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Aiming high

The front cover photo features Mystics defender Anna Harrison being lifted in the air to repel a goal bound netball shot during a winning game over the Melbourne Vixens. The “Harrison hoist”, was arguably the most innovative sports technique of 2012.

Top back cover features Paralympian and golden girl Sophie Pascoe, whose seven medal haul, makes her the year’s most outstanding sports personality-male or female.

Bottom back cover features medal girls Sarah Walker (left) and Lisa Carrington.

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Sex and power: a report card

Bouquets

New Zealand is making slow, incremental but unspectacular progress for women in many areas. For example, while women on boards of the top 100 companies listed on the New Zealand Stock Exchange have climbed over 10% for the first time, they have yet to reach 15% (14.75%). The increase over 2012 has been influenced by companies with dual listing on the Australian Stock Exchange and the recent introduction across the Tasman of gender diversity reporting rules. At the rate of progress for women in corporate governance over the past decade, it will be another 35 years before boardroom equality is achieved.

The figures reported here show that across many areas of professional and public life there has been a two or three percentage point increase for women in two years. Women's low representation at the top, despite increasing participation at entry level, remains systemic and frustrating. It appears largely immune to economic cycles, despite the global financial crisis being regularly used as an excuse for women's slow progress.

The good news

- Two of New Zealand's markets, the NZSX top 100 and the New Zealand Debt Market (NZDX) have improved more than five percentage points from 2010
- Women are now 30% in sports governance, an improvement on 24% women in sports governance in 2010
- National executives of trade unions are now at just over 39% female representation
- Recent appointments will lift the proportion of women as public service chief executives over 24%
- The Corrections Department tops major public service departments in ensuring the implementation of equal pay and pay equity
- The New Zealand Institute of Chartered Accountants has taken a leadership role in urging its members to address gender pay differences
- The NZX has agreed to a gender diversity rule
- The Prime Minister John Key, and successive Ministers of Women's Affairs, Hekia Parata and Jo Goodhew, have helped mainstream the debate about women on boards.

This is the fifth benchmark report published by the New Zealand Human Rights Commission during the last decade. It expands the coverage of women in public and professional life and for the first time adds women's representation in building, construction and engineering, women in medicine, women in trading bank governance and looks at women's representation in the governance of major disabled peoples' organisations (DPOs). While data on the participation and representation of Māori and Pacific women is reported on when it is available, it is seldom collected. The identification, collection and verification of data by ethnicity remains a significant challenge but it may now be taken more seriously. The

Committee on the Elimination of Discrimination Against Women has asked the New Zealand Government to provide within two years, data and information on women from ethnic minority groups, including their access to employment¹.

A special section of the report profiles a number of courageous Canterbury women who are building businesses and sustaining communities during the difficult and enduring period of earthquake recovery.

A campaign to ensure there is women's participation at the top of the New Zealand Rugby Union (NZRU) is also launched in this report. Rugby is the major New Zealand sport with NO women on the NZRU board. A group of trailblazers is urging change.

The 2012 Census Report shows that New Zealand now follows, rather than leads, other countries in active measures to improve women's representation and that the benchmarks being set are often lesser than those introduced overseas.

Brickbats

Women are being short-changed by those setting targets on their behalf. There's a bleak picture of pale ambition for women's progress in New Zealand as a result.

"Low bar" targets for women's progress are currently being set by the Government, business and the public and private sectors. Some of them are as low as aiming for 10% women's representation in corporate governance by 2015, which appears to accept 90% male domination of governance as a norm. And if New Zealand publicly aspired in 1998 to equal gender representation on government appointed statutory boards following the Beijing Platform for Action, why is only 45% acceptable in 2012?

Women's substantive equality appears to have vanished as a policy driver despite New Zealand's international treaty body commitment to "all human beings are born free and equal in dignity and rights" and non-discrimination provisions in the Human Rights Act 1993.

The weak nature of target setting for women's progress has not gone unnoticed. The United Nations Committee on the Elimination of Discrimination Against Women told New Zealand in 2012 that "*while there is co-operation between the Government and the private sector to identify targets for the advancement of women in decision-making positions, the targets, goals and time frames set are not sufficient and may be a symptom of regression rather than progress in women's representation.*"²

The Committee recommended to the New Zealand Government that it review the targets, goals and time frames set for the advancement of women in decision-making positions to ensure that they sufficiently enhance progress in women's representation.

¹Concluding Observations of the Committee on the Elimination of Discrimination Against Women (9-27 July, 2012) CEDAW/C/NZL/CO/7, par 43.

²Ibid, at par 27.

Unambitious targets for women's progress have a number of negative effects. They demand no stretch whatsoever. For example, the 10% Ministry of Women's Affairs indicator for corporate governance, was so low when it was set that it has already been exceeded. It required less than one percentage point change and the time for it to be achieved was pushed out to 2015. While political accountability may be satisfied at one level by such target-setting, women's progress has been downgraded and devalued in the process.

Weak targets also reveal a limited faith in the ability of New Zealanders to lead and innovate. They are an unexpected and unacceptable denial of the Kate Sheppard legacy. They also dampen women's expectations of progress. The team working compiling the data for this report found themselves in something of a quandary-should any progress be praised no matter how slight? However, if women's equality is to be achieved in our lifetime then better than nothing is not good enough and never will be.

The bad news

- Two companies in the top ten, Sky Network Television and TrustPower, have no women on their boards and have no excuses
- The New Zealand Police and the New Zealand Defence Force have stalled in terms of women's progress at the top
- Twenty two government departments have gender pay gaps bigger than the average pay gap in the labour market
- Nine government departments have more than a 20% gender pay gap including Treasury and the Department of Prime Minister and Cabinet
- Women are still less than 30% of judges, less than 25% of senior academic staff, and less than 20% of top legal partnerships
- The percentage of women on government-appointed state sector statutory bodies has slipped again
- Women in Modern Apprenticeships are still not well represented in better paid trades
- Women in Canterbury suffered significant job loss over the earthquake period and there is little measurable evidence that they are an employment priority.

A recent World Bank You Tube campaign, *Think Equality for Women and Girls*, ends up by asking, "what can you do?" It then runs through a list that includes, "discuss, debate, yell, speak, fight, vote, demand, change." All of that and more will be required. Women's civil society groups, men and women within organisations and male and female leaders who have assumed that women's equality will be progressively realised, now face the imperative of more effective interventions.

The challenge will be how to identify those that will prompt the step change required for equality to be realised. The interventions may be at the customer and client interface, or through shareholder activism in the corporate world, by litigation or other forms of direct action to achieve pay parity in the public service. Quotas and affirmative action³ will need to be more seriously debated to speed up women's


³Anticipated by both the New Zealand Bill of Rights Act 1990 and the Human Rights Act 1993.

representation on corporate boards if the NZX gender diversity rule has little effect in the next few years.

Feminist Germaine Greer during her New Zealand visit in 2012 told audiences that women had lost ground partly because they had become far too polite. There has been a buzz of activity around women on corporate boards in particular in recent years and there are now a number of women's groups, business organisations, networks and campaigns working on the issue.⁴ For this welcome momentum to translate into traction there is an urgent need to coordinate these activities. The public voice about women's representation must become co-ordinated, compelling, consistent and insistent.

The Census Report helps the public debate. It provides an objective picture of the progress that women have made and provides a factual platform for debate about what should be done. It includes time series data which is important to identify both progress and regression and which signals trends and patterns. The saying, "What gets counted gets done, he tātai tangata ka tāea", was the original motivation for the Commission when it produced its first benchmark report as part of its statutory role to monitor human rights in New Zealand.

This is my last Census Report at the Human Rights Commission as my warrant finishes as Equal Employment Opportunities Commissioner in early 2013. I hope to continue to work for gender equality in other roles. I would like to thank all those who have contributed to the Census Report over the years.



Dr Judy McGregor
Equal Employment Opportunities Commissioner
New Zealand Human Rights Commission

A number of agencies and organisations supplied data for this report and this has been attributed to them. The remaining data has been collected, verified and analysed by the New Zealand Human Rights Commission. Our thanks to all those who have provided information to us, in particular the Canterbury women who are profiled, and those trailblazers urging women's representation on the NZRU. Special thanks to Emilia Don Silva, Sue O' Shea and Moana Eruera for their commitment to the 5th Census Report.

International comparisons

⁴These include Global Women, The New Zealand group of the United Nations Women's Empowerment Principles, the 25% Group, Women on Boards NZ, the New Zealand chapter of the International Women Corporate Directors network, among others.

Do women make a difference?

Do women on boards make any difference to company performance? This question shifts the debate from fairness, equality and social justice to questions of business performance. There are divergent views. Some of the research says gender diversity is likely to increase the chances of superior performance while other commentary says it makes no difference.

Those who have claimed positive correlation include Catalyst, McKinsey and Company, Corporate Women Directors International in the United States, the Cranfield group of researchers in the United Kingdom, and closer to home Business NZ, the Institute of Directors and the Ministry of Women's Affairs.

Other research denies there is any causation between better corporate performance and gender diversity and has suggested that more women on the board may reflect the fact that the company is already a good performer⁵, rather than reflecting future promise.

Newer research notes the gendered impact of the global financial crisis. The key finding of the Eversheds Board Report, 2011, was that companies with more women in senior roles suffered less in the recent economic downturn. The international law firm analysed the performance of nearly 250 of the top companies in Europe, the United States and Asia Pacific between October 2007 and December 2009 to discover whether board composition had any direct relationship to the company's ability to weather the financial crisis⁶.

Even more recently, Credit Suisse Research Institute, 2012, tested the performance of 2,360 companies globally and found it would have been better to have invested in corporates with women on their management boards than in those without. This particular study is important because it did not rely on one region or one market.⁷ Considering the issue from a global perspective the research looked at the impact of performance through time, both in terms of stock returns and commonly quoted financial metrics covering periods when markets were high and low. "Our key finding is that, in a like-for-like comparison companies with at least one woman on the board would have outperformed in terms of share price performance those with no women on the board in the course of the past six years⁸."

The research showed a clear split across the years. When economic growth was robust there was little difference in share price performance between companies with or without women, but post-2008 when the global financial crisis hit there was a favourable gender impact suggesting that "more balance on the board brings less volatility and more balance through the cycle."

⁵Adams, R.B. and Ferreira, D. (2009) *Women in the boardroom and their impact on governance and performance*. Journal of Financial Economics, 94. and Farrell, K.A. and Hersch, P.L. (2005) *Additions to corporate boards: the effect of gender*. Journal of Corporate Finance 11.

⁶Eversheds LLP Press Office, *Smaller, more diverse and independent boardrooms*. <http://press.eversheds.com/Press-releases/Smaller-more-diverse-and-independent-boards>. Accessed on 20/8/2012.

⁷Credit Suisse Research Institute, August 2012, *Gender diversity and corporate performance*.

⁸Ibid, page 6.

The research data also showed a number of global trends. These included:

- Sectors that are closer to final consumer demand have a higher proportion of women on the board. Sectors closer to the bottom of the supply chain tend to have a much lower proportion of women on the board.
- Certain regions, such as Europe, and countries (such as Norway) tend to have relatively high ratios of women on the board, while others such as Korea and Japan are extremely low, reflecting women's low labour market representation.
- Larger companies are much more likely to have women on the board than smaller companies.
- Over the past six years, the fastest rates of change in female representation have come from European countries.

Three different strategies

Internationally there are three recent gender diversity initiatives that Corporate Women Directors International (CWDI) rate as significant⁹. The three strategies are:

- Government-mandated quotas
- Board diversity in corporate governance codes
- The emergence of male corporate leaders as champions.

