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**THE GENDER WAGE GAP IN NEW ZEALAND:
THEORY AND EVIDENCE**

**A Thesis presented in partial fulfilment of the requirements for the degree of a
Master of Business Studies at Massey University**

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ABSTRACT

This thesis focuses on the issue of the gender wage gap in New Zealand that has been a prevalent topic in most countries and in a variety of academic circles over recent decades. Those who conclude that females are still being discriminated against in the labour market point to the use of a combination of policies, such as affirmative action and comparable worth, as a possible solution. Opponents to this view contend that there are many reasons that, combined, explain why females often earn less than their male counterparts. This thesis, encompassing a variety of statistics, illustrates that females have made, and continue to make, strong progress in all facets of the labour market. Thus, in conclusion, legislation to introduce new policies to narrow any gap is a road fraught with too many dangers and one that we do not need to go down.

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LIST OF ABBREVIATIONS

American Association of University Women	AAUW
Crude Measure of Differentiation	CMD
Equal Employment Opportunities	EEO
Employment Contracts Act	ECA
Employment Equity Act	EEA
Equal Pay Act	EPA
Equivalent Male Labour Force	EMLF
Equivalent Female Labour Force	EFLF
Gini Coefficient Index	G
Human Rights Commission Act	HRCA
Index of Dissimilarity	ID
Marginal Matching Index	MM
National Longitudinal Survey	NLS
not applicable	n.a
not elsewhere classified	n.e.c
Public Service Association	PSA
Scholastic Aptitude Test	SAT
Sex Ratio Index	SR
S_i Ratio	S_i
Standardised Measure of Differentiation	SMD
Standardised Sex Ratio Index	SR*
Third International Mathematics and Science Study	TIMSS
Women and Employment Index	WE