

The Government has committed to addressing the gender pay gap in the Public Service

In 2018, the Government published five gender pay principles the public sector is expected to comply with, along with a number of actions and milestones in the Gender Pay Gap Action Plan.

01 Freedom from bias and discrimination

02 Transparency and accessibility

03 Relationship between paid and unpaid work

04 Sustainability principle

05 Participation and engagement

2018 - 2021

Freedom from bias and discrimination

- Developed a process for assessment and facilitated workshops to those who were involved in conducting the Gender Pay Review assessment ✓
- Cultural awareness training for people leaders ✓
- Established Kohinga Kōrero - Conversations That Matters programme ✓

Transparency and accessibility

- Review of 2020 Gender Pay Action Plan and update it based on new insights ✓
- Implemented the career and pay progression (CAPP) framework ✓
- Defined what the 'same' role means for MBIE in the context of CAPP steps ✓
- Set up Gender Pay Gap Hub and developed communications plan to create awareness of the Gender Pay Action Plan ✓
- Implemented the ability to track promotions in HR systems ✓
- Analysed the gender pay gap at each CAPP step or pay band, and published this as part of the gender pay dashboard ✓

Relationship between paid and unpaid work

- Agreed a priority approach to assessing individual's pay to ensure gender is not a factor as a phased analysis and target any corrections ✓
- Implemented the flexible working policy and procedure ✓

Sustainability principle

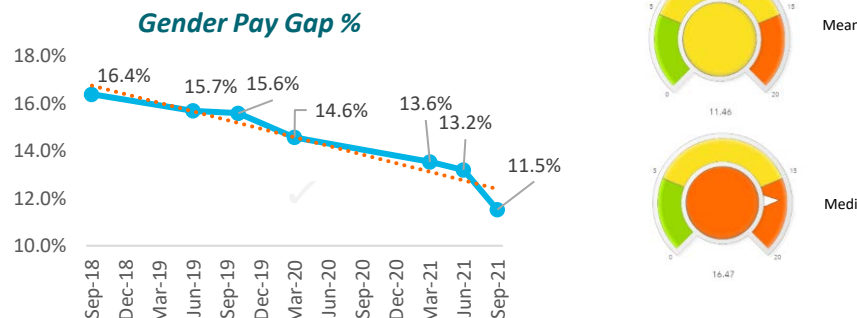
- Initial review of people policies through the employee experience hub ✓
- Build our capability to capture better data through data plan, dashboards, and other reporting and financial modelling platforms ✓
- Completed a Gender Pay Review and approved and implemented 450+ correction payments ✓
- Reviewed policies on flexible working, parental leave, leave, and promotions ✓
- Reviewed processes on recruitment & appointment, performance, promotions / progression, parental leave, access to overtime, out of cycle increases, annual remuneration review, training investment & opportunity ✓
- Updated recommended changes and secured approval of the new processes ✓
- Designed measurement framework to trace the effectiveness of addressing skills gap programme (Skills Pledge) ✓
- Reviewed the L&D budget as part of the Aotearoa New Zealand Skills Pledge ✓
- Prioritised funding for closing like-for-like gender pay gaps for senior roles during the remuneration review ✓
- Implemented the I&D Recruitment Plan ✓

Participation and engagement

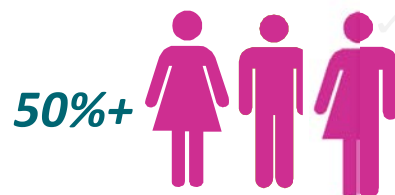
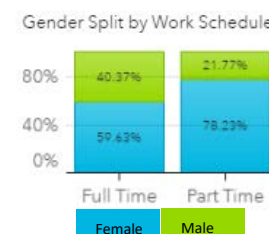
- Conducted Tangata Whenua, Pacifica Employee Malaga and Rainbow employee sprints, and incorporated feedback into the plan ✓
- Engaged P&C Advisory teams, PSA National Delegates Committee and senior leadership in updating our plan ✓
- Educated current employees, new employees (through induction) and managers about the purpose and approach we are taking to address the gender pay gap ✓

October 2021

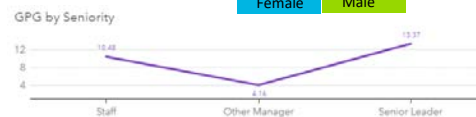
We have made significant progress since 2018



Average Salary
Female: \$93,234
Male: \$105,298



We have achieved more than 50% representation of women in leadership (Tier 1 to 3).



