

Why do Pacific people earn less?

Explained differences

These are mainly due to:



Occupation



Industry



Education*



Pacific-Pākehā pay gap for men[▲]

27%
Explained

73%
Not explained



Pacific-Pākehā pay gap for women^{▲▲}

39%
Explained

61%
Not explained

Not explained differences

These can arise from:

Discrimination



Unconscious bias



Non-monetary preferences / non-observable factors



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

Full report available at pacificpaygap.hrc.co.nz

▲ Pay gap was 24% in 2020

▲▲ Pay gap was 15% in 2020

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