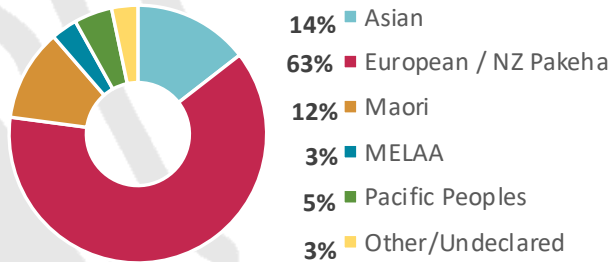


Museum of New Zealand Te Papa Tongarewa Gender and Ethnic Pay Gaps

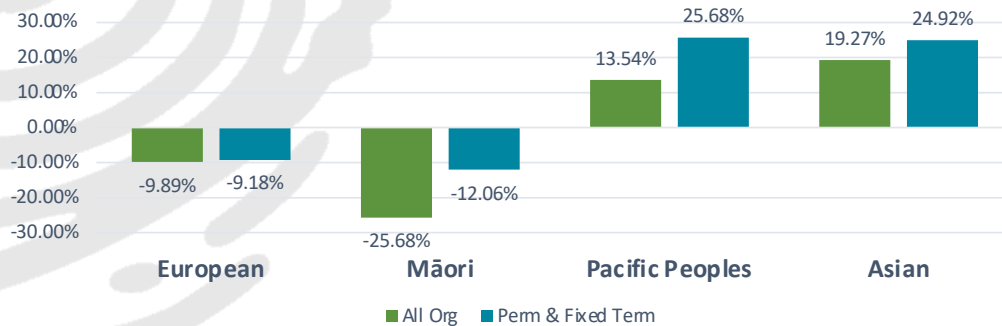
Te Papa is committed to Kia Toipoto and are working on an action plan to help close the gender, Māori, Pacific and ethnic pay gaps. The purpose of publishing this current information is to help in our plan to create an inclusive and equitable workplace.

Our Kia Toipoto action plan which will be published at the end of April is being developed in consultation with our kaimahi, building on the existing progress and initiatives we have made to date.

Ethnicity of kaimahi



Median Pay Gap by Ethnicity



❖ Data in any group (ethnic or gender) with 20 or less kaimahi has been excluded

Te Papa's Gender Pay Gap

Note: all data as at 30 June 2022

As at 30 June	2017	2018	2019	2020	2021	2022
Te Papa Gender Pay Gap	12.09%	17.50%	20.45%	21.59%	19.71%	10.50%
Te Papa Gender Pay Gap (excluding casuals)	Not available	Not available	Not available	1.39%	1.34%	-3.38%
New Zealand Gender Pay Gap	9.40%	9.20%	9.30%	9.50%	9.10%	9.20%

GENDER REPRESENTATION (%) BY PAY QUARTER

