

Table 32 - Gender Pay Gap in the Public Service as at June 2010

Department	Gender Pay gap	Gender Chief Executive	% women in senior management	% women staff
Serious Fraud Office	-12.03%	M	33%	43%
Archives	1.65%	M (acting)	48%	59%
Corrections	2.30%	M	41%	40%
Pacific Island Affairs	5.54%	M	50%	56%
Conservation	6.00%	M	18%	37%
Women's Affairs	7.80%*	F	67%	82%
Social Development	11%	M	53%	73%
Education Review Office	11.10%	M	55%	72%
Māori Development	12%	M	57%	60%
Statistics	12.24%	M	43%	54%
Agriculture & Forestry	13.74%	M	17%	46%
Justice	13.90%	F	38%	66%
Land Information New Zealand	13.90%	M	30%	45%
Fisheries	14%	M	21%	35%
Labour	14.90%	M	50%	58%
Customs	15.18%	M	15%	39%
Research, Science & Technology	15.23%	F (acting)	43%	60%
Culture & Heritage	15.50%	M	45%	59%
Environment	16.10%	M	41%	64%
National Library	16.37%	F	55%	69%
Health	18.34%	M	37%	64%
Transport	18.45%	M	37%	51%
Government Communications Security Bureau	20.38%	M	18%	29%
Inland Revenue	20.56%	M	32%	65%
Internal Affairs	20.60%	M	40%	57%
Foreign Affairs & Trade	21.20%	M	28%	54%
Economic Development	23.20%	M	33%	55%
Building & Housing	25%	F	34%	57%
State Services Commission	26%	M	47%	56%
Crown Law Office	26.09%	M	60%	68%
Prime Minister & Cabinet	27.50%	M	33%	55%
Treasury	29%	M	36%	50%
Education	30.65%**	F	57%	81%
Defence	38.81%	M	17%	32%
Total Public Service	15.40%	17.60%	37.80%	59%

* The Ministry of Women's Affairs advised that their preferred formula for calculating the gender pay gap is median hourly rates (compared to average or mean, which is the method used by SSC). The Ministry's median pay gap is 4.4%

** Data from the Ministry of Education relates to all employees including casual, fixed term and permanent staff. "It is important to note approximately 1139 staff are engaged on a part-time fixed term employment or casual basis as Support Workers in Special Education who are paid an average salary for part-time hours of \$30,254."