



AIDE-MEMOIRE

IN-CONFIDENCE

Information for the Living Wage Movement

Date: 31 January 2019

For: Hon Chris Hipkins, Minister of State Services

Report No: SSC2019/0009

Information for the Living Wage Movement

Purpose

On 14 December 2018 we indicated that we would provide SSC analysis that uses 2013 Census data to examine female dominated workforces in the State sector and their income levels to the Living Wage Movement. We committed to providing this by the end of January 2019.

An attached appendix has been included to be released to the Living Wage Movement.

Minister Hon Chris Hipkins, Minister of State Services

Background

In 2018 an initial analysis of State sector workforces was undertaken by the SSC using 2013 Census data to examine the wage rates of female dominated workforces across sectors for pay equity purposes. The analysis presented in Annex 1 provides an indication of where female dominated workforces may be and their income levels, however, it does not determine whether there is a pay equity issue.

Annex 1 summarises those workforces that are:

- Female dominated (where 50% or more of the workforce identify as female)
- Populated with a high proportion of:
 - Māori (where numbers of Māori are two or more times higher than the average across the whole workforce of 11%)
 - Pacific People (where numbers of Pacific People are two or more times higher than the average across the whole workforce of 5%); or
 - employees who hold two or more jobs (where numbers of these workers are two or more times higher than the average across the whole workforce of 9%).

Findings were cross referenced with Public Service Workforce Data collected in the June 2017 Human Resources Capability Survey to ensure that all female dominated Public Service workforces were accurately represented.

Annex 1 only examines those female dominated workforces that are present in the State sector. Where a workforce exists in Local Government and/or the Private sector (i.e. not the State sector or Public Service) it is not recorded here.

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It is important to note that the data was recorded in 2013, so is significantly dated. Additionally, the information is self-selected. Therefore, employee numbers do not represent the full scale of a workforce and also occupational classifications are decided by each individual. A single workforce can be spread across multiple classifications, diluting the ability to draw conclusions about that workforce. Finally, this analysis is an initial examination and further discussion is required between, the SSC, agencies and unions on where the low pay threshold could be set.

We recommend
that this aide-memoire be released

Agree/disagree.

