

«« GENDER PAY GAP »» TOOLKIT

This gender pay gap toolkit includes a common methodology for calculating your gender pay gap, an online calculator, a downloadable worksheet and supporting guidance.

Many New Zealand organisations are already committed to closing their gender pay gaps and are taking action to measure and report on them, but the way pay gaps are measured varies.

The core element of the toolkit is a standardised methodology that enables any organisation to measure, understand, and compare pay gap data.

The causes of the gender pay gap are complex, with 80% driven by 'unexplained' factors. These are harder to measure factors like conscious and unconscious bias in hiring and pay decisions and differences in men's and women's choices and behaviours.

While some of these factors can be addressed at a national level, many factors are best addressed within businesses at an organisational and sector level.

Organisations themselves hold the necessary levers and mechanisms to close gaps and make informed decisions tailored to their own specific landscape.

The toolkit has been designed to empower solution-focused conversations that will make a difference over time. It encourages organisations to look beyond the numbers, understand the drivers and implement meaningful change.

The gender pay gap toolkit includes:

- an online calculator
- a downloadable worksheet that helps organisations to prepare their data
- a self-assessment quiz to learn more about where you are at on your gender pay gap journey
- guidance and templates to support you to calculate and report your gender pay gap.

Measuring, understanding and taking action on your gender pay gap can create an inclusive and fair workplace, increase productivity and morale, improve employee satisfaction and retention, and foster a positive public image as a leader in diversity and gender equality.

All organisations benefit from having a workplace that provides equal opportunities and outcomes for men and for women.



Tools and resources to help you calculate and take action on your organisation's gender pay gap can be found at women.govt.nz/GPGtoolkit