Government-mandated quotas

Since Norway passed its quota law in 2003 which has resulted in 40.3 percent female board representation in listed companies, other European countries Spain, Iceland, France and Italy have followed (a 40% target) and two more, the Netherlands and Belgium, have legislated targets of 30% and 33% respectively.

Government-driven quotas for women directors are then a popular strategy and they are likely to mean that European countries will have a dramatically changed corporate board composition in the next decade, eclipsing the United States in the rates of change of female directors. Australian research, The Gender Equality Project, published in 2012 states that, "In Norway, quotas do not seem to have affected the quality of women appointed to boards or the longer term performance of companies."¹⁰ CWDI claims that "countries with actual initiatives in place are the ones whose companies' rates of increase have shown tremendous growth in the number of women directors."

Quotas focus on the outputs of the supply process and can be described as "pull" or "demand" strategies. They are usually non-negotiable and failure to achieve them often carries sanctions.

New Zealanders have traditionally been opposed to quotas on the basis that they challenge the principle of merit in recruitment, selection and promotion. Quotas appear to cut across one of the nation's most cherished myths, that we are a country where a "fair go" rules, both in aspiration and in practice. Successive administrations have denied any interest in debate about quotas in the belief that it would evoke

⁹Corporate Women Directors International (2011) *Women Board Directors of Fortune Global 200*, Washington DC.

¹⁰Whelan, J and Wood, R, (2012) *Gender equality project*. Centre for Ethical Leadership, The University of Melbourne.

negative political and business reactions and a “nanny state” backlash, while there is little reliable evidence on their impacts on individuals and work cultures.

New Zealand has an official antipathy to affirmative action generally, despite the fact that special temporary measures are legislated for in the Human Rights Act 1993. They have been used relatively unobtrusively for many years in ensuring minority groups such as women Māori and Pacific have access to education and in particular to higher education.

New Zealand’s attitude to the use of special temporary measures to redress the dismal level of women’s representation on corporate boards is a source of continuing puzzlement to members of the Committee on the Elimination of Discrimination Against Women. When the Committee considered the State party’s seventh periodic report in New York in 2012 it followed up by stating it was *“concerned that the State party has declared the use of temporary special measures is not an adequate tool to effectively accelerate the realisation of substantive equality between men and women although the legislation allows for their use. While recognising some progress in the public sector, the Committee is concerned about the low representation of women in high-level and managerial positions on boards of private enterprises.”*

The Committee recommended that the New Zealand Government review and reconsider the relevance and usefulness of temporary special measures to accelerate women’s progress in the public and private sectors.

Board diversity in corporate governance reporting

A prevalent private board strategy to address women’s access to the boardroom has been to insist in corporate governance codes and in annual financial reporting that diversity at governance level is a necessary element in good business practice. This strategy, which has an element of public relations and is largely about transparency through “knowing and showing” how many women are on the board, has taken on an added emphasis during the global financial crisis. Investors, governments and the public are increasingly questioning the “group think” of current mainly white, male-dominated boards to withstand the ebb and flow of volatile business cycles and deep troughs.

In the 2010 Census report, the Human Rights Commission urged that the *“New Zealand Exchange (NZX) monitors the Australian Stock Exchange’s new gender diversity reporting regime with the aim of following suit in 2012.”* In 2012, after receiving about 30 plus submissions that were mainly positive, the NZX adopted a gender diversity rule, subject to FMA approval, which is a voluntary code for gender disclosure. NZX Chief Executive Tim Bennett said feedback from listed companies revealed gender diversity was seen as important to the market. *“There is credible research-based evidence which suggests that diversity-and gender diversity in particular — at both board and senior management level — contributes to improved performance.”*¹¹

¹¹National Business Review, (Friday 13, July 2012) NZX adopted gender diversity,

Finland was the first country to adopt board diversity language in corporate governance codes in 2003 and there are 15 other countries with corporate governance, stock exchange, or securities exchange commission initiatives. Australia adopted its measure in 2011 and both the United States and the United Kingdom introduced similar reporting in 2010.¹² New Zealand becomes the 16th country with corporate governance reporting of diversity in listed companies.

CWDI in its international comparison states that these requirements are basically 'comply and explain' initiatives with no punitive measures and asks whether they have helped move some companies to add more women to their boards. The research concludes, "*Fortune Global 200 companies based in countries with board diversity language have a higher percentage of women directors than those companies in countries without these provisions in their corporate governance codes.*"

The NZX has been praised for finally adopting diversity reporting in relation to listed issuers who will have to provide a breakdown of gender composition at executive team and board level in their annual reports and compare it to the previous year. The rule applies to companies with a balance date of December 31, 2012.

However, women's groups and the Human Rights Commission believe the rule does not go far enough. The Commission submitted that to be useful as a driver of positive change and to improve transparency a company should be required to establish gender and diversity policies if it did not have them, and disclose the policy including measurable objectives in its annual report. The absence of a requirement to have a gender and diversity policy in the first place and to set measurable objectives, which were critically positive components of the ASX Governance Council's policy across the Tasman, could potentially reduce the effectiveness of the rule¹³.

Global Women's chair Dame Jenny Shipley welcomed the rule but said it was a missed opportunity to match Australia's progress, and New Zealand Council of Women president Elizabeth Bang called the NZX rule a "half step". The New Zealand Shareholders Association criticised the NZX for covering only gender in the diversity listing rule¹⁴.

It remains to be seen how effective the NZX rule will be and how well it is monitored. For the listed entities in New Zealand who are dually listed on the Australian exchange, it will be business as usual because they are already experienced in diversity reporting. The Australian experience revealed that prior to the rule taking effect, early adopter companies appointed their first or second woman to boards in order to "show" gender diversity, thus improving Australia's overall percentage from a low base of 8.3 percent in 2008 to 13.9 percent in March 2012.¹⁵

¹²Ibid at footnote 5.

¹³Human Rights Commission (May, 2012) NZX Proposed Diversity Listing Rule. www.neon.org.nz

¹⁴"Gender rule watered down," <http://www.stuff.co.nz/business/industries/7233157/Gender-rule-watered-down>. Accessed on 13/08/2012.

¹⁵Women on Boards-ASX Companies, <http://www.womenonboards.org.au/pubs/bdi/2012/asx.htm>

The emergence of male corporate leaders as champions

A third recent popular global strategy is the use of “boys’ voices” in advocacy for women on boards and at the top. Long serving “good guys” around gender diversity in corporate life include two peak body representatives; Michael Barnett, chief executive of the Auckland Chamber of Commerce and chair of the EEO Trust, and Peter Townsend, chief executive of the Canterbury Employers Chamber of Commerce, who have consistently plugged the gender equality message and practised it, even when it was less popular.

More recently the issue of women on boards has gained increased salience with board chairs and male CEOs who have added their voice to the public debate about female boardroom invisibility. In Europe, the United Kingdom, Australia and now in New Zealand male champions of change are working at different levels on the issue. As CWDI puts it, “there seems to be global discourse on this topic from Australia to Malaysia to Europe to Jamaica - a ‘buzz’ on an issue that used to be the concern of a narrow group of advocates, but which has now extended to governments, corporate CEOs, the media and consequently, the public.”¹⁶

One of the most prominent global male champions is Lord Davies of Abersoch, former British Minister of Trade and Investment, whose Government-commissioned report “Women on Boards” in 2011 recommended that 25 percent of the directors of FTSE 100 companies should be women by 2015. Sealy and Vinnicombe (2012) note that the “multi-stakeholder approach of the Davies report has undoubtedly had an important impact.” British Prime Minister David Cameron subsequently told leaders of eight Nordic and Baltic countries at a summit in Sweden that he had not ruled out quotas as a way of getting more women into the boardrooms of British companies, “if we cannot get there by other means.”

European Commission’s Vice President Viviane Reding convened European male business leaders in 2011 seeking their involvement in improving the number of women in governance and senior management of their firms. She encouraged companies to self regulate and then urged listed companies to sign a voluntary commitment called the “Women on Boards Pledge for Europe”.

Only 24 companies signed and this led Reding to state, “clearly, self regulation did not bring about a significant improvement.”¹⁷ In 2012 The European Commission undertook a consultation process with over 500 individuals, companies, organisations and governments from all over Europe and will prepare an economic analysis leading to proposals by the end of 2012. Reding has explored the opposition to mandatory quotas and states that she does not like quotas much either, but she likes the results they bring. “If - and I say if - our analysis shows that a mandatory quota is the most effective and proportionate way to achieve progress it is our duty to do what is best for our 500 million citizens in Europe, and for the whole economy.” Her draft proposal would require state-owned companies to name women

¹⁶Ibid, at footnote 5.

¹⁷Reding, V (2012) *The Tug-of-War over the Women Quota*.

<http://europa.eu/rapid/pressReleasesAction.do?reference=SPEECH/12/547&format=> Accessed on 15/08/2012.

to 40% of the seats on supervisory boards of companies by 2018, and publicly listed companies would face a deadline of 2020 to hit the same target.¹⁸

In Australia male CEOs formed a group called *Champions for Change* to lend their public voice for gender diversity of boards and in senior management, and to each sponsor one or two female candidates for possible board appointments, moving the issue beyond a rhetorical commitment.

Two initiatives in New Zealand since the last Census report in 2010 indicate the new wave of male support for boardroom change. These are the growing number of chief executive officers of major New Zealand companies who have signed up to the United Nations Women's Empowerment Principles and the formation of the 25 Percent Group.

The Women's Empowerment Principles

The Women's Empowerment Principles (WEPS) is a global campaign asking CEOs of major companies, many with a footprint in New Zealand, to commit to a public statement of support that they will advance equality between men and women by bringing the broadest pool of talent to their businesses and modelling behaviour within their companies that society would approve of for employees and families among others.

One of the principles relates directly to the issue of board room diversity and recommends that signatories "assure sufficient participation of women-30% or greater-in decision-making and governance at all levels and across all business areas." Another suggests the transparency, measuring and reporting are vital. The principles ask CEOs to:

- Make public the company policies and implementation plan for promoting gender equality
- Establish benchmarks that quantify inclusion of women at all levels
- Measure and report on progress, both internally and externally, using data disaggregated by sex
- Incorporate gender markers into ongoing reporting obligations.

Thirteen of the 18 New Zealand CEOs who have signed to date are men and the signatories include New Zealand companies such as The Warehouse, Z Energy and Isaac Construction as well as New Zealand arms of multinational companies. The principles have been promoted in New Zealand by a group involving civil society; UN Women in New Zealand, Business and Professional Women, the New Zealand Human Rights Commission and the EEO Trust. The New Zealand signatories are:

- Heidrick & Struggles NZ - Liliias Bell, Partner
- Alcatel Lucent NZ – CEO Andrew Miller
- Price Waterhouse Coopers NZ – CEO Bruce Hassall
- SKYCITY Entertainment Group – CEO Nigel Morrison
- Vodafone NZ – CEO Russell Stanners

¹⁸New York Times, September 3, 2012, *European proposal presses for women to join boards*, <http://www.nytimes.com/2012/09/04/business/global/eu-official-proposes-sanctions-if> Accessed on 10/09/2012.