Since the drafting of the Gender Pay Action Plan in October 2018, MBIE's gender pay gap decreased by **4.9%**.

Part of this was the impact of the CAPP implementation.



2021 - 2022

Freedom from bias and discrimination

- More diversity on recruitment / interview panels
- Support employees for pan-MBIE career pathways / secondments - internal advertising of vacancies more clearly / easily-accessible
- Determine whether age is a factor in bias - attraction and appointment
- Update gender selection options in Pay@MBIE to reflect Stats NZ standard
- Continue efforts to upskill managers in bias training, including continued delivery of the Wall Walk and Beyond Diversity workshops, and launch of Nō Kōnei belong learning programme campaign
- Training for all employees on working alongside Rainbow colleagues, clients and external service providers

Transparency and accessibility

- Implementation of the Remuneration at Recruitment Tool demonstrating the impact a proposed salary will have on Gender and Ethnic Pay Gaps (EPG)
- Drive to increase capture of ethnicity data for reporting and measuring EPG
- Address gender diverse statistics / people that fall outside the gender binary
- Include candidate attraction / selection / internal promotion data once SAP recruitment module is implemented late 2021
- Parent's room at Stout Street to be renovated (will be renamed Wellness Suite)
- Inclusion of ethnic pay gap data in dashboards and reporting
- Establish consistent appeals process for Gender Pay Review
- Analysis of gender and ethnic proportion in Career progression, including looking at progression by location
- Enhance visibility of development opportunities for managers to share with direct reports
- Data collection of gender proportions and average pay of each gender from MBIE third party organisations and self-employed contractors

Relationship between paid and unpaid work

- Investigate options for arrangements to support parents returning from parental leave
- Highlight and communicate the impact of unpaid labour (e.g. Marilyn Waring TEDx talk, Kiwi Dads initiative)

Sustainability principle

- Further embed the MBIE values in the Gender and Ethnic Pay Action Plan including embedding the 12 behaviours and the te reo descriptions
- Workshop education for People Leaders on the Gender and Ethnic Pay Action Plan.
- MBIE-wide mentoring / coffee catch ups including a Women's Mentoring programme facilitated by Arahanga Wāhine.
- Stories to encourage changing mind-set around flexible-by-default working
- Gender and ethnic pay measures key performance indicators included in performance reviews for People Leaders
- Continue building upon the principles of CAPP, including applying the principles of pay restraint and the gender pay action plan to ensure the minimisation of bias
- Establish maintenance process of Gender Pay Review
- Develop 12-month communication plan to enhance education and communication of the action plan
- Build on CAPP by drafting guidance for people leaders outlining where in the step range to appoint based on levels of capability.

Participation and engagement

- Strategic communications plan of the Gender and Ethnic Pay Gap Action plan, including posters, digital screens / screen savers, online module and in-person workshops
- Reformat of Te Taura Gender Pay Action Plan pages
- Gain insights from Employee Surveys
- Sharing individuals' stories of the impact the work completed so far has had
- Further engagement with Arahanga Wāhine, Te Rau Puāwai, Pacific Staff Village, Women of Colour, Ngāi Kahukura, Asia-International and Disability employee-led networks
- Videos featuring our diverse workforce
- Review representation of Gender and Ethnic Pay Action Group to include employees that fall outside the gender binary, trans women and representation from other ethnic groups and disability awareness
- Investigate Te reo option for the name of the Gender and Ethnic Pay Action Plan and Group