

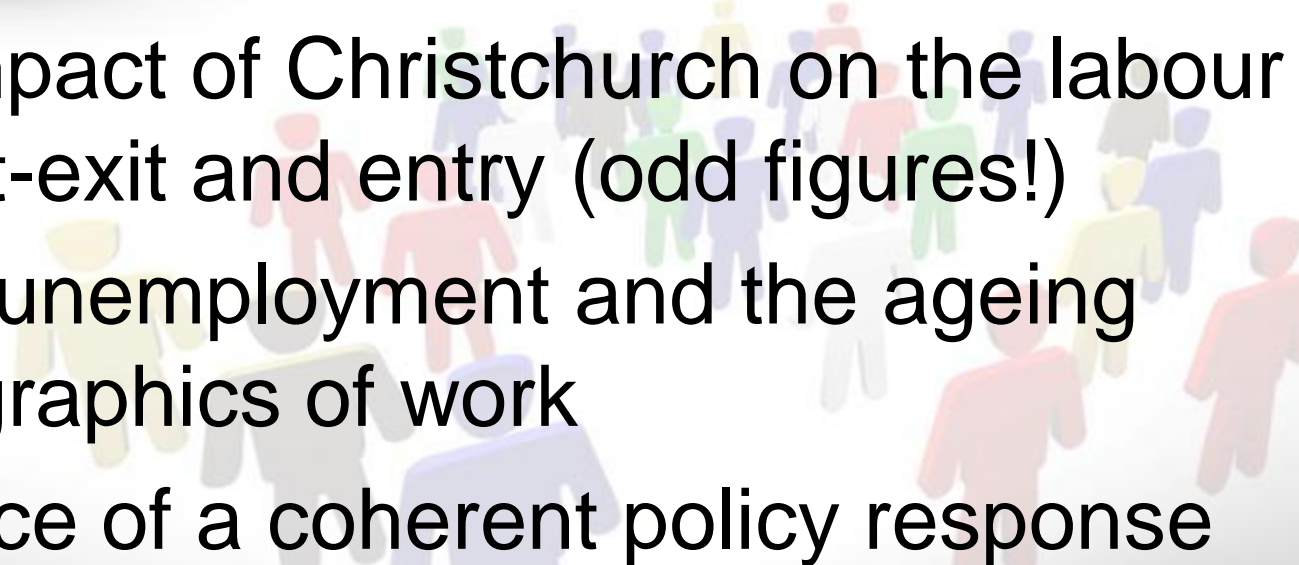


Human Rights
Commission
Te Kāhui Tika Tangata



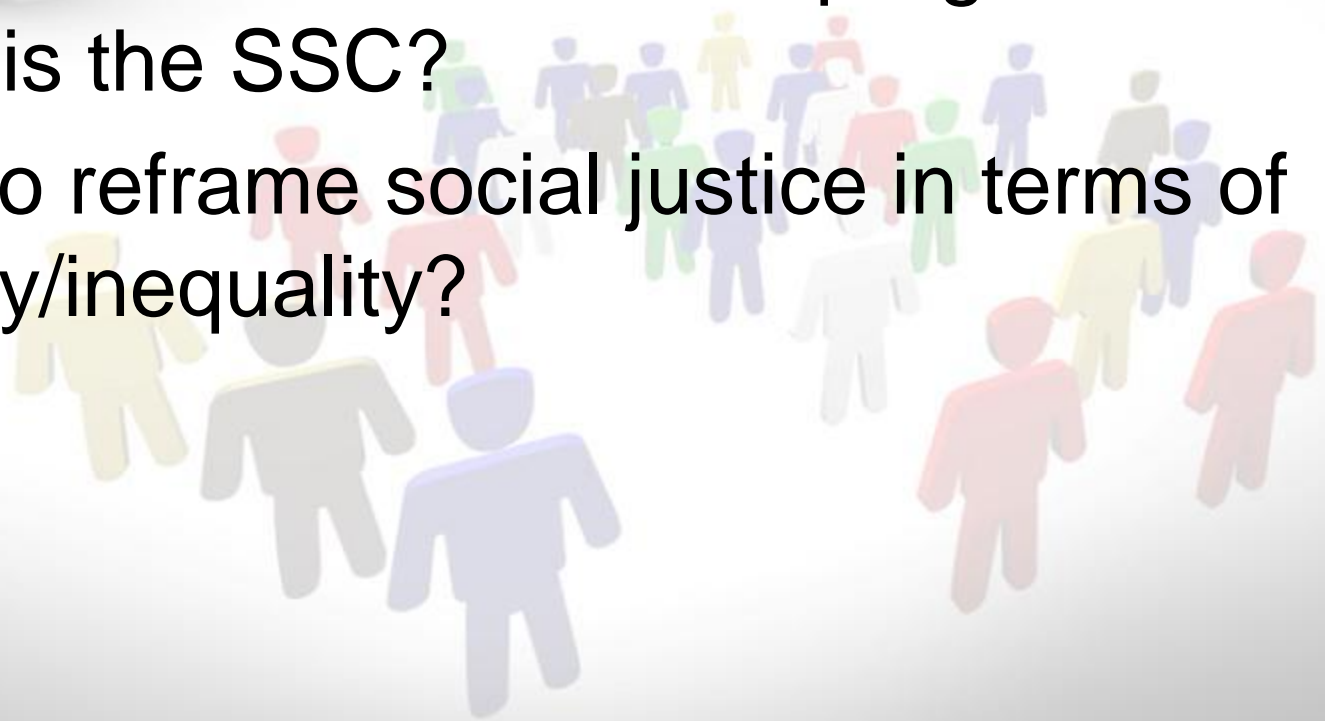
EEO and the Public Sector

EEO at the crossroads: changing values?

- Global recession and political responses re respect for public servants
 - The impact of Christchurch on the labour market-exit and entry (odd figures!)
 - Youth unemployment and the ageing demographics of work
 - Absence of a coherent policy response
- 

EEO at the crossroads: changing values?

- Absence of targets, action plans, benchmarks or indicators of progress—where is the SSC?
- Need to reframe social justice in terms of equality/inequality?



