

## Gender

### Employment Statistics

Tables 17 to 20 show gender differences by age and ethnicity which warrant further investigation. While there is little difference in the participation rates of young European men and women, there is a substantial difference in the participation rates between young Māori men and women and between young Pacific men and women. In the 25-44 age range, the participation rates of men is greater than women across all ethnic groups.

This is also true of those 45 and over, but not so markedly. There is also a substantial difference in unemployment rates between young Pacific men and women.

Tables 21 and 22 demonstrate the double disadvantage of gender and ethnicity. The gender pay gap between the highest hourly rate (European men) and the lowest (Pacific women) is 24.4%.

**Table 17 / Male participation by age and ethnicity**

	UNDER 25 YRS	25-44 YRS	45 AND OVER	TOTAL
European	69.3%	93.9%	67.3%	76.0%
Māori	61.7%	84.7%	68.6%	72.3%
Pacific peoples	52.7%	87.4%	63.5%	69.3%
Asian/MELAA/Other	54.6%	91.3%	65.6%	73.5%
<b>Total</b>	<b>64.3%</b>	<b>92.1%</b>	<b>67.0%</b>	<b>74.9%</b>

**Table 18 / Female participation by age and ethnicity**

	UNDER 25 YRS	25-44 YRS	45 AND OVER	TOTAL
European	65.7%	76.9%	55.6%	63.9%
Māori	50.9%	68.5%	61.0%	61.1%
Pacific peoples	43.0%	64.3%	52.3%	54.5%
Asian/MELAA/Other	51.4%	71.9%	51.6%	60.8%
<b>Total</b>	<b>59.8%</b>	<b>74.5%</b>	<b>54.9%</b>	<b>62.5%</b>

**Table 19 / Male unemployment by age and ethnicity**

	UNDER 25 YRS	25-44 YRS	45 AND OVER	TOTAL
European	13.3%	3.8%	3.2%	5.0%
Māori	27.2%	8.9%	9.7%	13.8%
Pacific peoples	22.9%	7.6%	10.3%	12.1%
Asian/MELAA/Other	18.2%	5.4%	5.0%	7.7%
<b>Total</b>	<b>16.6%</b>	<b>4.7%</b>	<b>4.0%</b>	<b>6.4%</b>

Table 20 / Female unemployment by age and ethnicity

	UNDER 25 YRS	25-44 YRS	45 AND OVER	TOTAL
European	14.4%	4.4%	2.6%	5.3%
Māori	27.7%	10.7%	6.1%	12.9%
Pacific peoples	32.7%	13.3%	..S	15.2%
Asian/MELAA/Other	17.3%	9.7%	4.6%	9.4%
<b>Total</b>	<b>17.1%</b>	<b>6.4%</b>	<b>3.1%</b>	<b>6.8%</b>

Table 21 / Median hourly rate<sup>9</sup>

	ALL	FULL-TIME	PART-TIME
Men	\$21.25	\$22.12	\$14.50
Women	\$19.00	\$20.62	\$15.33
<b>Total</b>	<b>\$20.00</b>	<b>\$21.58</b>	<b>\$15.00</b>

Table 22 / Median hourly rate by gender and ethnicity<sup>10</sup>

	MEN	WOMEN
European	\$22.06	\$19.33
Māori	\$18.00	\$17.00
Pacific People	\$17.88	\$16.68
Asian	\$19.18	\$18.00
MELAA	\$22.00	\$20.00
Other	\$22.06	\$18.00

<sup>9</sup> The annual Income Survey from Statistics in New Zealand (June 2010) provides the following comparative pay data.

<sup>10</sup> Ibid