- The Warehouse – CEO Mark Powell
- Westpac NZ – CEO George Frazis
- Z Energy – CEO Mike Bennetts
- Auckland Chamber of Commerce – CEO Michael Barnett
- ASB – CEO Barbara Chapman
- BNZ – CEO Andrew Thorburn
- Deloitte NZ – CEO Thomas Pippas
- Fujitsu NZ – CEO Jo Healey
- Canterbury Employers Chamber of Commerce – CEO Peter Townsend
- Coca-Cola Amatil – CEO George Adams
- Chambers Strategy and Communication – CEO Tracey Chambers
- Skope Industries – CEO Guy Stewart
- Isaac Construction – Lady Diana Isaac

The 25 Percent group

Eight of twelve founding members of the 25 Percent group who have committed to a quarter of boardroom directorships being female by 2015 are male chairs or CEOs from a selection of private, publicly-listed or international companies in New Zealand. The 25 Percent group is very similar to the 30 Percent group set up in the United Kingdom in 2010, advocating for non-mandatory measures, except that the target is five per cent softer. One of the founders, Dave Chambers, the managing director of Progressive Enterprises states that “there is a real waste of talent and resource in New Zealand with women not adequately represented in senior management positions (and boards) despite comprising a high percentage of both the workforce and tertiary qualifications.”

The other members include: Andrew Barclay, CEO of Goldman Sachs NZ; Wayne Boyd and Jan Dawson independent directors; Barbara Chapman CEO of ASB Bank; Andrew Harnos, chair of the NZX; Jonathan Ling, CEO and Managing Director of Fletcher Building; Gabriel Makhoul, Secretary of the Treasury; Michael Stiassny, Chair of Vector; Sussan Turner, Group Managing Director of Media Works; Mark Verbiest, Chair of Telecom NZ and Transpower; and Joan Withers, chair of Mighty River Power and Auckland Airport who has consistently advocated for the acceleration of women as directors of significant boards.

Unverified analysis shows that in terms of women in governance the 25 percent group is on target but it will need to ensure greater progress for women in senior management.

Turning point?

Public debate about gender equality reached a turning point in New Zealand in 2011. A backlash was generated by the sublimely ridiculous comments linking women’s menstruation to gender productivity by Alasdair Thompson, then chief executive of the Employers and Manufacturers Association (Northern). The response to the remarks demonstrated that public displays of sexism would no longer be publicly tolerated. Other men, including the Prime Minister John Key, quickly distanced themselves. The remarks, described by one female Cabinet Minister as a “brain explosion”, were made in a radio interview during a debate on the gender pay gap.

They cost Thompson his job and the EMA lost several high profile corporate members such as Air New Zealand.

Table 1 / International Comparison of Women as Company Directors

Country	% of companies with Women Directors	% Women Directors
Norway*	100%	40.3%
Sweden*	76%	21.9%
Australia (ASX 100)**	17.8%	17.3%
Finland*	67%	16.8%
France*	92.5%	16.5%
South Africa*	78.5%	16.4%
US (Fortune 500)***	88.7%	16.1%
UK (FTSE 100)****	89%	15.6%
New Zealand (NZSX Top 100)*****	55%	14.75%
Canada (Financial Post 500)***	60%	14.5%
Denmark*	55%	12.5%
Spain*	74%	11.2%
Switzerland*	75%	8.8%
Netherlands*	39%	8.1%
South Korea*	15.4%	1.9%
Japan*	16%	1.4%

Sources:

*Corporate Women Directors International

**Australian Institute of Company Directors

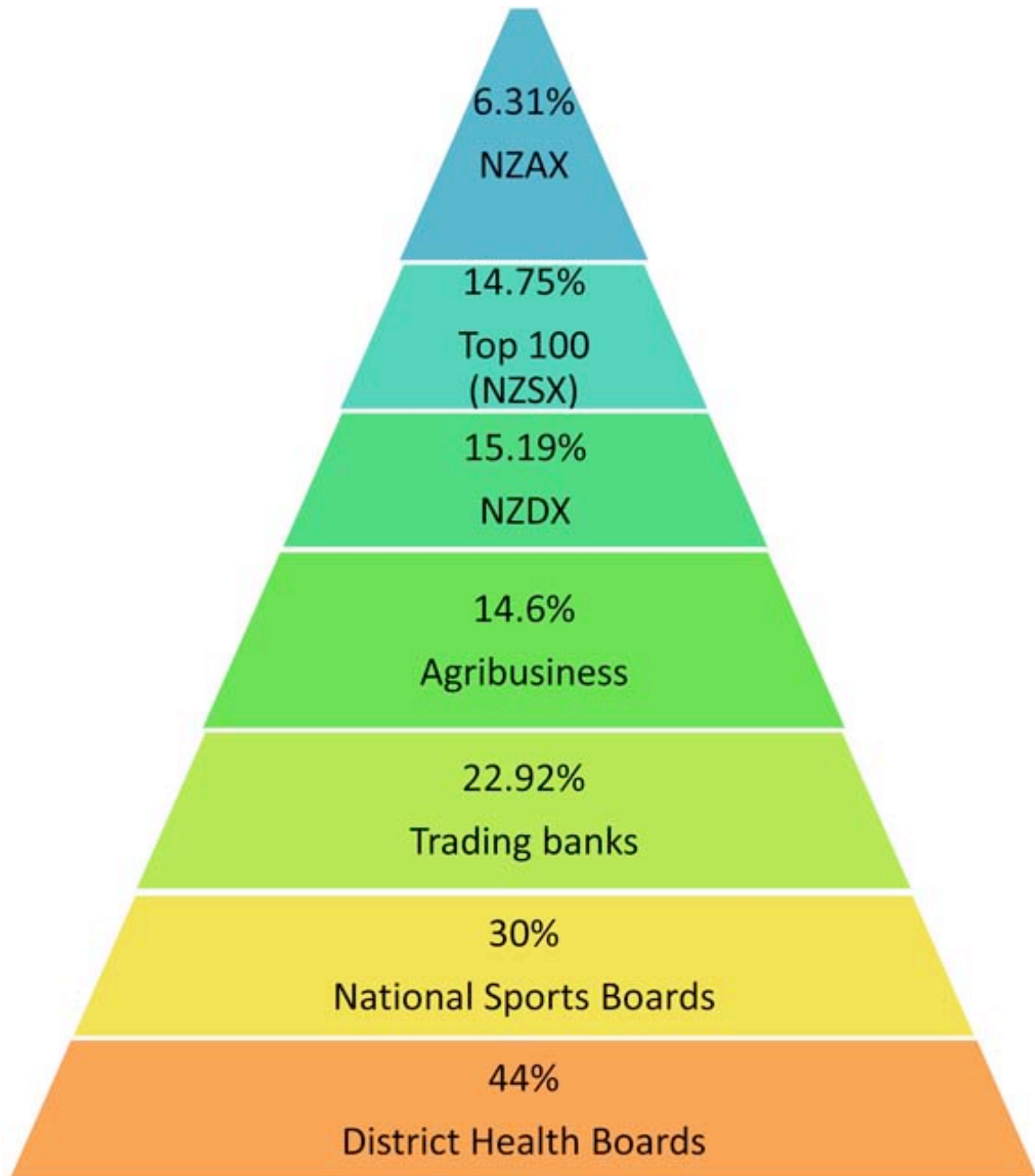
***Catalyst

****Cranfield University School of Management

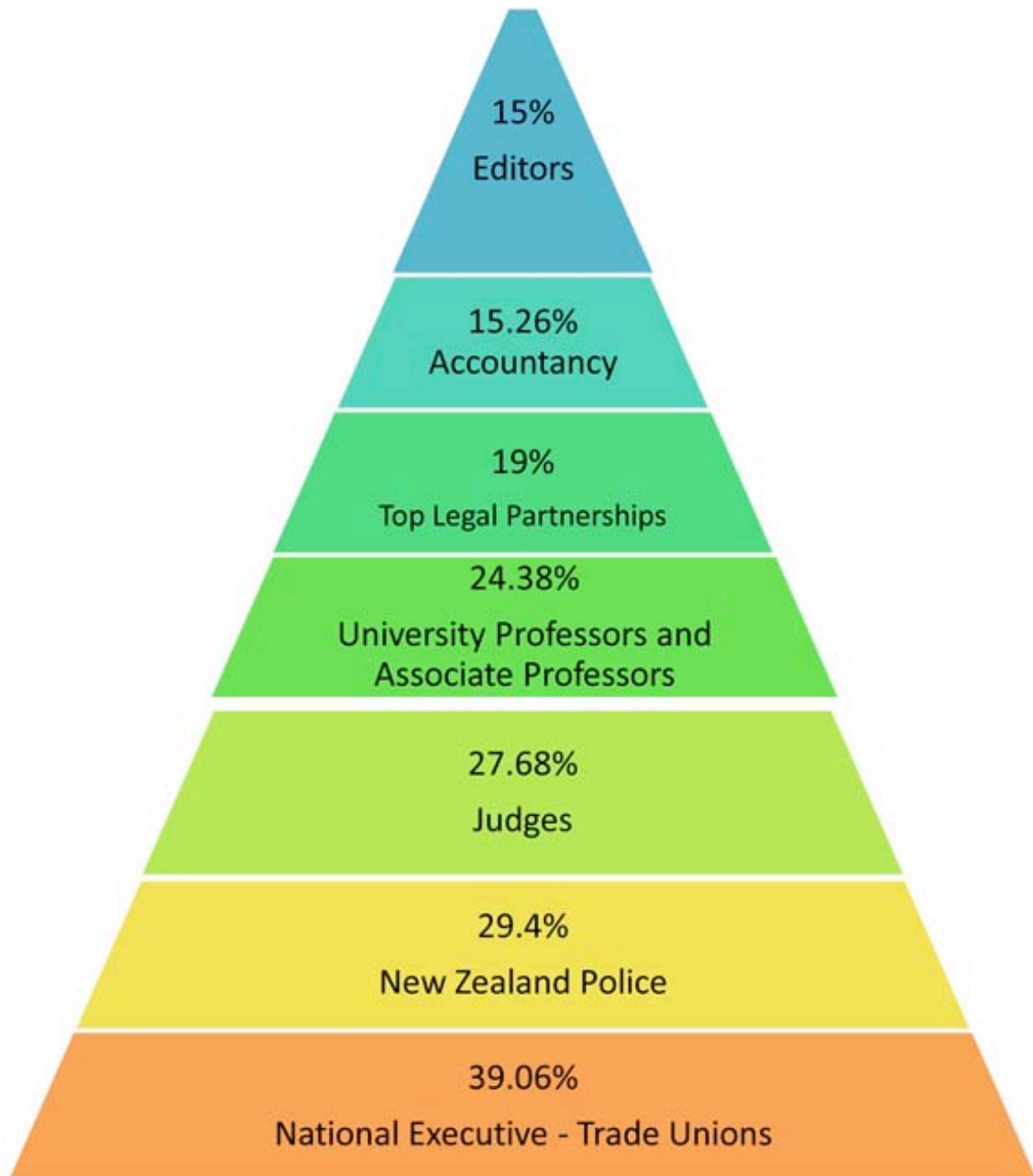
*****New Zealand Human Rights Commission

The Commission notes that international measures vary according to when the data was compiled and the number of companies looked at.