National Conversation about Work

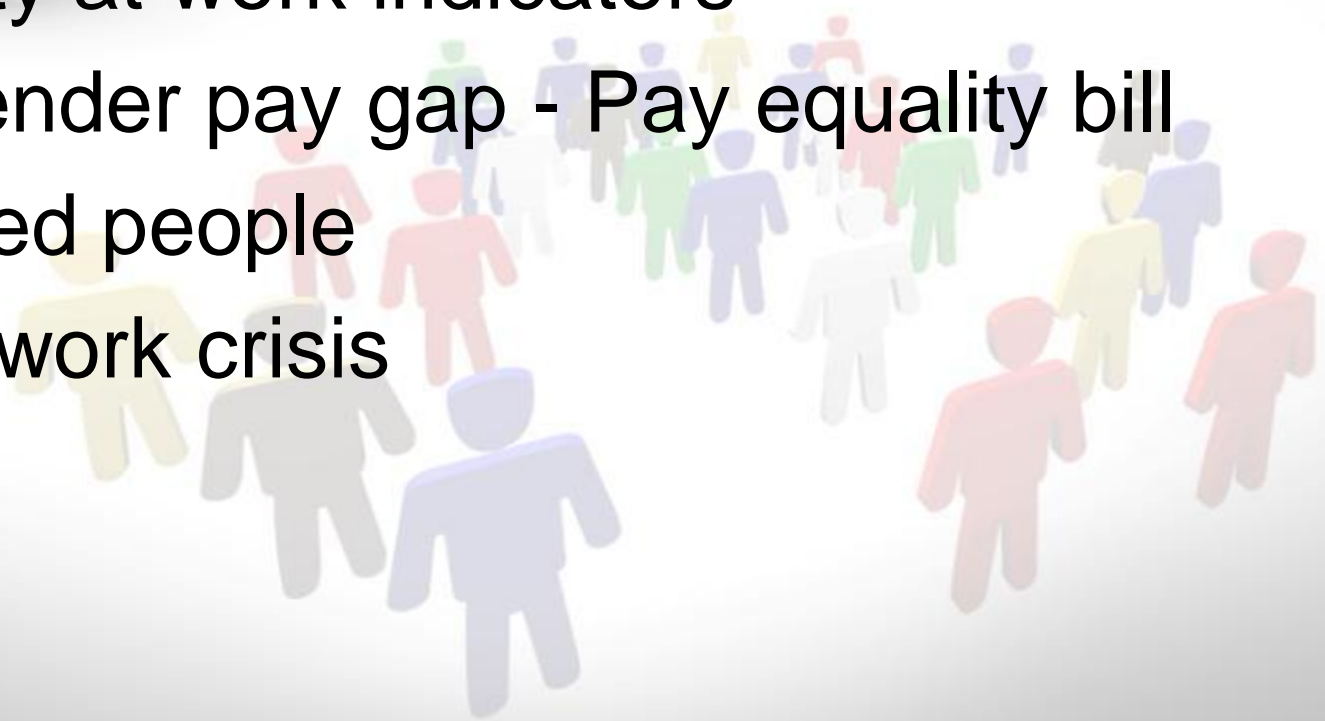


Continuing the conversation – Tracking equality

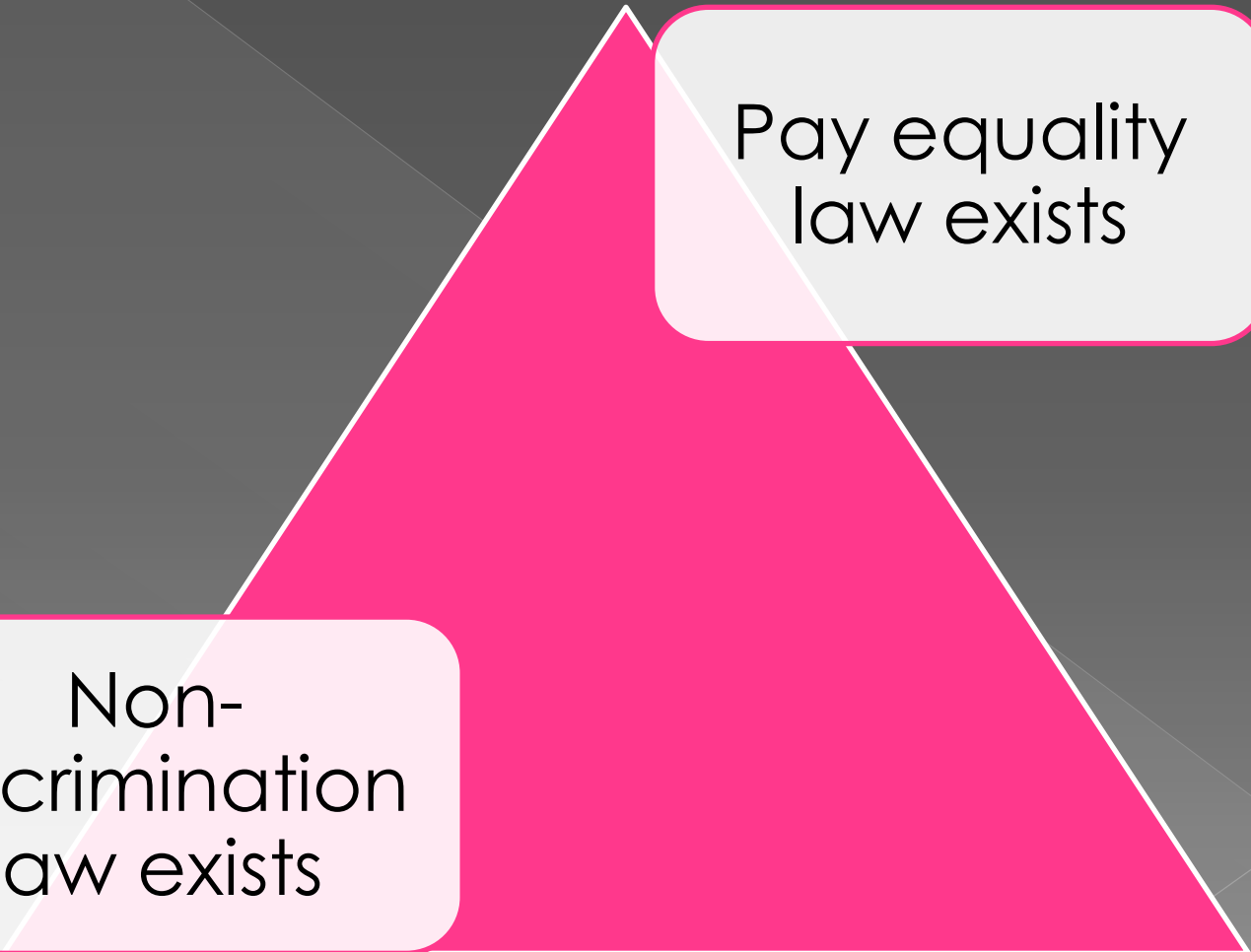


Continuing the conversation – Tracking equality

- Where are we now?
- Equality at work indicators
- The gender pay gap - Pay equality bill
- Disabled people
- Youth work crisis



Equal pay: what we've got



Pay equality
law exists

Non-
discrimination
law exists

What we've got

- 12% gender pay gap over past 10 years
- Ten public sector departments of 34 have a gender pay gap less than or equal to the gap in the total labour market of 13%
- The lowest gender pay gap in the public sector is [minus] -12.03%
- The highest gender pay gap in the public sector is 38.81%

Public service – pay & employment equity reviews

- Common findings:
 - > Unequal starting salaries for the same job
 - > Female dominated jobs being lower paid than male dominated jobs
 - > Gender disparities in pay progression and performance pay
 - > Women predominating among the lowest paid staff and forming a minority of those in paid jobs
 - > Women having a smaller share of additional rewards

What we need

Pay equality law exists

Non-discrimination law exists

Positive duty

Pay Equality Bill

Three essential pillars:

- ◉ Realise the right to equal pay
- ◉ Positive duty to equal pay transparency, obligation on employers' to record pay differentiations by gender and open to Labour Inspector scrutiny
- ◉ Determination of work of equal value

What does our own backyard look like?



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