

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.

- 1 Freedom from bias and discrimination**
 Employment and pay practices are free from the effects of conscious and unconscious bias and assumptions based on gender.
- 2 Transparency and accessibility**
 Employment and pay practices, pay rates and systems are transparent. Information is readily accessible and understandable.
- 3 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.
- 4 Sustainability**
 Interventions and solutions are collectively developed and agreed, sustainable and enduring.
- 5 Participation and engagement**
 Employees, their unions and agencies work collaboratively to achieve mutually agreed outcomes.

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 year-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

Achieved

	2019			2021
Flexible work by default	Develop 'working flexibly' policy and guide - investigate what our people value in flexibility	'Working flexibly' guideline drafted	Flexible work by default awareness programme	Implement flexible work by default
			Role model working flexibly in senior roles and lead a culture of working flexibly for all	
Gender balanced leadership		Target 50% of all senior leadership roles held by women		Leadership development framework built - identifying opportunities for women to progress through career levels
		Progress made on closing gap for numbers of women in leadership at all other leadership levels		Develop Learning and Development framework that supports career progression for women
Equal pay for the same work	Set a target to reduce our headline gender pay gap year on year	Address gender pay hot spots		Progress made in reducing headline gender pay gap
		Prioritise closing gaps in same roles in July 2019		Develop fit for purpose remuneration framework - principles, practices, processes and educate managers in roll out (e.g. for moderation).
		Use the organisational review outcomes process to address any gaps		Publish remuneration bands on intranet
		Progress made in reducing headline gender pay gap		
No bias or discrimination	Consider gender pay principles in the design and development of all people practices and systems - including recruitment and grad programme	Implement values and purpose work - furthering our culture of inclusiveness, belonging and connection through Our Kaupapa	Improve data quality through personnel data collection survey	Management Foundations training programme rolled out
			Diversity and Inclusion Guidelines published	Review job titles and PDs - ensure free from unintended bias or discrimination
		Work through development/ harmonisation of HUD terms and conditions of employment - promote equity. Work with PSA through collective bargaining		Develop an inclusive talent management framework