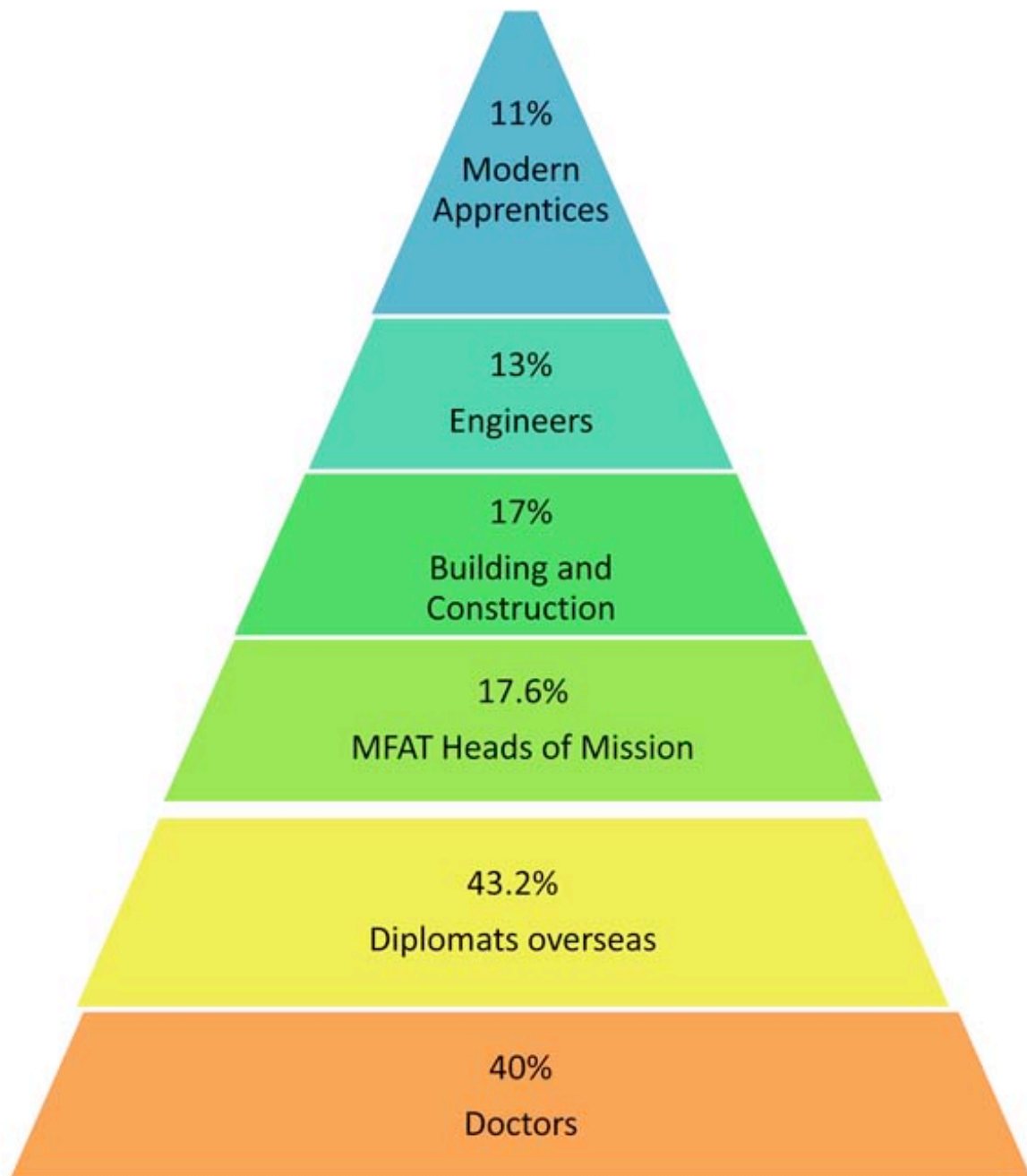
Power Pyramid 1
Governance – Women’s Participation



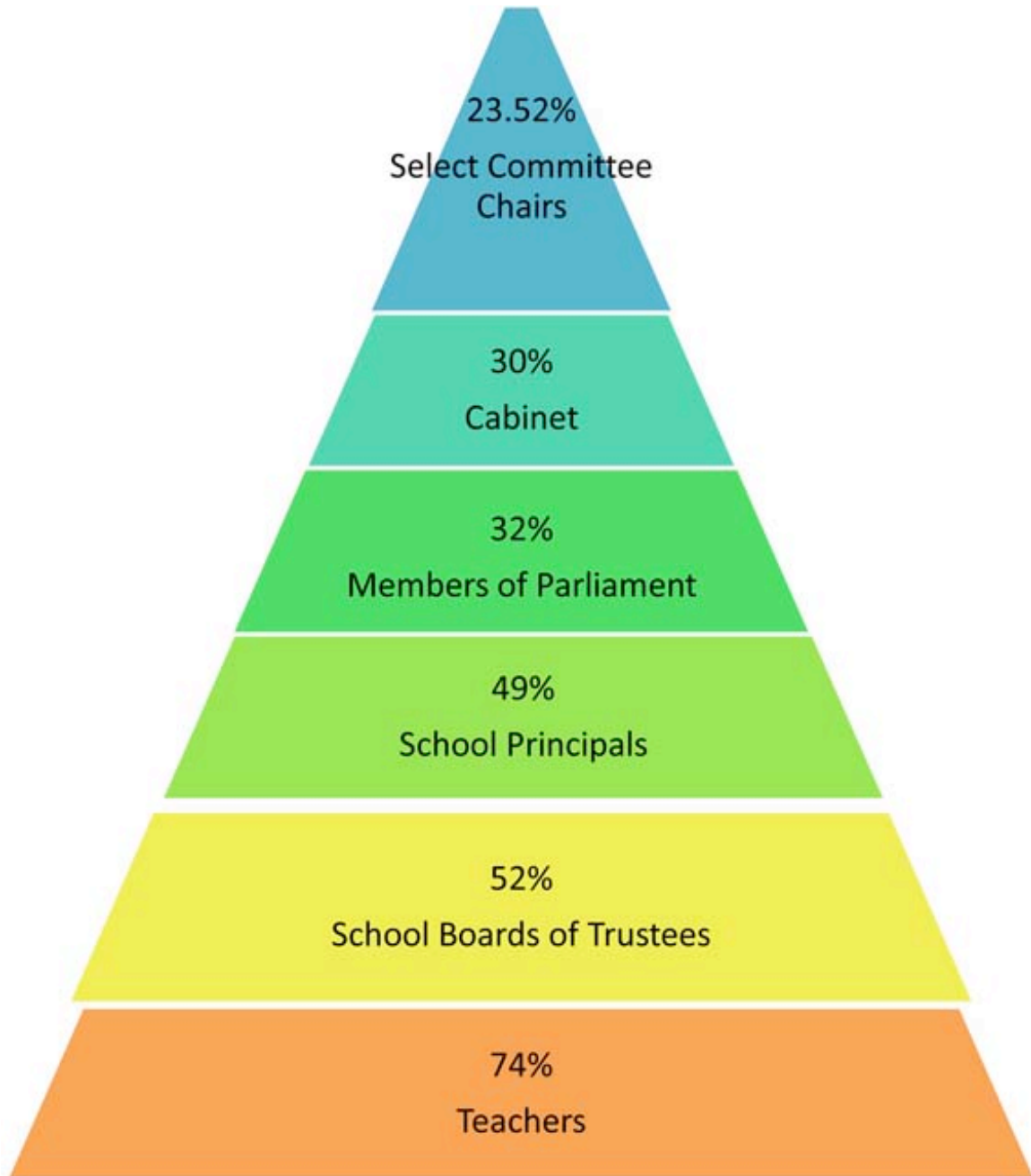
Power Pyramid 2
Employment – Women’s Participation



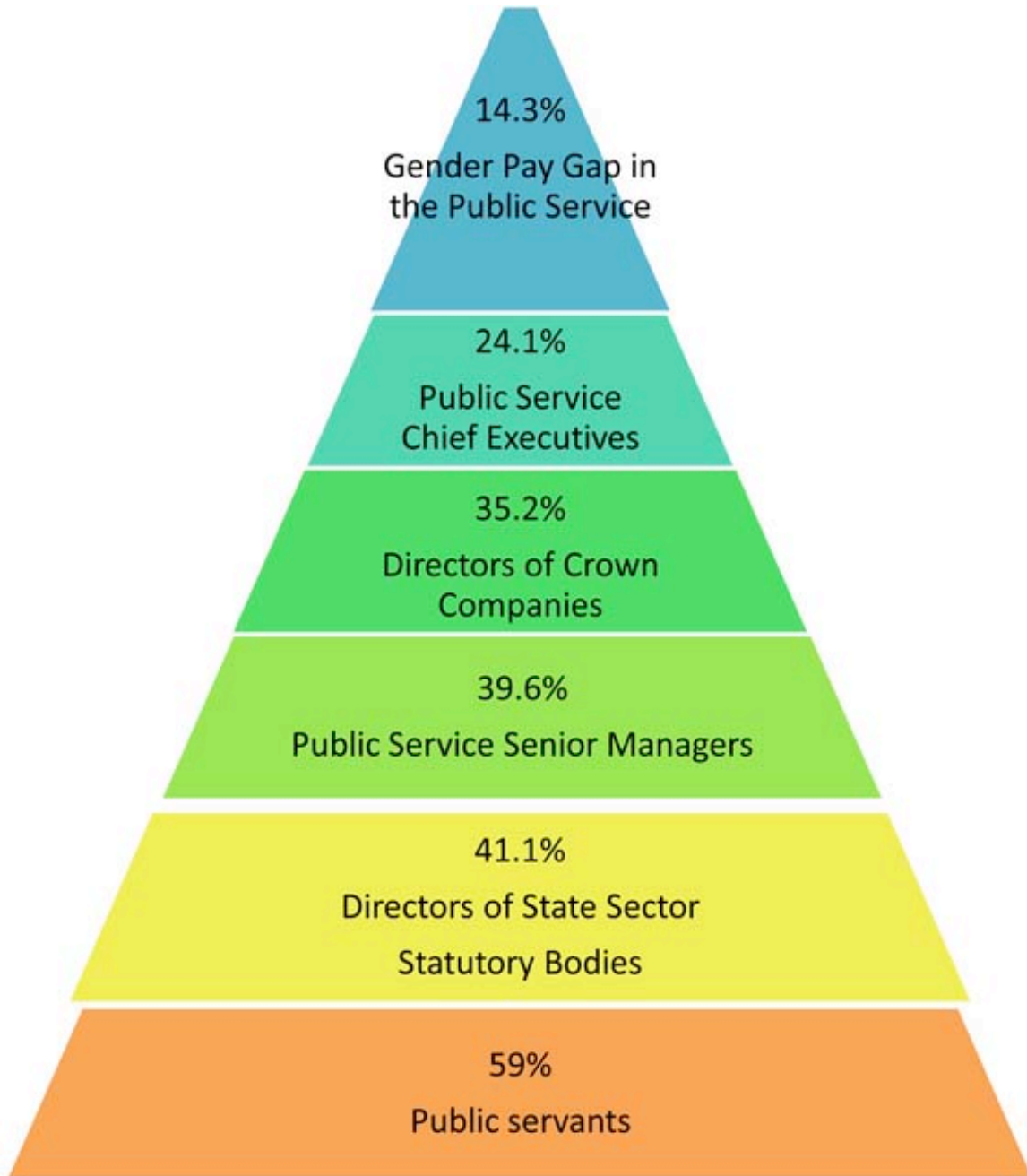
Power Pyramid 3
Employment – Women’s Participation



Power Pyramid 4
Politics and education – Women’s Participation



Power Pyramid 5
Public Service – Women’s Participation



Women for Rugby

The Human Rights Commission today launches a campaign for women on the New Zealand Rugby Union board.

Rugby is one of seven sports without any women at national governance level.

