forward to discussing these with you, for example:
 - embedding and accelerating progress on closing pay gaps by working with Te Whakapiri to develop guidance, share best practice and build capability. Crown entities in particular need support to close gender and ethnic pay gaps.
 - using data to leverage the Government's workforce equity priorities within the wider NZ labour market.
8. We expect public and media interest in pay gaps and pay transparency.
 - Ethnic pay gaps

A recent report from the Human Rights Commission highlighted pay gaps for Pacific people across the New Zealand labour market. In the public service the pay gaps for Māori and between genders have substantially decreased over the last four years. These gains have not been seen for Pacific and Asian people in the public service. The pay gap for Pacific people has decreased only slightly and that for Asian people has slightly increased. Work is ongoing to implement Kia Toipoto, including working with the Human Rights Commission.

High-level focus areas for pay gaps work programme 2023

9. The Taskforce, in consultation with Te Whakapiri, has undertaken a strategic planning exercise and determined three broad focus areas for our work in 2023:
 - implementing Kia Toipoto, the Public Service Pay Gaps Action Plan 2021 - 2024
 - building strong relationships with agencies and Crown entities
 - strengthening data and research.
10. We will update you on progress in these areas in each bi-monthly report.

The first Kia Toipoto action plans have been published

11. As required, 34 departments and departmental agencies have published their first Kia Toipoto action plans. Links to all published plans are on the Te Kawa Mataaho website ([here](#) under *How we measure progress*) so that stakeholders can easily locate and compare plans.
12. The Taskforce has undertaken a review of the plans and found that they show:
 - work to close gender pay gaps, begun in 2019 under the Gender Pay Gap Action Plan, is well-embedded.
 - agencies' increasing capability in analysing and communicating the complex drivers of gender pay gaps. A number of agencies, especially larger agencies, use detailed data cuts and trends in the data they have been gathering since 2018 to provide a robust evidence base to inform their pay gaps work programmes.
 - agencies are employing a wide range of coordinated actions to address the multiple drivers of pay gaps.
 - agencies are increasingly making connections between their pay gaps work and wider diversity and inclusion work programmes, especially strengthening cultural competence.
 - work to address Māori, Pacific and ethnic pay gaps is less well-developed, partly reflecting that 2022 was the first year of Implementing Kia Toipoto, and data constraints for some agencies. Smaller agencies generally have too few employees in different groups to be able to analyse average pay by ethnicity or by ethnicity and gender combined, or to draw many conclusions from representation data, which can be volatile. Strengthening their ethnic data, and combining this with more qualitative data gathering, is an area of focus for a number of agencies.
 - some very good examples of meaningful engagement with employees and unions to develop their action plans.
13. The Taskforce will provide feedback to agencies as part of supporting them to continue to develop effective pay gaps action plans.
14. In October, the Minister for Women extended the timeframe for Crown entities to publish data and plans from 31 December 2022 to 30 April. At the same time, entities with enough employees to do so, were asked to still publish their gender and ethnic pay gaps by the end of 2022. To date, 38 entities, including 14 Crown agents, have published pay gaps data, pay gaps action plans, or a commitment to Kia Toipoto and to publishing their plans by the end of April. Links to these are also on the Te Kawa Mataaho website [here](#) under *How we measure progress*.

15. We are supporting entities to publish their first Kia Toipoto action plans, including their data by the end of April.

Continuing to work with Te Whakapiri to support agencies and Crown entities to meet the Kia Toipoto milestones

16. We have completed a systematic review to understand all current activities and investments in workforce and career development for Māori, Pacific, and ethnic communities' workforces in the Public Service.
17. Further analysis is underway with agencies to understand which Māori, Pacific and ethnic communities' workforce development initiatives are working well with the aim to leverage these more widely across the Public Service.
18. A subgroup of Te Whakapiri has developed guidance on equitable career progression, pathways, breaks and leave to support agencies and entities to meet the Kia Toipoto *Effective Career and Leadership Development* milestone. The guidance was released in early February.
19. Another subgroup of Te Whakapiri is developing guidance on equitable recruitment processes to support agencies and entities to meet the Kia Toipoto *Eliminating all forms of bias and discrimination* milestone April 2023. This guidance will be released in April.
20. The Taskforce is consulting with agencies and entities to identify their needs and preferences for receiving support to implement both sets of guidance, and to develop their first Kia Toipoto action plans. Based on their feedback, we will develop and deliver tailored learning and support sessions over the coming months.

Upcoming meetings and engagements

Date 2023	Details	Location
March	<p>Kia Toipoto - Drop-in sessions To support Crown entities to publish their first annual Kia Toipoto action plans by April 2023</p>	Online
March	<p>Kia Toipoto - Online support Supporting agencies and Crown entities to implement updated Career Progression and Recruitment guidance.</p>	Online

Appendix One – Kia Toipoto, Pay Gaps action plan

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 April 2023 agencies/entities have plans and targets to improve gender and ethnic representation in their work force 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

Kia Toipoto reflects the Gender Pay Principles, the legislative requirements of the Public Service Act 2020, the Human Rights Act 1973 and the Equal Pay Act 1972, the Government Workforce Policy Statement 2021.