



EQUAL PAY

means that men and women performing the same role receive the same pay



Equal pay for equal work has been a legal requirement in New Zealand since 1972

THE GENDER PAY GAP

indicates the difference in average earnings between men and women



Why are women underrepresented in the top paying roles and sectors?

- We raise boys and girls differently
- We split caring and unpaid work unequally
- We have inherited systems, values and biases that tend to favour men

New Zealand's gender pay gap is 9.2%
(October 2018)