



**NEW ZEALAND POLICY  
RESEARCH INSTITUTE**  
TE KĀHUI RANGAHAU MANA TAURITE

**AUT**

# Segregated Work: Who does what work now?

Breaking Silos: Working Together for Equity  
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# Disclaimer

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Access to the data used in this study was provided by Stats NZ under conditions designed to give effect to the security and confidentiality provisions of the Data and Statistics Act 2022. The results presented in this study are the work of the author, not Stats NZ or individual data suppliers.



# Aim, overview and data

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## **Aims:**

- Study long-term trends in occupational segregation in New Zealand, by gender
- Assess the role of occupational structure versus workforce composition

## **MBIE Endeavour programme:**

Boosting productivity growth by creating equal workplace opportunities for all (2024 – 2029)

## **Data:**

Census 1976 - 2023

# Relevance



- Pay equity processes in the spotlight with the recent (unexpected) changes to NZ's Equal Pay Act
- Serious concerns regarding scope of claims, setting higher threshold and evidential requirements... as well as the retrospective cancellation of 33 claims in process.



# Pay equity in NZ: Potted history

Date	Key event description
2012	Care worker, Kristine Bartlett, and union E tū filed a claim under the Equal Pay Act 1972, arguing care work - performed predominantly by women - was undervalued
2014	Supreme Court confirmed pay equity (not just equal pay) is enforceable under the Equal Pay Act
2017	\$2 billion settlement for care workers
2020	Equal Pay Amendment Act 2020 streamlined pay equity process
6 May 2025	Urgent passage of Equal Pay Amendment Act 2025: raises thresholds, establishes comparator hierarchy, voids 33 existing claims
7 May 2025	Bill passed into law
18 August 2025	Formal legal challenges initiated by unions



# Duncan Segregation Index

Measure of occupational segregation

Share of men (or women) who would have to change occupations for the occupational distributions of men and women to be the same