A number of trailblazers are supporting the campaign including an All Black great, the first woman on the Australian Rugby Union, the most successful Black Fern captain, members of the Canterbury Women's Rugby Board, a Member of Parliament and a community leader.

The Commission encourages other New Zealanders to get in behind the campaign for women's voices at the top as preparations are made for the inclusion of Women's Sevens at the 2016 Olympic Games.

Here's what those supporting female representation say:

Farah Palmer

New Zealand's most successful Black Fern captain, Dr Farah Palmer, doesn't buy the argument that there are no women qualified to be members of the New Zealand Rugby Union (NZRU) board.



“There are definitely women in the business and corporate world who could take on the role as an independent board member of the NZRU. There are also women who are heavily involved in the management side of the game that could step into that board role and provide a greater diversity of perspectives.”

The captain of the women's rugby team that won three consecutive world cups in 1998, 2002 and 2006 says, “I'm aware of the push for women on corporate boards

and there are female chairs of Genesis and Mighty River Power. Women are capable.”

Farah, a senior lecturer at Massey University and professional development manager at the Manawatu Rugby Union, says the reason why there are no females currently on the Rugby Union board is because there hasn't been a proactive push to include women. The system, coming through the provincial unions and being voted on by predominantly males is another limiting factor. “It's the tapping on the shoulder of people who get nominated from the provincial unions and if you're not in that network or in that group the chances of getting on are quite slim,” she says.

The value for her of being on the Māori Rugby Union Board is “seeing how decisions are made at the strategic level, being involved in understanding budgets and decision-making processes and then having an impact on the development of Māori rugby not only at the grassroots level but at the national level.” It has also taught her how to foster relationships with sponsors and other partners and engaging with the NZRU board when there is interaction between the two.

A woman's voice would strengthen rugby because it would add diversity of perspectives. It may not necessarily improve the lot of women's rugby, because for instance if someone did come from a corporate background they might not have that familiarity with what's happening with women's rugby. “But I think that just being present, just being on the board will remind other board members how their decisions will impact not only on female players but also on the diverse rugby audience.”

“I definitely feel like there is momentum gathering for women to be included at the board level.” Farah says she was present at the recent NZRU annual general meeting and was the only female with voting rights (through her membership of the Māori Rugby Union Board). “I did notice that several people present queried whether or not the NZRU was doing anything to promote women's sevens and the Olympics, and tapping into the China market with women's sevens. There appeared to be a lot of talk about the potential and possibilities through women's sevens. Some NZRU board members did mention that they are interested in appointing a female. There appears to be support from individuals on the board who are open and receptive.”

To be proactive the NZRU could approach government agencies with existing databases such the Ministry of Women's Affairs nominations service to find suitable women for independent board director positions, in particular. The election of female directors through the provincial rugby union system might require a mandatory approach or more active encouragement to the provincial unions to appoint women.

Opportunities for those women to network and make the necessary contacts would also be important.

Farah says she had in the past been asked to be on the Manawatu Rugby Union Board but her circumstances at the time meant she wasn't able to take on such a role. She said she would like to see the provincial unions and the NZRU think more broadly about women's involvement. “It doesn't necessarily just have to be someone

who has played rugby. There may be someone who has volunteered in the rugby environment for a long period of time, it may be a business woman in the region.”

She favours the open and accessible advertising of board positions.

Asked whether she'd be willing to do the job, Farah says, “I'm already on the Māori Rugby Board and in terms of increasing the number of women in these roles I would almost encourage someone else to take on the NZRU. Then there would be two of us at that level, not just one of us. Ultimately I would love to be on the NZRU, it is something I aspire to. But at the moment, two women involved in rugby governance at that level would be better than one.”

John Prendergast

I am happy to lend my name in support of this campaign. But in doing so I need to emphasise that the views and comments set out below are entirely my own views, and not the views of the Community Trust of Southland where I work.

I believe the addition of women to governance roles in New Zealand Rugby would make a very positive difference to the culture, functioning and outcomes achieved by these governance boards; not only the NZRU itself, but also the Boards of Super XV, ITM Cup, and Heartland Rugby. 18 months ago I found myself embroiled in the financial difficulties of a provincial rugby union, and I discovered through that process that at that time there didn't appear to be one woman involved in the governance of ITM Cup provincial rugby unions in New Zealand. And I questioned whether that wasn't in fact one of the root causes of the difficulties provincial rugby unions continue to find themselves in?

The very qualities that have made rugby in New Zealand so fantastically strong – the aggressive, macho, testosterone propelled, take no prisoners approach – aren't necessarily the same attributes required for good governance. So I do see a major problem in the lack of diversity that currently sits around our board tables in New Zealand rugby - simply because decisions aren't subjected to a full spectrum of views.

The addition of women to governance roles in New Zealand rugby shouldn't be seen as a slight on those who have governed rugby in the past – adding women to the boards would simply be an acknowledgement that women bring a different world view to the table than men, and that very difference is incredibly valuable.

What's the worst that could happen with the addition of women to the governance of rugby in New Zealand?

Louisa Wall

Louisa Wall, MP for Manurewa, a double fern, and New Zealand Women's Rugby Player of the Year in 1997, has tried twice for top rugby governance positions.

She wanted a seat on the NZRU board and more recently tried for a seat on the Blues rugby franchise board. She was a member of the World Champion Black Ferns in 1998 and a member and Vice-Captain of the Silver Ferns between 1989-

1992. “Rugby has given me such a lot and I wanted to give something back. I felt I had a lot to contribute.”

“When Australian Rugby League sponsors insisted on women’s representation in that code across the Tasman, I thought why not rugby union in New Zealand? I realised, though, that women had to put up their hands and actually apply if they wanted to be elected or gain appointments. I had been a member of the Hillary Commission and I was encouraged by Sir Brian Lochore to put my name forward for the NZRU without success.

“And you know that I didn’t even get an interview for the Blues board? It is such an old boy’s network.” Louisa says she strongly supports women on the NZRU and goes further. “There is an outstanding woman, Dr Farah Palmer, who is one of two independent directors on the New Zealand Māori Rugby Board, with a doctorate and superb academic credentials, who has captained three successful World Cup winning women’s rugby teams and was awarded IRB international women’s personality of the year in 1996. She should just be appointed to the NZRU board, no argument. You cannot get more qualified than she is.”



Louisa said the NZRU must invest in the women’s game from governance level to players, with a four year programme and SPARC assistance if necessary. “Unless there is a player base, we won’t win gold in 2016. Female players need access to elite facilities and they need functional and seamless transitions from a school playing system to clubs and an annual NPC competition, rather than changing initiatives based on competition for limited resources.”

“We’ve got the talent, we’ve got the history, we can win gold, but we need to develop an infrastructure for women’s participation in rugby and not rely on raw talent and a

love for the game. In the meantime there is no excuse for not having women at the top in rugby governance given the talent and expertise around. The challenge for the NZRU is to take action and rectify the absence of women immediately.”

Labour’s spokesperson for sport and recreation says the party’s current policy is to improve women’s representation on all boards including the NZRU.

Fergie McCormick

Former All Black great Fergie McCormick is actively involved in women’s rugby and supports a woman’s voice at the table.



Fergie has remained an active member of Canterbury rugby and is currently coaching the Linwood women’s rugby team. But he says, “women don’t get much of a say. They don’t get the recognition they deserve.”

McCormick is keen to support the appointment of a woman to the NZRU Board and at all other levels of rugby. “I’d dearly love to see a woman on the NZRU Board,” he says, “But she’d have to stand her ground.”

McCormick first played representative rugby as fullback for Canterbury in 1958 and scored 2065 points in 310 first class matches. In 1965 he was selected for his first

Test for the All Blacks and was a regular starter until his final appearance for the All Blacks against the British Lions in 1971.

The Canterbury Women's Rugby Board

The Canterbury Women's Rugby Board believes the timing is right for female representation on the NZRU board.



Jodi Archbold, Tracey Taylor, Gillian Laing and Sarah Helmore.

"The success of our female Olympians, the fact the Black Ferns have won four World Cups despite a lack of resources, and the inclusion of the sevens in the 2016 Olympics means the timing is optimal for women.

"To have a voice for women in New Zealand rugby as well as for women's rugby would be great. We strongly support qualified and capable women at the NZRU table. Women have got the talent and need the chance."

Ann Sherry

"Prior to my appointment to the ARU Board, I was a Director of the Australian Institute of Sport. As Directors we monitored the performance of Australian Sport and allocated Government funding to sporting bodies. One of our concerns was the quality of governance of major sporting organisations. Their governance structures had not changed in many leading sports since they were established as volunteer organisations, and they were now multimillion dollar professional bodies.

Commercial organisations have been under scrutiny and the ASX now requires them to report on the structure and representation of their Boards. Sporting organisations

should also be accountable, particularly as they are recipients of Government (taxpayer) support.



The ARU Board and Chairman took a view that the ARU should meet the same standards of governance and expand the representation of the board to include broader skills and experience. Women do bring different perspectives and experience, and I also bring a strong set of commercial skills. Women are strong supporters of the code and we need that voice at the table. Contemporary organisations have boards that are contemporary. Sporting organisations are reforming to become contemporary organisations and need governance structures to match."

The current status of women and rugby

Women represent only two percent of provincial rugby union board directors. There is only one women director on the New Zealand Super XV franchise boards.

Despite the low numbers of women in governance the NZRU has a women's rugby development strategy that includes support of provincial unions and their member clubs, as well as secondary schools to ensure growth of the women's game in New Zealand.

The Commission wrote to Mike Eagle, Chairman of the NZRU and asked:

1. What initiatives are there to get more women on provincial rugby union boards across the country and what has happened in the past?
2. What proportion of NZRU funding goes towards women's rugby?
3. Why have no women been appointed to the New Zealand rugby union to date?

Here's what the NZRU had to say;

Women's Rugby Strategy

"The ongoing development of women's rugby remains an important part of our commitment to meeting our vision of Inspiring and Unifying New Zealanders through rugby. In 2011, 14,950 women registered to play rugby at all levels and we are committed to increasing women's participation in rugby.

Over the coming two years, the NZRU will roll-out a range of initiatives which seek to reinvigorate women's rugby from the ground up. The support of Provincial Unions and their member clubs, as well as secondary schools, is critical to ensuring the growth of the women's game in New Zealand. A number of women were involved in the development of the Women's Rugby Strategy including Dr Farah Palmer, Black Ferns Manager Hannah Porter and Cathy Newman, Rugby and Operations Manager at Counties Manukau.

The addition of Women's Sevens to the Olympic schedule from 2016 creates significant opportunities for the growth of women's rugby. A number of talent identification camps (Go4Gold) have been held this year both regionally and nationally and a Women's Sevens Coach and team management have been appointed to drive this programme forward.

Investment in Women's Rugby

Investment in women's rugby was \$2.6 million in both 2010 and 2011, with a targeted increased budgeted for 2012 to reflect growth of the Women's Sevens programmes. This reflects 3% of total NZRU investment in the game.

Correspondingly, while total female players (of all ages) equate to 10% of registered players; only 993 (0.6%) of New Zealand's 145,689 total registered players in 2011 were women players aged 21+. The \$4 million invested in Community Rugby is also for all players at every level of the community game – including for girl and female players.

It is important to note that a significant portion of the NZRU's investment occurs in the high performance area of the game, including Investec Super Rugby and the All Blacks. We are working with other International Unions to help increase the international programme for the women's game. It should also be noted that 100% of NZRU commercial funding is derived from the men's game. It is hoped that the increased profile of Sevens rugby at the Olympics will allow a greater commercial programme to be developed for women's rugby in due course.

