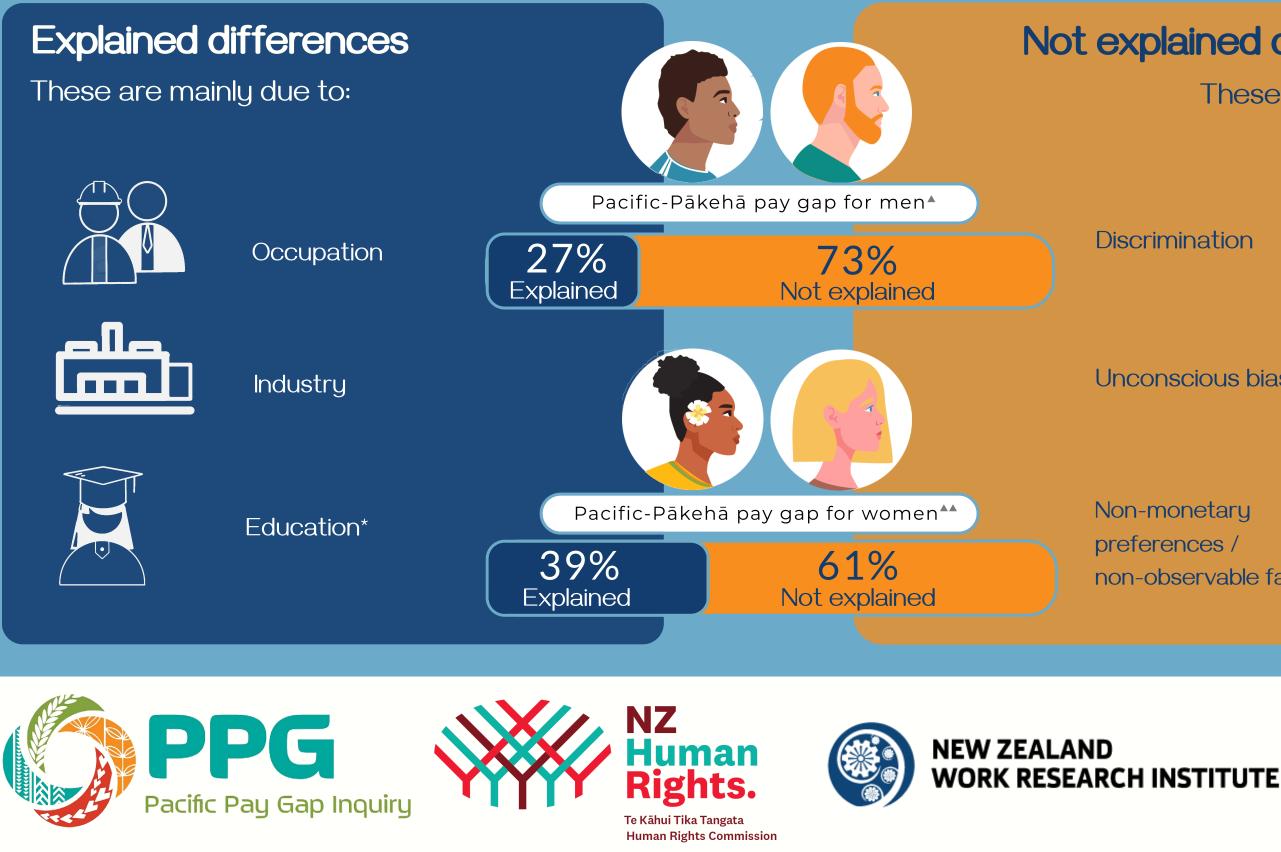
## Why do Pacific people earn less?



\* Educational differences are a significant contributor to the Pacific-European female pay gap.

Full report available at <u>pacificpaygap.hrc.co.nz</u>

▲ Pay gap was 24% in 2020

Using average hourly earnings from maiin job (HLFS, Stats NZ)

▲ Pay gap was 15% in 2020

## Not explained differences These can arise from:

Discrimination

Unconscious bias

Non-monetary non-observable factors







