



2020 Workforce Data – Gender Pay Gap results

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	Actions Sought	Due Date
Hon Chris Hipkins, Minister of State Services	Note	None
Hon Julie Anne Genter, Minister for Women	Note	None

Enclosure: Yes – Appendix 1

Minister's Office Comments

Comments:	
Date returned to Te Kawa Mataaho:	

Executive Summary

- 1 The annual Workforce Data results are planned to be published by Te Kawa Mataaho Public Service Commission in November.
- 2 This briefing summarises the latest results for the key gender pay gap (GPG) related measures that we publish as follows:
 - a. The Public Service gender pay gap (based on the mean pay of employees in the core Public Service) decreased from 10.5% in 2019 to 9.6% in 2020.
 - b. The Public Service gender pay gap using median pay decreased from 6.2% to 5.8%. The comparable 2020 national gender pay gap reported by Stats NZ was 9.5%.
 - c. The percent of women in senior management (tiers 1 -3) increased from 49.6% to 53.2%.

Recommended Action

We recommend that you:

- a **Note** the 2020 Workforce data related to the Public Service gender pay gap
- b **Note** that this data will be published in the annual Workforce Data results due for release by Te Kawa Mataaho in November
- c **Agree** that Te Kawa Mataaho proactively release this briefing once it has been considered by you and after the publication of the 2020 Workforce data.

Agree/ disagree.

Te Kawa Mataaho Report: 2020 Workforce Data – Gender Pay Gap results

Purpose of Report

- 3 This paper summarises the 2020 gender pay gap related results that are published as part of Te Kawa Mataaho Public Service Commission's annual Workforce Data release.

Background

- 4 The annual Workforce Data release provides statistics on the State sector workforce, with the focus on the core Public Service. The information is based on data collected from all Public Service departments and has been operating since 2000. The release covers a wide range of data, including staff numbers, age, gender, ethnicity, occupation, salaries, sick/domestic leave, regions and gender pay gaps. Agencies use this information to help address workforce pressure points and issues. This information is released through the SSC website, which offers an online interactive tool. <https://www.publicservice.govt.nz/our-work/workforce-data/>
- 5 This briefing summarises the 2020 results for the key gender pay gap related measures that we publish as part of our ongoing reporting on progress of the gender pay gap. We are providing this data before the full release of the Workforce Data report because these results have been confirmed earlier than some of the other data we release in the report. We are also continuing to work on more detailed analysis of the data in order to ensure that we can answer potential follow-up questions at the time of release.

2020 results

- 6 The Public Service gender pay gap (calculated using average or mean pay) decreased from 10.5% in 2019 to 9.6% in 2020. This is the lowest level since measurement began in 2000.
- 7 Te Kawa Mataaho has reported the Public Service gender pay gap using average (mean) pay since 2000. This differs to Stats NZ's approach of using median pay when reporting the gender pay gap for the entire workforce.
- 8 The Public Service gender pay gap using median pay decreased from 6.2% in 2019 to 5.8% in 2020. This is also the lowest level since measurement began in 2000. The comparable 2020 national gender pay gap reported by Stats NZ (calculated using median pay for the entire workforce), was 9.5%, similar to the last three years (9.4% in 2017, 9.2% in 2018, 9.3% in 2019).
- 9 The percent of women in Public Service senior leadership (tiers 1 -3) increased from 49.6% in 2019 to 53.2% in 2020. This is the highest level since measurement began in 2001.
- 10 Appendix 1 provides the results for these measures back to 2000 (the first year of data collection).

Next Steps

- 11 The full Workforce Data results for 2020 are planned to be published in November. As in previous years Te Kawa Mataaho will provide a detailed briefing to Ministers closer to publication.
- 12 While the Workforce Data will not be formally released until November, Ministers may wish to comment on progress to reduce the Public Service GPG based on the information in this report.

Appendix 1

Year	MEDIAN Gender Pay Gap		% Women in Senior Leadership
	Public Service	New Zealand	
2000	18.6%	16.7%	14.0%
2001	17.3%	15.5%	13.1%
2002	15.6%	15.9%	12.3%
2003	15.8%	14.5%	12.5%
2004	17.0%	15.6%	12.7%
2005	16.4%	13.9%	14.0%
2006	16.1%	12.5%	12.1%
2007	16.0%	14.7%	11.9%
2008	15.4%	12.9%	12.5%
2009	15.4%	13.7%	11.5%
2010	14.4%	11.9%	10.8%
2011	14.3%	11.8%	10.3%
2012	13.7%	11.3%	9.1%
2013	14.2%	12.1%	11.2%
2014	14.1%	11.6%	9.9%
2015	14.0%	11.2%	11.8%
2016	13.5%	11.1%	12.0%
2017	12.5%	9.7%	9.4%
2018	12.2%	10.7%	9.2%
2019	10.5%	6.2%	9.3%
2020	9.6%	5.8%	9.5%

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