NZRU Board and staff representation

Currently, Dr Farah Palmer, former captain of the Black Ferns, is on the NZRU Māori Board. There are currently no female members on the NZRU Board. A number of Provincial Unions have female Board members, both appointed and elected, as does the Board of the Hurricanes Super Rugby Franchise.

As you are aware, the NZRU's Constitution identifies that the Board should not consist of more than nine Board Members and comprise of two elected representatives from each of the three zones, one Māori Representative and two independent directors. Additionally, the Constitution now notes that as part of the Board appointment process from 2012, the NZRU Appointments and Remuneration Committee (ARC) will have regard to the gender, ethnicity of players and the need to reflect the whole of the New Zealand Rugby community generally.

Since 2007 we have sought applications for five independent directorship terms and received 180 applications, 24 of which were from women. The recruitment of an independent director is governed by the ARC and aims to select the best person for the role, irrespective of gender. The addition of gender to the ARC considerations will hopefully encourage more women with senior directorship experience to apply.

Rugby New Zealand 2011, the organising body established to run the Rugby World Cup last year had one female, Julie Christie, on its Board of eight directors, while Therese Walsh was Chief Operating Officer.

Women in a variety of roles make a key contribution to the running of the NZRU, including our General Manager of Corporate Services who is part of our Executive Leadership Team. We have recently appointed former Black Fern Vania Lavea to the newly created position of Women's Rugby Development Officer. In addition, of the 83 corporate staff employed by NZRU, 38 are women.

Encouraging women to be involved in the running of rugby in New Zealand remains important to the NZRU and we continue to look at opportunities to support women's involvement in the game.

In 2011, the NZRU ran an internal leadership programme for women working in rugby which focused on professional development. This has led to the identification of a range of initiatives across the organisation, including a strategy for Pacific Rugby, event hosting and online registrations for club players. The NZRU also hosts an annual event for women involved in rugby in the wider sense including at Provincial Union level. Events such as these are intended to help raise the profile of the NZRU as a viable career and governance choice for women at every level of the game."

The Commission wrote to the Chief Executives of all provincial rugby unions to confirm the number of women on their boards. Of the 194 provincial rugby board members, only four (2%) are women. Only the Hurricanes Super XV franchise has a woman on its board and despite New Zealand being women's and men's rugby world champions, there has never been a woman on the NZRU.

Table 2 / Provincial Rugby Boards

Provincial Union	Women on Board	Men on Board	Total on Board	% Women
Auckland	1	9	10	10.00%
Bay of Plenty	0	7	7	0.00%

Buller	1	6	7	14.29%
Canterbury	0	10	10	0.00%
Counties Manukau	0	8	8	0.00%
East Coast	0	8	8	0.00%
Hawke's Bay	0	8	8	0.00%
Horowhenua Kapiti	1	5	6	16.67%
King Country	0	6	6	0.00%
Manawatu	0	7	7	0.00%
Mid Canterbury	0	7	7	0.00%
North Harbour	0	9	9	0.00%
North Otago	0	9	9	0.00%
Northland	0	10	10	0.00%
Otago	0	6	6	0.00%
Poverty Bay	1	8	9	11.11%
Rugby Southland	0	6	6	0.00%
South Canterbury	0	6	6	0.00%
Taranaki	0	9	9	0.00%
Thames Valley	0	6	6	0.00%
Tasman	0	6	6	0.00%
Waikato	0	6	6	0.00%
Wanganui	0	6	6	0.00%
Wairarapa Bush	0	6	6	0.00%
Wellington	0	6	6	0.00%
West Coast	0	10	10	0.00%
TOTAL:	4	190	194	2.06%

Celebrating courageous Canterbury women

The women of Canterbury have shown quiet, often invisible, business, community and family leadership during the earthquake recovery. Their stories are inspirational and sobering at the same time. Those presented here are just a handful of the thousands of Canterbury women who are doing extraordinary things at home, in the community and at work. They are very often the invisible glue providing support and stability for vulnerable citizens like the young, the elderly and disabled people.

Others are entrepreneurial women who are creating and sustaining job opportunities and providing retail experiences. The agency, Recover Canterbury, has supported some of the business women profiled here through tough times.

However, for many women in Canterbury life is not easy. As we travelled in the region collecting these stories the Commission heard women talking of depression and stress in families and extended whānau, and of the heartache of community disruption and of separation as families have had to move out of the region to find work. Many of those spoken to say they feel that the rest of New Zealand has no idea what daily life is like for those in Canterbury.

Women have been disproportionately affected by job loss in the region. Household Labour Force Survey figures show very different employment patterns by gender in Canterbury. From March 2011-2012 male employment increased by 3.1% (5,400) while female employment decreased by 7.2% (11,300). The difference can be explained by a large fall in employment in the retail trade, accommodation and food services industries, in which women make up a significantly larger proportion compared to men. The largest increase in employment in the region has been in the construction industry, in which seven of every eight people employed are male. The decline in the labour force suggests that many women, both in and out of work, have left the region since the February 2011 earthquake.



Top: Kidsfirst Chief Executive Sherrill Wilson with kindy children
Bottom: Canterbury children.....30 free hours

Kindy teachers step up

Kindergarten teachers are among the unsung heroes of the Canterbury earthquake recovery. That's the view of someone who should know-their employer, Kidsfirst Chief Executive, Sherryll Wilson. The last two years have been rough for the communities that Kidsfirst are part of. They've endured the Pike River disaster on the West Coast, the continuing earthquakes in Christchurch and Canterbury and the recent deaths of New Zealand soldiers in Afghanistan. Four of the five were from Burnham Military Camp.

"Every teacher has stepped up," Sherryll says. "Every teacher has made some personal sacrifice in order to maintain routines and to provide a place of safety for children. The kindergarten became the focal point for our families. It's been exceedingly hard on teachers. While they've been supporting these families they have also got their own families and their own personal circumstances. We've had teachers whose own houses have been demolished, who have had to relocate or move out while their houses get repaired."

Kidsfirst is the largest early childhood organisation in the South Island covering Christchurch, Canterbury and the West Coast with 62 kindergartens, 375 staff and providing early childhood education for some 3500 children. It wanted to give something back to its communities due to the difficulties families have faced and continue to face on a daily basis. The not-for-profit organisation is using reserves to provide an additional ten hours of free early childhood education to Canterbury and West Coast children, on top of the Government's 20 hour subsidy. This enables children to receive up to 30 hours free early childhood education (ECE) per week over the next year.

Given the financial hardship families were experiencing and the need for children to have "space to be kids while adults got on with adult things", Kidsfirst believed that extending the no-fee hours would be a practical way to help.

"Parents, community groups, local businesses, neighbours and others have been so supportive of us, offering premises, helping us move, rolling up their sleeves and helping with cleanups so this is our way of saying 'thank you', and meeting our number one goal, of making sure as many Canterbury and West Coast children as possible have the opportunity to be kindy kids," said Kidsfirst Chief Executive, Sherryll Wilson.

One parent talked about what the gesture meant to her. "I am a mum of twins which means double costs were I to change them from kindy to preschool in order to pick up work to help our family get back on track post earthquakes. What you have done means I can keep my kids where they are happy and avoid yet another disruption in our lives. There are many families in Christchurch for whom those hours will be the difference between staying in Canterbury or packing up. We have said enough goodbyes recently to last a lifetime."

A letter from a group of parents said, “this ‘give back’ to our community is very generous and helps everybody out. The feedback from parents is very positive indeed and has put a real smile on everyone’s face.”

A head teacher wrote to the Kidsfirst Board and management team on behalf of the teaching team and parents/whānau of our community expressing their gratitude.

“This is a huge contribution to our particular community where many families struggle financially, and it means the opportunities for a more consistent participation in ECE for our children is not determined by affordability.”

Kindergartens provided much needed continuity and routine for the young children and their families. Three weeks after the February earthquake kindergartens started to reopen. By rolling out opening days gradually, Kidsfirst was able to place additional staff in each kindergarten as they opened to ensure children were well supported. The Ministry of Education’s trauma team provided advice and back-up support and Kidsfirst employed an Earthquake Recovery Facilitator, experienced in trauma situations, to support staff, families and children wherever there was a need.

For the children of these devastated communities, having a place in which they could play out their worries and experiences, and being able to be “just kindy kids” away from adult concerns, was an important part of recovery and building resilience. Demolition and liquefaction were acted out in the sandpit. Children played out road blocks and search and rescue. One little boy, an EQC officer in the making, with a hard hat, a high-vis vest and a clip-board, inspected his kindergarten for damage each day and reported in to head office (i.e. Sherryl) that the kindergarten had been inspected and had passed with flying colours. Children learned how to be “turtle safe” or “stop, drop and cover your mop” and practised emergency drills so frequently that responses became automatic. Parents were able to leave their children confident that they were safe and get on with whatever they had to do.



Kindy girls

Out of the frying pan into the car salesroom....

Ask Elizabeth Fry what her secret is to surviving as an earthquake-hit retailer and she says, “it’s just not going to beat me, I’m not going to throw up my hands and give in.” Elizabeth owns The Cook Shop which is a Christchurch destination shop and long-standing institution of 30 years plus.



Her story is one of remarkable resilience which she calls “grit and determination” and of a unique business-to-business support. She’s had to move her pots, pans and kitchen utensils six times in and out of premises, containers, and storage facilities as a result of the quakes. She now has a busy and colourful retail outlet located inside a car dealer’s showroom. There’s cooking utensils such as spoons, spatulas and saucepans inside and new cars for sale outside.

She runs her well-known cookshop from Gary Cockram Hyundai Motors on the corner of Durham and Tuam Streets, as a result of the kindness of a fellow Canterbury businessman, Angus Cockram.

After the September 2010 shake her long-standing Colombo Street shop didn’t feel right in terms of safety, so Elizabeth moved to a ground floor premise in Montreal Street. But the February earthquake damaged the Montreal Street building which has subsequently been demolished and her cook shop stock that was undamaged was stored in a container on the outskirts of the city at Springfield. She then moved the stock from one container to another to bring saleable items back into the city.

She moved to another Montreal Street location and enjoyed a booming Christmas trade, but in March 2012 the building was deemed unsafe and the tenants including Elizabeth were given 24 hours notice to leave for safety reasons. Once again her

kitchen stock and utensils went into storage, this time at a friend's place. That was when Angus Cockram rang and said, 'Elizabeth, you've had such a terrible time, would you like to use the showroom'. It's completely different, out of left field, but I'm extremely grateful."

On top of her business disruption, Elizabeth and her husband Peter also lost their Huntsbury home. And like many others in Canterbury the EQC and insurance issues are not yet resolved. When they arrived home after the February 2011 earthquake the damage was so bad they "couldn't even find a toothbrush". That followed a frightening day in which Peter had been trapped in the back of the shop during the earthquake and had to clamber and crawl to safety.

Elizabeth's commitment to Christchurch and to her business means a continuity of employment for three other women part time at a time when retail jobs have been among the hardest hit in the Christchurch CBD. Her staff are among Elizabeth's biggest fans. "She is just remarkable, what she's been through and her amazing attitude," says employee and friend, Margaret Sheard.

Elizabeth believes in the tremendous community spirit displayed in Canterbury during the quake recovery period. She had sufficient business interruption insurance cover and says the insurer was good to work with. But she says many New Zealanders living outside the region have no idea how devastating it has been for many businesses, the "overwhelming stress and fatigue" and the fact that for many businesses the costs have been significant.

