



Income Equality between Men and Women

In recent weeks there has been a good deal of controversy over some comments made by the CEO of EMA Northern (Employers and Manufacturers Association), Alasdair Thompson, as to the reasons for income inequality between men and women.

Research New Zealand decided to establish whether the experience or belief of New Zealanders is that there is equal pay for equal work between men and women in their work place. A question to this effect was therefore asked in our recent social poll. Please note that of the 500 respondents in the poll, 292 were employed and therefore qualified to be asked the question.

Some 85 percent of those in employment believe that there is income equality for equal work between men and women in their workplace. Males believed this to a rather greater extent than women, by 92 percent to 76 percent. “That there should be such a large difference between the perceptions of men and women should perhaps not come as a surprise”, said Research New Zealand Director, Emanuel Kalafatelis.

Interestingly, the proportions that believe that there is equal pay for equal work between men and women in their workplace are not affected by age; the proportions between the age groups vary by no more than one percentage point.

The proportion of respondents in the Lower/Central North Island who believe that there is equal pay for equal work between men and women, is slightly higher at 92 percent than in the Upper North Island at 81 percent and in the South Island at 86 percent.

Respondents earning \$80,000 or more per year were also more likely to express the view that equal pay for equal work between men and women applies in their work place, at 91 percent as against 77 percent of those who earn less than \$40,000 per year.

The Research New Zealand poll of 292 people aged 18 and over who were employed or self-employed was conducted by telephone on 6–9 July 2011. The maximum margin of error for the sample as a whole is +/- 4.6 % (at the 95% confidence level). The data has been weighted to ensure it is an accurate representation of New Zealand's general population. The poll was not taken on behalf of any organization, but as part of Research New Zealand's monthly survey of attitudes and opinions.



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Table 1:

Q15. The issue of income equality between men and women has been the subject of much comment in the media recently. Do you believe that equal pay for equal work applies for men and women in your workplace?

	Base =	Total 292*	Male 167	Female 125
		%	%	%
Yes		85	92	76
No		10	5	16
Not applicable		2	1	3
Don't know		3	1	4
Total		100	100	100

Total may not sum to 100% due to rounding.

*Sub-sample based on respondents who are a wage or salary earner or are self-employed.

Table 2:

Q15. The issue of income equality between men and women has been the subject of much comment in the media recently. Do you believe that equal pay for equal work applies for men and women in your workplace?

	Base =	Total 292*	18-34 years 53	35 to 54 years 146	55 years and over 93
		%	%	%	%
Yes		85	84	85	85
No		10	11	11	8
Not applicable		2	4	0	5
Don't know		3	2	4	2
Total		100	100	100	100

Total may not sum to 100% due to rounding.

*Sub-sample based on respondents who are a wage or salary earner or are self-employed.

Table 3:

Q15. The issue of income equality between men and women has been the subject of much comment in the media recently. Do you believe that equal pay for equal work applies for men and women in your workplace?

	Base =	Total 292*	NZ European/ Pakeha 223	Maori/Pacifi c 31	Other 38
		%	%	%	%
Yes		85	84	94	79
No		10	11	4	11
Not applicable		2	2	0	3
Don't know		3	2	2	6
Total		100	100	100	100

Total may not sum to 100% due to rounding.

*Sub-sample based on respondents who are a wage or salary earner or are self-employed.



Table 4:

Q15. The issue of income equality between men and women has been the subject of much comment in the media recently. Do you believe that equal pay for equal work applies for men and women in your workplace?

	Base =	Total 292* %	Upper North Island 123 %	Lower/ Central North Island 53 %	South Island 116 %
Yes		85	81	92	86
No		10	14	5	9
Not applicable		2	1	2	3
Don't know		3	4	0	2
Total		100	100	100	100

Total may not sum to 100% due to rounding.

*Sub-sample based on respondents who are a wage or salary earner or are self-employed.

Table 5:

Q15. The issue of income equality between men and women has been the subject of much comment in the media recently. Do you believe that equal pay for equal work applies for men and women in your workplace?

	Base =	Total 292* %	Under \$40,000 45 %	At least \$40,000 but less than \$80,000 119 %	\$80,000 or more 115 %	Don't know/refuse d 13** %
Yes		85	77	83	91	74
No		10	15	11	7	21
Not applicable		2	4	3	0	0
Don't know		3	4	3	2	5
Total		100	100	100	100	100

Total may not sum to 100% due to rounding.

*Sub-sample based on respondents who are a wage or salary earner or are self-employed.

**Caution: low base number of respondents - results are indicative only.

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