- 1 indicates complete gender segregation
- 0 perfect gender equality

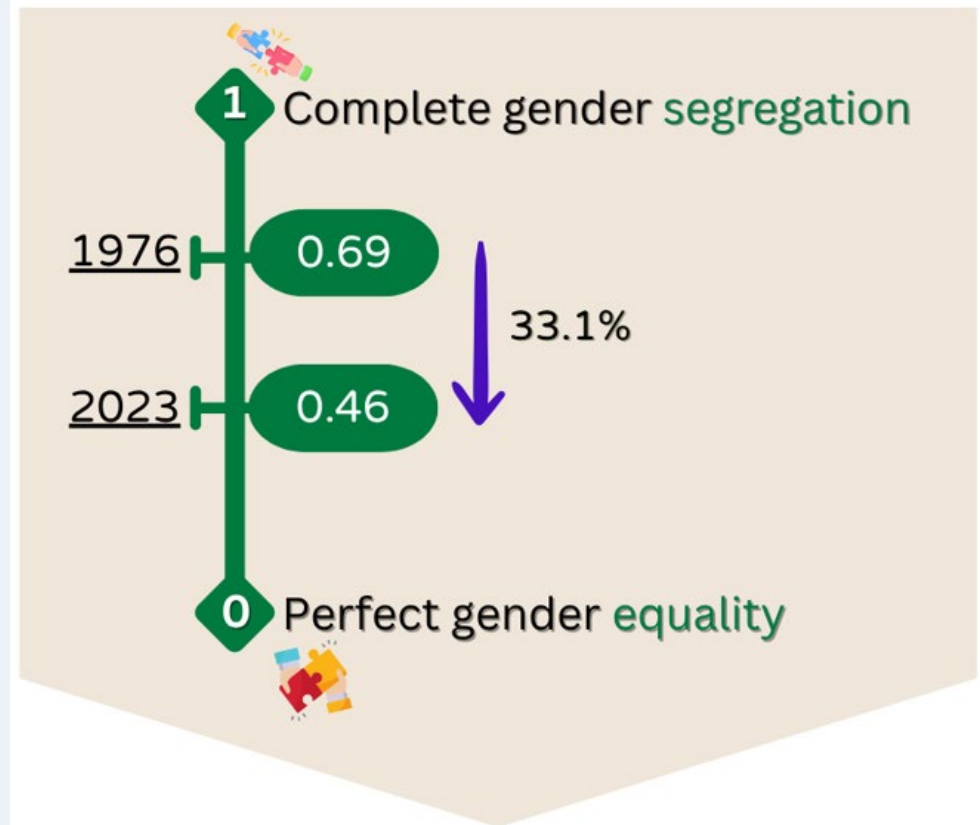


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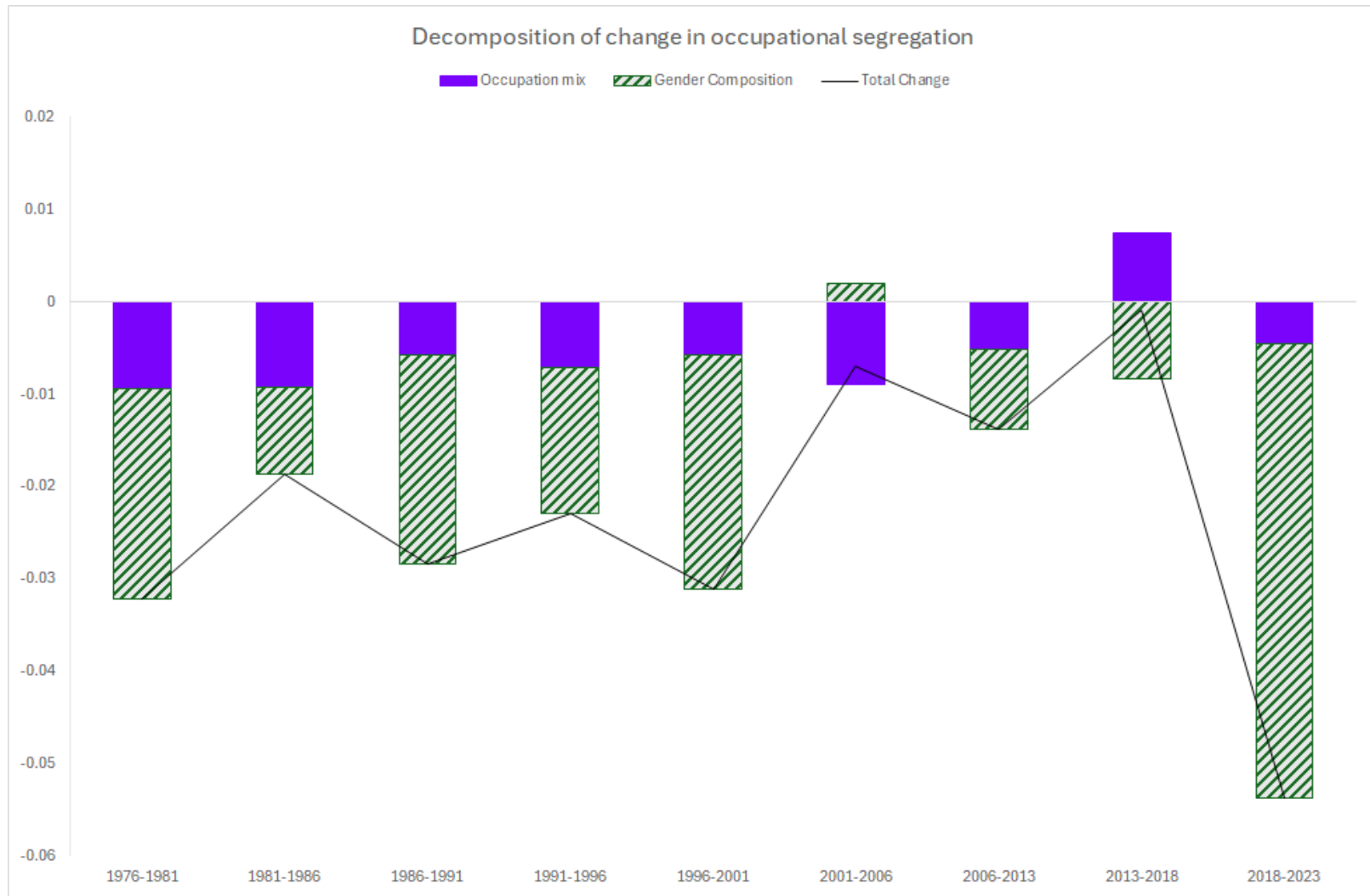
# Fuchs Decomposition