The Cook Shop is about to undertake move number seven, this time, a planned relocation. The physical store, which also has a strong online presence, will open in new premises being built in Holmwood Road. Elizabeth will be packing up her pots and pans again, but the tenacious businesswoman will not be packing it in.



Cate Grace

Personal trainer with a difference

Christchurch's Cate Grace, a personal trainer with a difference, says she "helps those who don't like exercise, leap off the couch." The founder of Leap2It is a bubbly enthusiast who now has over 100 Cantabrians on her books. Her clients learn about how to build health and wellness into their lives and have fun at the same time.

She has taken exercise to the people in a changed model of service delivery that has seen a 240% increase in turnover when some other personal trainers have struggled. Her husband is now helping in the business and she has part time administrative help.

What is remarkable about Cate is that she leapt into business the very week the first earthquake shook Christchurch. "I remember sitting there thinking I've just survived. I had thought of resigning my job, but then with the earthquake I decided, why wouldn't I follow my dream."

However, the gym she initially began her business in six months before the February 2011 quake was stuck in the Red Zone for over six weeks. The collapse and closure of gyms in the inner city and in the eastern suburbs has ironically provided this young trailblazer with a new way of approaching personal training. Cate operates out of a shared premise but also uses church halls and accessible outdoor spaces.

She currently provides 30 to 35 one-on-one sessions but believes that group sessions, including business groups, are also necessary for her business model to work. Her infectious style of fitness therapy, such as doing the hula hoop in the blossom walk at Hagley Park, throwing children's rubber toys, and women doing

technical squats instead of bending their backs when hanging out the washing, feel like the fun you can have when you don't do exercise. "Underlying my training is the sense of having some fun. People need that, post-earthquakes."

Many of her clients struggle with daily exercise regimes. They include those with chronic health conditions and invisible health problems such as arthritis, diabetes, epilepsy, mental health issues and depression. Her oldest client is 83 years old. One of her groups which is predominantly women born before 1962 is called "Shake Your Boomers".

"Many of my female clients are very stressed with living east side. They're dealing with huge day to day difficulties. I have also attracted a group of women who may not have exercised since having a baby or until the children go off to school. Many of them tell me that they come, but they can't believe they've exercised until the next day because it has been fun".

Walking with the help of crutches because of her own chronic rheumatoid arthritis, Cate says she has developed a toolbox of coping mechanisms because of her health problems which include bad asthma and endometriosis. "If you know what it is like to be in pain, you can help others build wellness into their lives."

Her coping strategies have allowed her to respond to the closure of the gym she started business in, to build and sustain a different style of personal training, grow a business, manage her own health and "throw positivity" on others. "Sometimes my clients need support rather than exercise. They'll arrive in tears and leave in laughter. I'm trying to give to those who know they want to exercise during tough times but don't know how to do it."

She credits Recover Canterbury, "I can't thank them enough", for help with establishing her trade mark, marketing, business mentorship and social media. She says the key to her success to date has been "connectedness and believing that we are going to do great things."



Debbie Lawson

Style survivor

Christchurch fashion designer and retailer Debbie Lawson is motivated to keep going by the knowledge that she's helping to create jobs. She also helps "make people feel good about themselves by styling their look using timeless pieces."

She has kept her business Deval up and running, despite witnessing the loss of a close friend when her shop collapsed in Cashel Mall in the February quake. She subsequently moved cities and has now returned to relocate in Christchurch.

"February 22nd was a day that hit me hard; I witnessed and experienced many things. I never want anyone else to have to think about the experiences we had to witness," she says.

After the February earthquake Lawson admits "keeping Deval going was hard". She and her partner and two staff moved to Dunedin, rented a five bedroom house and got straight back into work mode.

"My staff and I tried to track down as many customers we owed money to for lay-bys that were lost in-store. We also started rebuilding our customer base. We rang suppliers for stock, and set to re-ordering everything needed to open the Dunedin store and in addition we developed and upgraded our online store." Deval opened in Dunedin in June 2011.

Lawson credits having business interruption insurance as critical to survival. "Our business was shut down twice before February but we still needed to pay staff and suppliers. After the quake an enormous amount of time was spent putting together our insurance claim for both material loss and business interruption."

“I would highly recommend that all businesses have comprehensive insurance and use a reputable insurance broker.” Insurance payouts went straight back into the business and were used to not only re-establish in Dunedin in order to keep trading, but also to re-open in Christchurch.

Lawson is another who praises Recover Canterbury. “My case manager would ring me a couple times every month, offering huge encouragement to re-open in Canterbury.”

The financial burden and increased setup costs in Christchurch as a result of the February earthquake resulted in a small shortage of capital to complete Lawson’s new Merivale store. Recover Canterbury made available money which paid for completing the store fit out, advertising, opening function, web design and upgrade.

She has declined the offer of more help. “Deval is going well and I would rather see assistance go towards other Canterbury businesses that are in need of financial help,” she says.

Going forward Lawson wants to grow her own local manufacturing base in order to supply her stores. “We are actively looking for business opportunities to enable us to grow both the Canterbury manufacturing base by providing employment and service industry support, and also promote the ‘New Zealand Made’ quality high fashion clothing range to local customers. It is our intention to expand our retail base and open a third store within the next 18 - 24 months,” she says.

Producing clothing in-store for two shops has seen the Deval label grow rapidly. Deval now represents about 50% of stock on the shop floor and is the shop’s best selling label. “It’s very exciting and satisfying to see something grow from a business plan that I wrote when I was 21. Part of the inspiration was to use the name 'Deval' which represents my name (Debbie) and my late mum’s name (Valarie).”

On a personal level Lawson says, “I have always been an upbeat positive person, but in the last year and a half I have struggled and found keeping as busy as I can the best way to cope. I have the odd day where things still get on top of me. The support, networking and compassion of not only the people of Christchurch, but New Zealand is truly amazing!”



Tracy Botha and client's pets

Tracy to the rescue

Carers are part of the invisible glue that is holding people's lives together in the Canterbury earthquake recovery period. They are vital to helping vulnerable Cantabrians cope with fear, uncertainty, the cold, health difficulties and damaged houses. Tracy Botha is one of the silent army of mainly female home care support workers who are visiting, listening, talking and providing personal care to clients isolated by the quakes in their own homes.

In her trusty Polo car, Tracy became a one-woman rescue and delivery vehicle in February 2011 as she drove through liquefaction and darkness to check up on her clients after the 6.7 shake. Today her boot contains essential earthquake survival gear such as blankets, water, medical aid kit, toilet paper and spare clothing, "just in case."

On the day of the quake Tracy witnessed extensive damage to her own eastern suburbs house and organised blankets and sweet drinks (for shock) for her own family and neighbours that were congregating outside for safety away from their houses. After ensuring that her family, including her elderly mother, was safe, she tried contacting her employer, Nurse Maude. With the phones out there was no response. "The logical thing to do was continue with the essential clients on my list, those that are disabled, live alone or have dementia.

"The roads were a mess, I drove through liquefaction with the water, in places, up to my car door, through potholes and almost got swallowed into a gaping hole off Hulverstone Drive. With no power out east the roads were so dark I had to literally crawl around the holes and splits in the road. All the clients were in shock, very scared and stunned. I found the biggest demand was emotional; they needed someone making contact, showing empathy and listening."

Tracy said access to water, food, medication and organising toilet facilities came from helping agencies over the next few days. She loaded 'toilet buckets' and water from Nurse Maude, hauled food and water from the Army desalination plant at Brighton and used Salvation Army and Red Cross contacts. She made contact with various churches and food distribution centres, advising where people needed help.

Tracy went the extra mile for her clients. She ran water and sausages from a sausage sizzle to a man without food, drove home for a manual can opener for a client who could not leave home, and went to four chemists to negotiate a vital prescription for medication. "It's in my nature to help, we all pulled together and did what we could."

In the eleven days without power, though, patients' hoists and motorised wheelchairs went flat and there was a general fear among the disabled about how to get out of their homes if a quick exit was necessary. Several slept in their wheelchairs. "We pulled through but many of my clients are still very stressed."

She's had three punctures and needed to replace her car's shock absorbers and filters as a result of driving post-earthquakes and Tracy nominates the state of the roads as one of the biggest problems faced by workers like her who rely on their vehicles. Many of her clients live in the hard hit areas such as Brighton, Bexley and Burwood where daily commuting is extremely difficult.

Another significant issue is depression that she sees in people on a daily basis, "whether they realise it or not."

"Not one of my clients has had house repairs done yet. They have come through the winter but many survived the cold by staying in bed all day. Out East, clients with wheelchairs and mobility scooters don't venture out because the footpaths are destroyed."

Tracy credits her sense of humour and her ability to cheer clients up as part of her job satisfaction. "When you become a carer you don't realise the responsibilities you are taking on. You become vital to your clients, their friend. Why do I accept a low wage for the work I do? My clients need me, we all provide an important, necessary, friendly connection and service. I cannot let my clients down."

Like everyone Tracy says that she's had days when she's wanted to pull out and have a damn good cry but "you've got to put on a brave face to cheer up your clients. They are relying on you." Her clients give her overwhelmingly positive feedback, Tracy says, 'many of them say 'what would I do without you"'. Tracy also credits Nurse Maude as an employer who understands the extra demands that have been placed on home care assistants as a result of the natural disaster and its aftermath.

Her own coping strategy is walking her dogs every day at Bottle Lake forest and beach area. An animal lover herself, this most caring of carers realises how essential pets are to the wellbeing of many she cares for. One client won't leave home without her dogs. They happily ride in the back of the car when Tracy takes her shopping, just in case something happens.

Tracy describes her job as a "dedicated and special job" which she will do for as long as she can.

Resilient Robin

Remarkable Robin Kerr, Lyttelton businesswoman and community stalwart, identifies a positive attitude, the ability to think flexibly, and regular routines, including bed at 8pm, as her own personal resilience strategies during the Canterbury earthquake recovery.



Robin Kerr outside The Stables

But she wouldn't have got through what she calls a "journey of hell" with insurers and the earthquake bureaucracy without help from Recover Canterbury.

Owner and Manager of a wellness centre The Stables in Lyttelton, after the first quake hit she said she was determined through the next two years not to "go under in a financial tsunami." The acupuncturist had gathered a strong group of self employed practitioners working in integrated holistic health when the September 2010-earthquake shook the region. She opened up The Stables as a drop in centre for the community where people gathered together around a larger table with arts materials, ear acupuncture, shoulder massages, flower essences, in a safe space. Business continued to grow and the practitioners working at The Stables were increasing their hours.

When the more powerful earthquake rocked Lyttelton in February 2011, it caused structural damage forcing the evacuation of Robin's building. Robin was able to operate from the nearby medical centre whilst simultaneously making her building safe. By May it was safe to return and a full house of practitioners operated from the busy hub. But five weeks later the June 2011 earthquakes struck. Once again they had to vacate the building. Robin returned to work from the Lyttelton Medical Centre

while structural repairs are undertaken at The Stables which will retain an apartment at the rear and commercial offices at the front.

Robin had business interruption insurance. "To ensure we did not hit a crisis I saved every cent I earned, budgeted well, and actively progressed my claims with my insurers. This was going nowhere until I contacted Recover Canterbury. They responded with an assessment of my business, an application for a Red Cross grant to help with legal fees, a grant for office costs not covered by my policy, and the most precious of gifts, advocacy."

