

# **The Impact of Current Pay Fixing Mechanisms on the Gender Pay Gap in New Zealand**

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## **Abstract**

This presentation summarizes the findings of two reports that were prepared for the Task Force on Pay and Employment Equity in the New Zealand Public Service, Public Health and Public Education Sectors. The papers focus on the impact of current pay fixing mechanisms, including bargaining structures and the use of market data on the gender pay gap in the New Zealand Public Service. The reports are based on information collected from State Services Commission's (SSC) Human Resource Capability Survey; SSC's Career Progression and Development Survey; SSC's "EEO Research across Sectors" report; analysis of the contents of public service collective agreements obtained from Victoria University's Industrial Relations Centre database of collective agreements; focus group discussions with the Public Service Association organizers; and case studies carried out on pay practices of five selected government departments. After reviewing the findings for the Public Service, the authors will lead a discussion on the applicability of findings to the private sector in New Zealand.