Proactive Release

Hon Chris Hipkins
Minister of State Services

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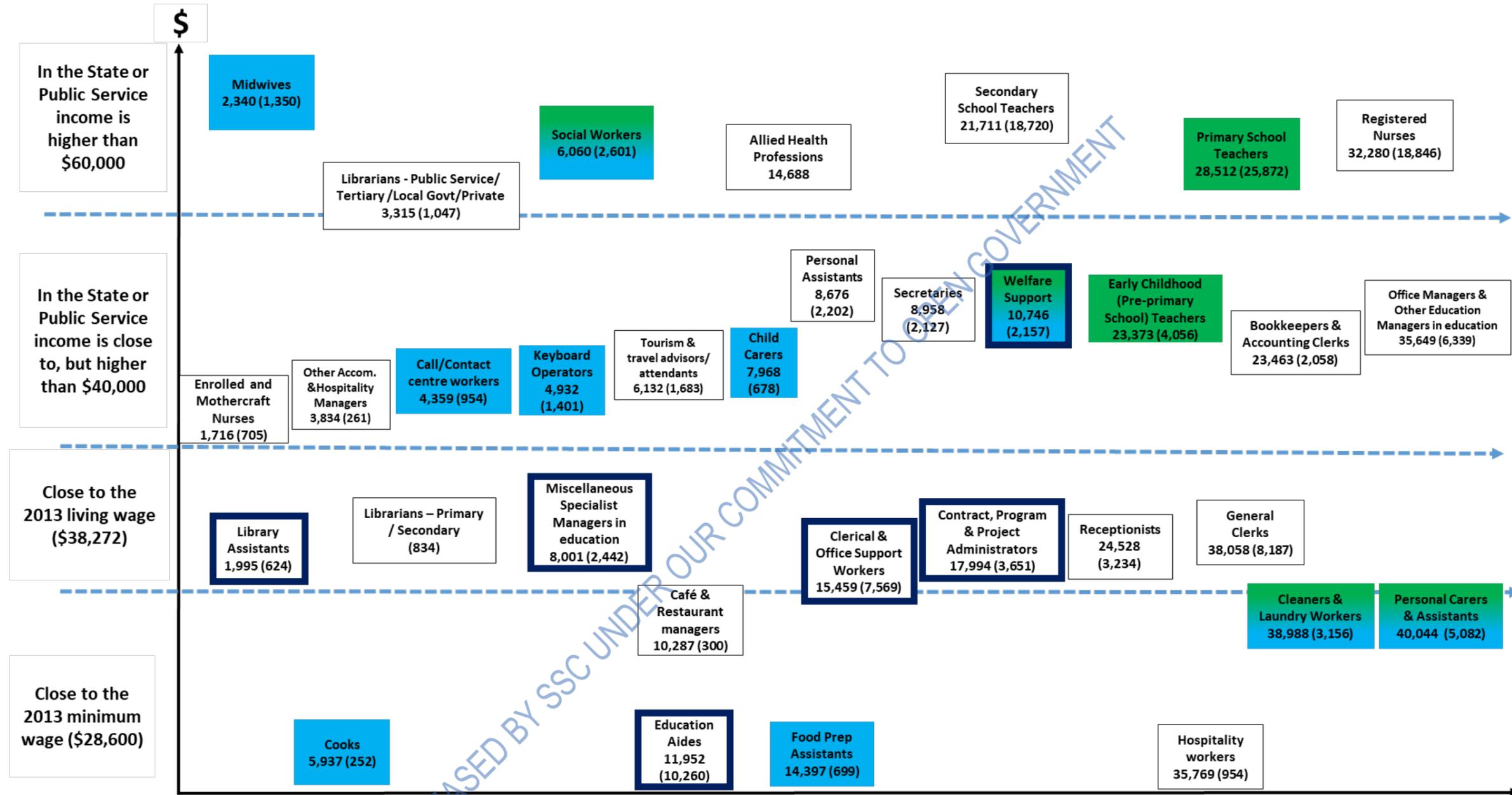
Responsible Manager: Sarah Borrell, Manager, Workforce and Employment Relations

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Appendix A

Information for the Living Wage Movement on female dominated State sector workforces based on 2013 Census data

Census data



Key = High proportion of:

- Māori
- Pacific People
- Workers holding 2 or more jobs

Thresholds:

- Female dominated = 50% or more of the workforce identify as female.
- High proportion of Māori or Pacific People or workers holding two or more jobs = these workers are represented at two or more times higher than the average rate across workforces.
- Un-bracketed numbers indicate the entire size of the workforce (across sectors).
- Bracketed numbers indicate the size of the workforce within the State sector/Public Service only. NOTE the size of the workforce indicated in this diagram draws on the best available source, in most cases this is 2013 Census data, but in some instances includes other sources, for example the Health Workforce Information Programme (HWIP).

Requirements for inclusion:

- This diagram only includes female dominated workforces that are present in the State sector, where a workforce exists in Local Government and/or the Private sector only (i.e. not the State sector or Public Service) it is not recorded here.
- Additionally, the information only includes those who are not in study and who work more than 35 hours a week.

Please note:

- The above data is based on the 2013 Census and is therefore significantly dated and relies on self-selected information.
- The analysis can provide an initial indication of where low paid workforces may lie, but this does not indicate the presence of a pay equity issue and firm conclusions cannot be drawn.
- To allow for comparison between occupations all income rates presented above are those recorded in the 2013 Census. This average Census income represents income from all sources (not just wages and salaries).
- These income rates are slightly different (and often lower) than those recorded in the Human Resource Capability, HWIP and School Payroll data.