Decomposes changes in occupational segregation into:

- Occupational mix effect
- Gender composition effect



# Fuchs Decomposition



75%



25%



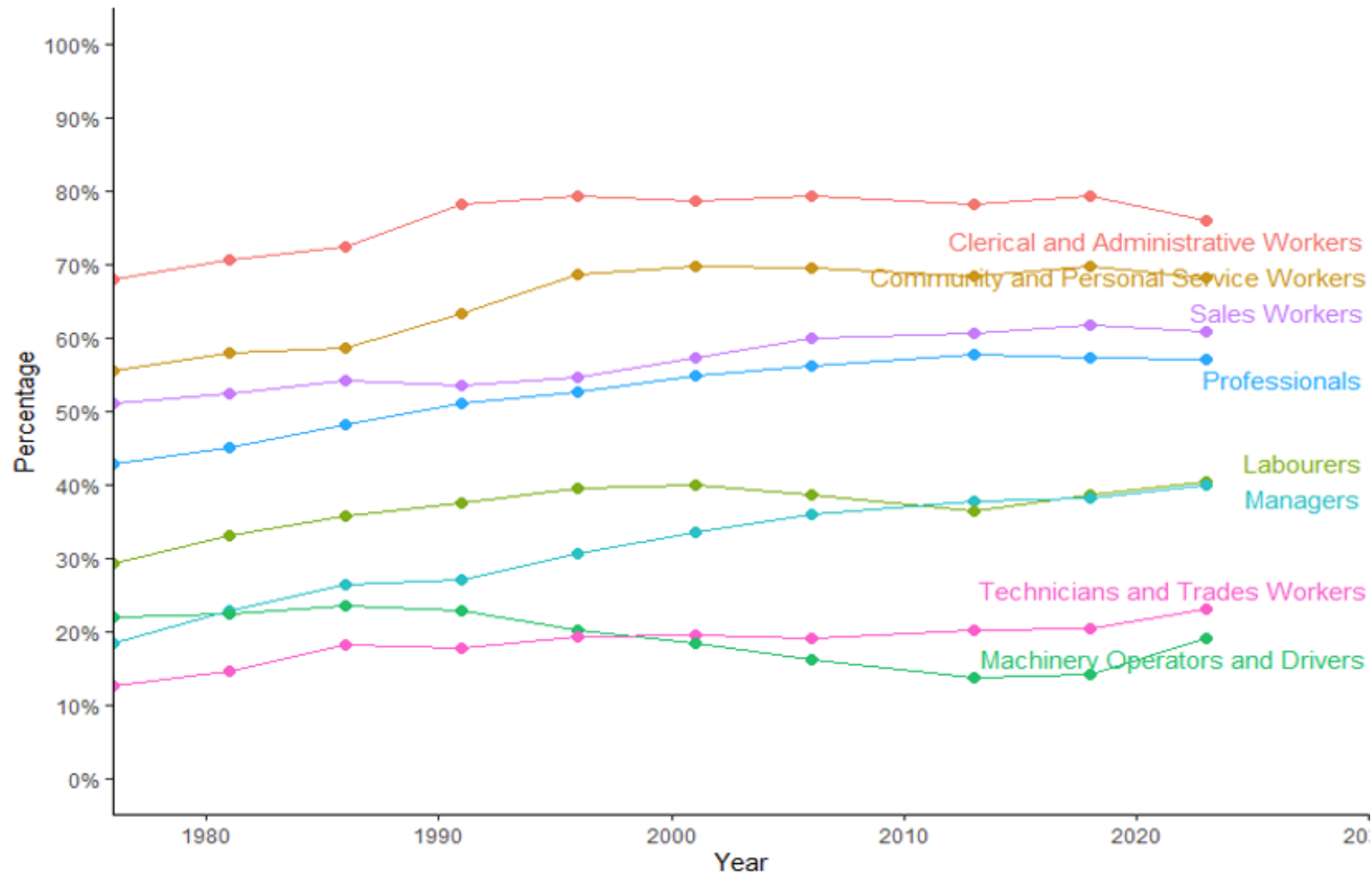
# ANZSCO groups

- Hierarchical structure categorising occupations
- Occupational harmonisation across Census waves

