

Pacific Women

Pacific women are linguistically, culturally, and religiously diverse.

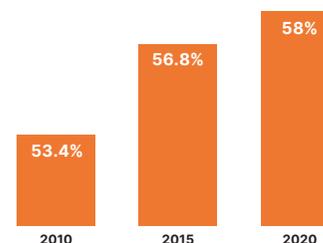
Pacific women are active in almost all industries including health, manufacturing, retail trade and the public sector. The largest group of Pacific women are employed in preschool and school education. Pacific women's labour force participation has increased steadily over the last ten years. Currently, Pacific women represent **7%** of working age women. By 2030, Pacific people will make up over **10%** of the working age population.

The **pay gap** for Pacific women compared to all men is **20.6%**.

Top 10 Career aspirations for Pacific girls

1. Nursing and midwives
2. Lawyers
3. Travel attendants and travel stewards
4. Doctors
5. Teachers
6. Police officers
7. Architects
8. Musical performers
9. Designers
10. Actors

Pacific women are increasingly in the paid labour force



Pacific women in business

The most popular industries for Pacific businesswomen are **professional, scientific, and technical services** (18%), **construction** (13%) and **health care and social assistance** (9%). Co-ownership is common.

Over 1,200 Pacific women own and work in these businesses.

At a conservative estimate, in 2017, the Pacific owned businesses in the top three industries generated at least **\$46 million of domestic sales**:



\$100,000+

110 Professional, Scientific and Technical Services businesses generated domestic sales over \$100,000 each.



\$1 million+

21 Pacific Construction businesses generated sales over \$1 million. A further 86 businesses generated over \$100,000 each.



\$100,000+

63 Health care and social assistance businesses generated sales over \$100,000 each.

Meeting the needs of jobseekers

Nearly **60%** of Pacific women job seekers want full-time work.

Nearly **80%** of unemployed Pacific men want full-time work.

People seek part-time work to fit with caring responsibilities, study and when setting up a business.

Gender Pay Gap



In 2021, New Zealand's national gender pay gap is **9.1%**.

For Pacific women, gender and ethnicity combine to create a pay gap of **20.6%** compared with all men.

For every dollar men earn, Pacific women earn **79** cents.

Access to Childcare



Pacific mothers are the **most likely** to report cost as a barrier to using child care compared to other ethnic groups.

Challenges to employment include:

- Bias and racism in recruitment and career progression
- Business development skills
- Access to childcare
- Transport and driver licences
- Flexible education
- Stereotypes

Pacific women represent:



4%
of the total population



6%
of all employed women



5%
of underutilised workers



4%
of female nurses and midwives



4%
of female lawyers



2%
of chief executives or managing directors