

New Zealand Care and Support Workers (Pay Equity) Settlement Act 2017

Gender Equality · Good practice · New Zealand

Quality score: 96/100

Evidence strength: Observational / pre–post

Summary

NZD 2 billion pay equity settlement for 55,000 predominantly-female care and support workers, enacted June 2017. Wages rose 15-50% (minimum-wage workers: +21%). First major pay equity settlement in NZ history; extended sector-wide by the Pay Equity Act 2020.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	1/1
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 2026-06-21

[New Zealand Government / Ministry of Social Development](#) — accessed 2026-06-21

[NZ Beehive: \\$2b pay equity settlement for 55,000 health care workers signed](#) — accessed 2026-06-21

[Library of Congress: New Zealand — Government and Care Workers Reach Pay Equity Settlement \(2017\)](#) — accessed 2026-06-21

[The Conversation: Historic pay equity settlement for NZ care workers delivers mixed results](#) — accessed 2026-06-21

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