HUD Gender Pay Gap Action Plan update 2020

Eliminating the gender pay gap is a priority for the Government, Public Service chief executives and State sector leaders.

The Gender Pay Gap Action Plan sets out actions and targets that will help close the gender pay gap in the Public Service.

The Gender Pay Principles provide a framework for creating working environments free of gender-based inequalities, based on collaborative action between agencies, employees and unions.

Freedom from bias and discrimination

Employment and pay practices are free from the effects of conscious and unconscious bias and assumptions based on gender.

Transparency and accessibility Employment and pay practices, pay rates and systems are transparent.

Information is readily accessible and understandable.

Relationship between paid and unpaid work Employment and pay practices recognise and account for different patterns of labour force participation by workers who are undertaking

unpaid and/or caring work.

Sustainability

Interventions and solutions are collect developed and agree sustainable and endu

HUD gender pay gap

February 2019 16.9%

A key driver of the gap for HUD was the employment terms and conditions we inherited from MBIE, MSD and Treasury when we were formed

> February 2020 9.9%

A big driver of this gap is vertical segregation which sees more women in lower-paid salary ranges, which is common across the NZ workforce. We have mainly closed gaps for same roles.

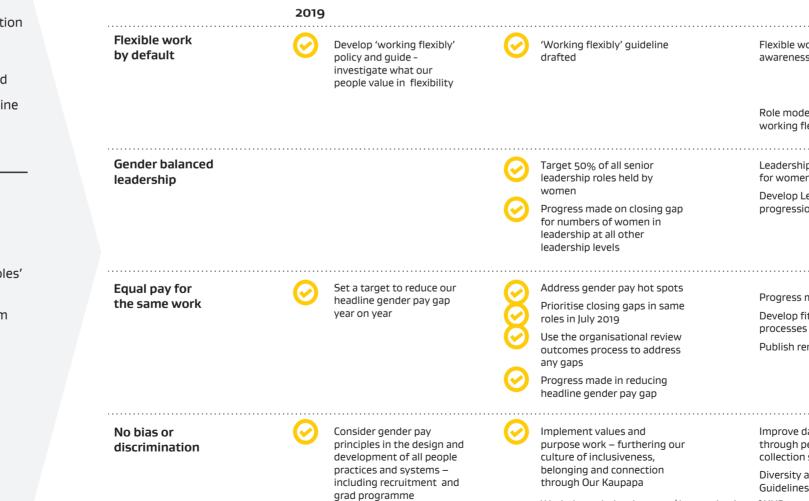
Key milestones since Feb 2019

- Gender pay gap action plan in place
- Gender balanced leadership achieved
- Reduction in headline gender pay gap vear-on-year

Key 2020 targets

- Implement flexible working policy
- Gender pay gaps closed for 'same roles'
- All HUD leaders complete 'free from bias' training programme

Progress and further actions to eliminate the gender pay gap at HUD by end 2021





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Participation and engagement

Employees, their unions and agencies work collaboratively to achieve mutually agreed outcomes.

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| | 2021 | |
| ble work by default reness programme | Implement flexible work by default | |
| model working flexibly in senior roles and lead a culture of king flexibly for all | | |
| lership development framework built – identifying opportunities vomen to progress through career levels | | |
| elop Learning and Development frame ression for women | ework that supports career | |
| | | ••• |
| ress made in reducing headline gender pay gap | | |
| elop fit for purpose remuneration framework - principles, practices, esses and educate managers in roll out (e.g. for moderation). | | |
| ish remuneration bands on intranet | | |
| | | |

Improve data quality through personnel data collection survey

Diversity and Inclusion Guidelines published

Work through development/ harmonisation of HUD terms and conditions of employment - promote equity. Work with PSA through collective bargaining Management Foundations training programme rolled out Review job titles and PDs - ensure free from unintended hias or discrimination

Develop an inclusive talent management framework