# ANZSCO groups



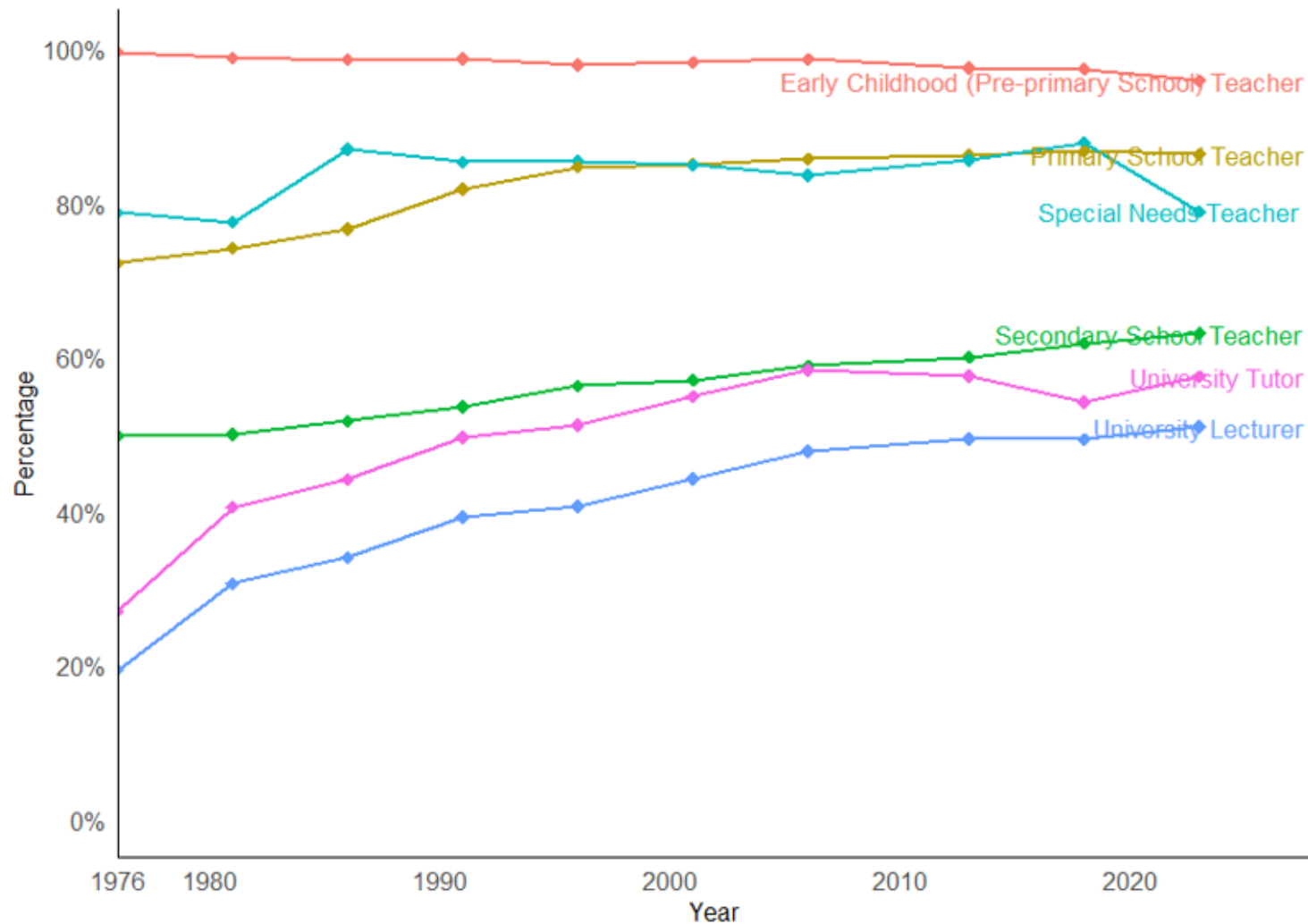
## Share of women





# Education professionals

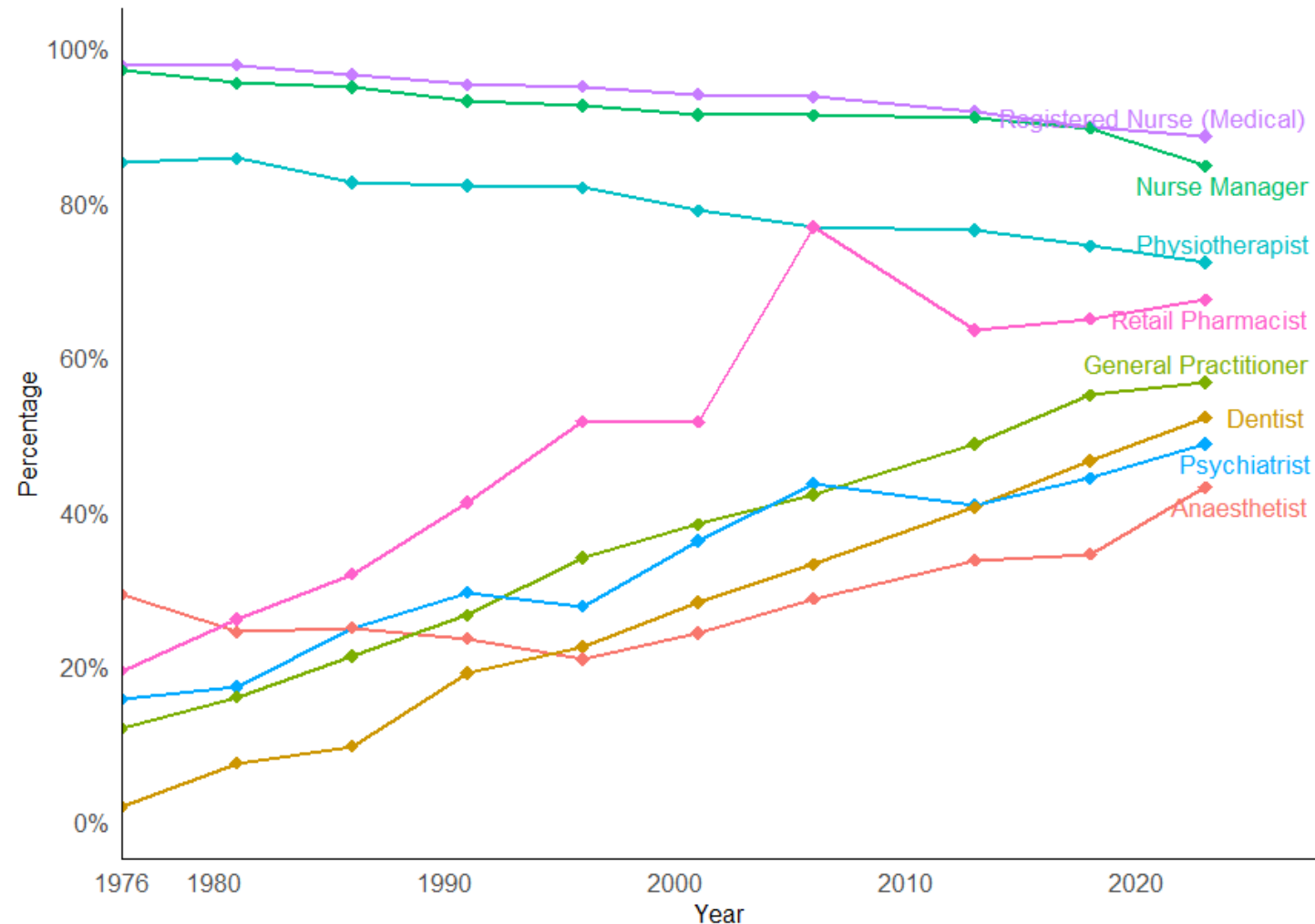
## Share of women



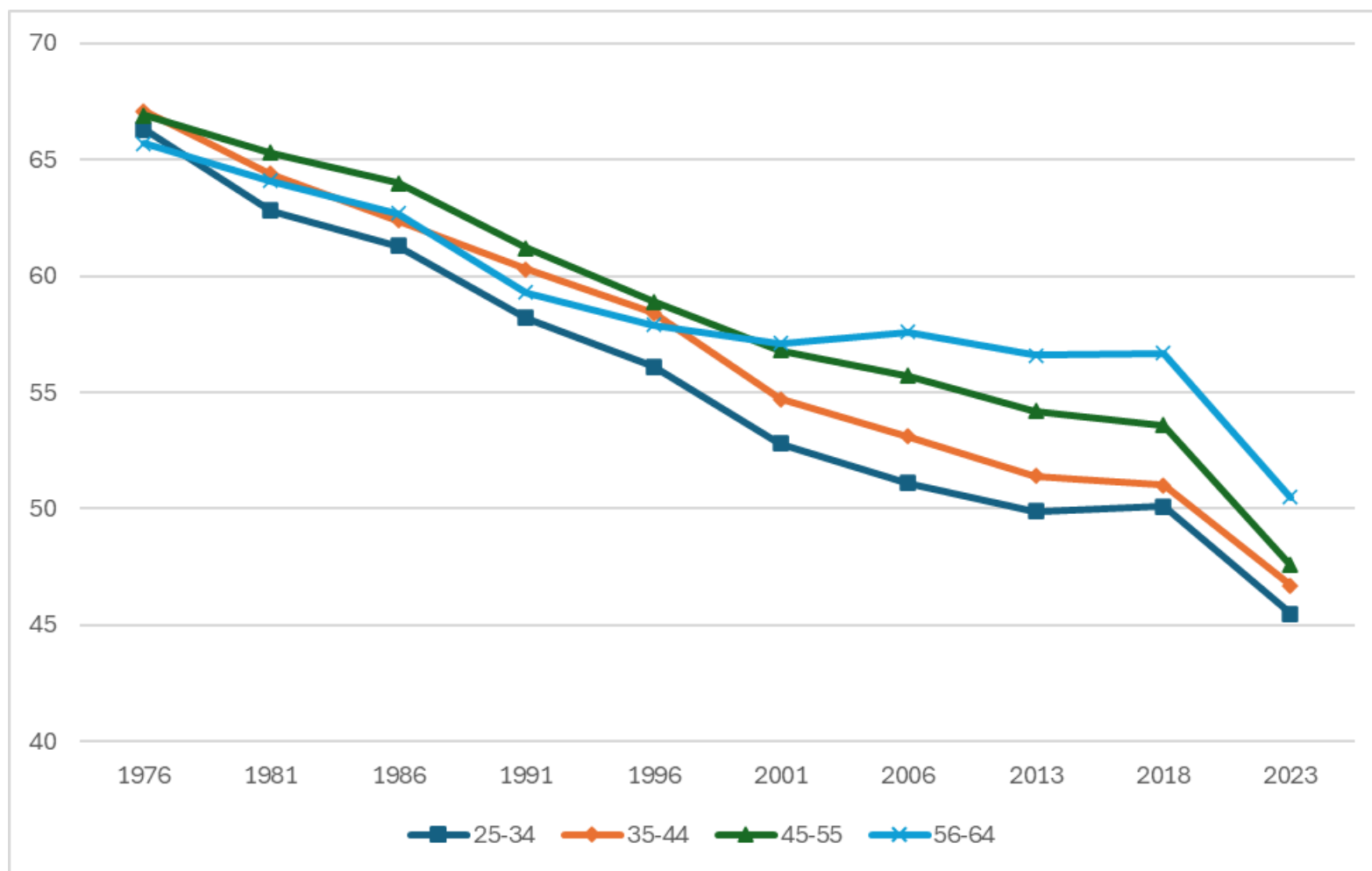


# Health professionals

## Share of women



# Occupational segregation by age





# Broad conclusion

- Gendered occupational segregation in NZ has declined substantially over the past 50 year
- Mostly due to gender composition, with occupational mix being less important
- But, segregation remains persistent in some sectors



# Next steps

- Part of broader Endeavour programme (2024-2029)
- Productivity analysis: Is greater gender and ethnicity diversity associated with higher organisation productivity?



# Endeavour programme





- **Thank you**
- **Questions?**
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