



Tracking Equality at Work – Key findings for 2016

Employment

The employment indicators used in the tool are: unemployment, underemployment, NEET (not in education, employment or training), and labour force participation.

Against these indicators, the data shows that:

- Women have higher rates of unemployment, underemployment and NEET) and lower rates of labour force participation than men.
- There has been a significant increase in the number of Maori women underemployed between 2014-2015 from 7.8% to 9.1%. This is three times that of Maori men who are underemployed at 3.4% at and four times that of European men who are at 2.2%.
- Overall Maori people have higher rates of unemployment at 12.9% (compared to 6% of all people) and lower rates of labour force participation at 66% (compared to 68.2% of all people).
- There has been a two percent increase in the unemployment rate of Pacific people since 2014 to 13.1%.
- Young people (under 25) have higher rates of unemployment, underemployment and lower rates of labour force participation.
- Young women have higher NEET rates than young men across all ethnicities and for both age groups except for European women aged from 15-19. In the 15-19 year demographic the NEET rate has fallen below that of men for the first time in 2015.
- Female NEETS fell to their lowest number ever since 2011 at 11.8%, although overall this rate remains higher than men.
 - Young Māori and Pacific women are disproportionately affected by unemployment. Young Maori women under 25 years have an unemployment rate of 23.6%. Young Pacific women under 25 have an unemployment rate of 31.4%.
 - In 2015, Asian New Zealanders surpassed all other ethnic groups in regard to labour force participation.
 - Pacific peoples have the lowest rate of labour force participation. Their labour force participation decreased by two percent from 2014-2015 from 63.1% to 61.2%.

Pay rates

The pay indicators are: median hourly pay in the labour force, full time equivalent median annual pay in the public service, annual income of disabled and non-disabled people, characteristics of people in receipt of the minimum wage, minimum wage exemptions and hourly pay rates based on educational qualification.

Against these indicators, the data shows that:

- Pay differences exist in both the broader labour market and the public service. Men are paid more than women, European New Zealanders are paid more than other ethnic groups, and disabled people have lower incomes than non-disabled people.
- Compounding factors result in increased inequality for some groups. For example, there is a significant difference in median hourly pay rate between European men and Pacific women of \$7.10 per hour.
- Since 2014 there has been a drop in the median income of Pacific and MEELA women aged 65 plus. There has also been a drop in the median pay rate of Asian and MELAA women aged 25-44 years.
- In 2015 the gap between male and female pay rates widened slightly in the public service. The gap in pay rate between European and Maori workers in the state sector widened also. For example, the difference in pay between New Zealand European men and Pacific women is \$16,662.
- Pacific and Māori women are paid a lower rate than European women.
- Disabled women have lower incomes than disabled men. In 2015 the overall number of minimum wage exemptions granted allowing employers to pay disabled people less than the minimum wage has continued to trend downwards.
- The majority of people on the minimum wage are young people and are more likely to be women. There has been a four percent rise in the number of women under 25 on the minimum wage since 2014 to 52.7%.
- In 2016 a new indicator has been added to the Tracking Equalities tool tracking hourly wages on the basis of educational qualifications. It shows the wages of people rise significantly when they achieve a Level 4-7 certificate or diploma post-secondary school and continue to rise significantly with attainment of a Bachelors and post graduate qualification. When data is broken down into gender and ethnicity the differences in median hourly wages are even more marked.
- The largest pay gap of \$29.33 per hour is between Pacific women with a Level 1-3 certificate and European men with a post graduate qualification.

Leadership

The leadership indicators used are: senior management in the private sector, senior management in the public service, public sector boards, private sector boards and women in senior leadership globally.

Against these indicators, the data shows that:

- Equality has not been achieved against any of the leadership indicators.
- There has been a sharp decline in women in senior management roles in the private sector from 31% in 2014 to 19% in 2015.
- On state sector boards the percentage of female appointees has increased to 43 percent which is a ten year high, up nearly 2% from 2014.
- Boards administered by the Department of Internal Affairs, the Ministry for Women, the Ministry for Social Development, Ministry of Education and the Ministry of Health have achieved at least 50 percent female appointments.
- Just under a third of senior management positions in private sector New Zealand firms were held by women from 2011 to 2014. In 2015, representation has dropped to just under a fifth at 19%.
- In regard to senior management in the public service, in 2011 women made up 39.6% of senior managers. In 2015 women make up 44.2% of senior managers.
- In 2016 a new indicator has been added to the Tracking equalities tool, Women in leadership globally. It shows twenty-four percent of senior leadership roles are held by women globally.
- Only 19% of businesses in New Zealand have women in senior management roles. This places New Zealand in the bottom ten countries surveyed globally. New Zealand is significantly below its five-year average of 27.6% at present.
- Information on the representation of people from different ethnic backgrounds in senior management in the private sector and on state sector boards is still not being collected so progress cannot be measured.

Discrimination and harassment

Indicators for discrimination and harassment are based on complaints made to the Human Rights Commission in the areas of employment and pre-employment. Sexual harassment data is also reported.

Against these indicators, the data shows that:

- The most frequent ground of complaint pre-employment in 2014 were race and disability. In 2015 the most frequent grounds for complaint were age and race.
- The number of complaints on the basis of disability pre-employment halved, although there are a significant number of complainants where it is unknown if the person is disabled.
- European women aged 18-30 are most likely to make a complaint on the basis of sexual harassment than people of other ethnicities and ages.