

Kia Toipoto: New Zealand's Public Service Pay Gaps Action Plan

Gender Equality · Good practice · New Zealand

Quality score: 85/100

Evidence strength: Observational / pre–post

Summary

New Zealand's Public Service Commission runs a tripartite gender, Māori and ethnic pay-gaps action plan across core public service agencies. The gender pay gap fell from 12.2% (2018) to 6.1% (2024) as agencies published targets and audited starting salaries.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-17

[Public Service Commission Te Kawa Mataaho](#) — accessed 2026-09-17

[Public Service Commission: Kia Toipoto](#) — accessed 2026-09-17

[Ministry for Women: Our gender pay gap](#) — accessed 2026-09-17

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