As the sole breadwinner and mother of three, including two girls aged 7 and 13, Robin faced unimaginable personal and professional challenges during the earthquakes. Her husband has been seriously ill throughout the quake period and had undertaken a debilitating treatment regime. She has also faced two cold winters in a badly damaged house, with the rear portion condemned. Despite these stresses, she remains startlingly positive about the future. The earthquakes have strengthened Lyttelton's community spirit, she says, and locals have engaged in activities such as time banking, buying local, and creating a locally owned food co-operative.

Robin says battling her insurance company and the earthquake bureaucracy has "cost me the colour of my hair", a huge financial burden, and ongoing stress. Her experience has convinced her there needs to be stronger regulation ensuring accountability of insurance companies to policy holders. But she is sustained by her strong belief in what she is doing, her absolute insistence that her insurance policies will be met, her renewed commitment to balancing home, family and work and what she calls her "360 degree attitude, open to all possibilities."

New Zealand Exchange

Women are making slow gains in corporate governance and only time will tell whether the NZX's commitment to diversity reporting will be a catalyst for more dramatic change.

The New Zealand Exchange comprises three securities markets - the NZX Main Board (NZSX), the NZX Debt Market (NZDX) and the NZX Alternative Market (NZAX). The data reported here relates to the top 100 of the NZSX, and the total of the other two exchanges.

NZX Main Board (NZSX)

The top 100 companies listed on the New Zealand Stock Market (NZSX) have made a 5.43 percentage point gain in female representation as directors in the past two years.

Women hold 14.75% of board directorships of the top 100 companies by market capitalisation. This is up from 9.32% in 2010. This comprises 90 directorships held by 69 women in 55 companies.

The 55 companies in the top 100 with female-held directorships is an increase of 12 companies from 2010. Of the 45 companies without female representation, 27 are in the bottom half of the top 100 companies by market capitalisation, which indicates a size effect in favour of gender diversity. Only two top 10 companies have no female directors, compared with five top 10 companies in 2010. They are TrustPower and Sky Network Television.

Nine top 100 companies now have three female directors on their boards, compared with 2 companies in 2010. They include Chorus, Westpac, Michael Hill International, AMP Ltd, Telstra, Ecoya and three fund companies. Governance experts have long regarded 30% as the level in which a women's perspective on a board can make a real difference.

Five of the top 10 companies, Telecom Corporation of New Zealand Ltd, Fletcher Building Ltd, Contact Energy Limited, Vector Limited and a new entrant on the market, Trade Me Group Ltd, have two women on their boards. Auckland International Airport, Sky City Entertainment Group and Ryman Healthcare Ltd have a single female director each. Twenty-six companies out of 100 have two or more board members who are women. This is double the number of companies since the 2010 Census report.

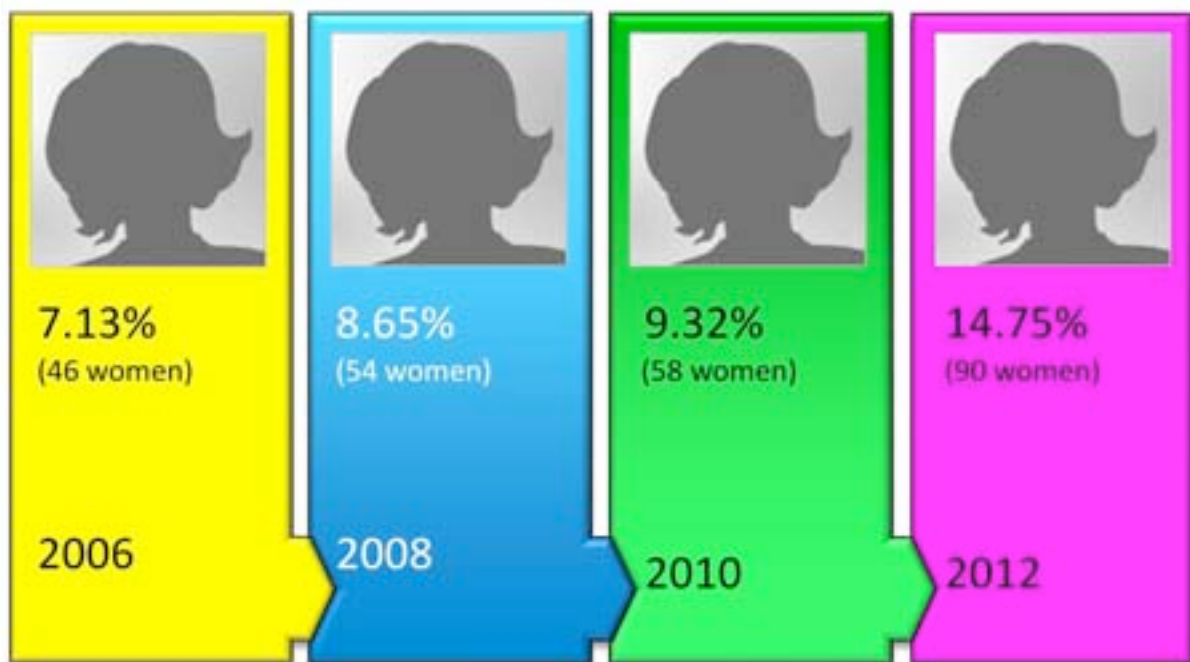
A total of 69 women are listed as directors of top 100 companies. Fourteen women have multiple directorships, up from 8 women in 2010. Seven women, including three female directors of fund companies hold three directorships each. Seven other women have two directorships each. The figures do not support the emergence of

an “old girls” network of female directors in New Zealand, particularly as there are at least 12 overseas directors among the women on the top 100 of the NZSX.

The 2012 Census Report results are based on a database purchased by the Human Rights Commission on 14 May 2012 from NZX Limited, which detailed company information including the names of directors of companies listed in the NZX Main Board (NZSX), the NZX Debt Market (NZDX) and the NZX Alternative Market (NZAX). This material was verified by writing to each company (top 100 of the NZSX and all of the NZDX and NZAX) asking for confirmation of numbers, names and gender of the board of directors as at 14 May 2012. Companies which did not respond to the letters were emailed, and those who did not reply were followed up by facsimile.

The verification rate was 100% with all 100 companies confirming the gender of their board composition

Top 100 Percentage and Numbers Trends (2006 – 2012)



NZX Alternative Market (NZAX)

Women hold 6.31% of directorships in the 25 companies listed on the NZAX, a decrease of 0.51 percentage point from the 2010 Census report. The total number of female directors has decreased by two from 2010. Cooks Food Group Limited is the only company on the NZAX to have proportionately (66.6%) greater numbers of women directors than men. Chatham Rock Phosphate Limited is the only other company that has gender parity or more on its board. Only five of the 25 companies have any female directors. Cooks Food Group Limited is the only company that added a woman to their board since the previous Census report. Just Water International and Orion Minerals Group Limited retained their single female directorship since 2010 while. Satara Co-operative Group and Windflow Technology

Limited lost a female director each in the same period which means they now have no women on their boards. The number of companies and directorships on the NZAX has decreased by two since the 2010 Census report. The NZAX has dramatically decreased its proportion of women directors from the first Census report in 2004 when it was 16.39%.

The verification rate was 100% with all twenty-five companies confirming the gender of their board composition.

NZX Debt Market (NZDX)

Women hold 15.19% of directorships in the 40 companies listed on the NZDX. The NZDX has increased its female directorships by 5.62 percentage points since the last Census report in 2010. Genesis Power is the only company that has gender parity on their board. However, in 2010, Genesis Power as a Crown company reported a higher number of 5 out of 8 female directors. Credit Agricole SA an international banking group (French) impressively increased its female directors to six from a single director in 2010 perhaps reflecting greater state intervention in women's representation on boards. The University of Canterbury reports that it has five female directors who are also council members whereas in the 2010 Census there was a nil response from the university. Fletcher Building Industries, GMT Bond Issuer Limited, Quayside Holdings, BNZ Income Securities and BNZ Income Securities 2 Limited are the only five companies that added a woman to their board since the previous Census report. Several companies have lost female directors from their boards and have not replaced them with other women. ANZ National Bank, PINs Securities NZ Limited, Powerco Limited, Rabobank Nederland and Wellington International Airport Limited lost women from their boards and as at 14 May 2012 did not have female directors. Meridian Energy Limited lost two female directors but retains one female. Only 16 of the 40 companies listed on the NZDX have any female directors.

Table 3 / Female Directors of Top 100 Companies

NZSX Top 100	2012	2010	2008
Female-held directorships	90	58	54
Percentage of women on boards	14.75%	9.32%	8.65%
Percentage point increase	5.43%	0.67%	
Companies with female directors	55	43	40
Companies with one female director	29	30	27
Companies with two female directors	17	11	12
Companies with three or more female directors	9	2	1

**Table 4 / Directors of Top 100 NZSX Companies (including Alternate Directors)
as at 14 May 2012**

Issuer	Women 2012	Total Men & Women 2012	Women 2010	Women 2007	Women's progress since 2010	CEO Gender (2012)
Telecom Corporation of New Zealand Limited	2	8	0	1	plus 2	Male
Fletcher Building Limited	2	8	1	1	plus 1	Male
Contact Energy Limited	2	7	2	1	-	Male
Auckland International Airport Limited	1	7	1	1	-	Male
Vector Limited	2	7	2	2	-	Male
TrustPower Limited	0	6	0	0	-	Male
Sky Network Television Limited	0	7	0	0	-	Male
Sky City Entertainment Group Limited (NS)	1	6	0	1	plus 1	Male
Ryman Healthcare Limited	1	6	1	0	-	Male
Trade Me Group Limited	2	5	-	-	-	Male
Port of Tauranga Limited (NS)	0	7	0	0	-	Male
Chorus Limited (NS)	3	7	-	-	-	Male
Fisher & Paykel Healthcare Corporation Limited	0	6	0	1	-	Male
Infratil Limited	0	4	0	0	-	Male
Kiwi Income Property Trust	1	7	1	1	-	Male
Goodman Property Trust	2	7	1	0	plus 1	Male
Air New Zealand Limited (NS)	1	7	1	1	-	Male
AMP NZ Office Limited	0	8	0	0	-	Male
Mainfreight Limited	0	6	0	0	-	Male
The Warehouse Group Limited	1	6	1	1	-	Male
Westpac Banking Corporation	3	8	3	2	-	Female
The New Zealand Refining Company Limited	1	10	0	1	plus 1	Male
Guinness Peat Group Plc	0	5	0	0	-	-
OceanaGold Corporation (NS)	0	7	-	-	-	Male
Freightways Limited	1	6	1	1	-	Male
Australia and New Zealand Banking Group Limited	2	8	1	1	plus 1	Male
Goodman Fielder Limited	1	6	1	0	-	Male
Nuplex Industries Limited	1	5	1	0	-	Male
Argosy Property Limited	0	5	-	-	-	Male
Xero Limited	0	6	0	-	-	Male
Tower Limited	1	6	1	1	-	Male
Michael Hill International Limited	3	8	2	2	plus 1	Male
Ebos Group Limited	2	5	2	2	-	Male
Fisher & Paykel Appliances Holdings Limited	2	8	1	0	plus 1	Male
Sanford Limited	1	8	0	0	plus 1	Male
Bathurst Resources Limited	0	4	-	-	-	Male
Summerset Group Holdings Limited	1	5	-	-	-	Female
DNZ Property Fund Limited	0	5	-	-	-	Male
Vital Healthcare Property Trust	1	5	-	-	-	Male
NZX Limited	1	6	0	0	plus 1	Male
Briscoe Group Limited	1	4	1	1	-	Male
Opus International Consultants Limited	1	7	0	-	plus 1	Male
Kathmandu Holdings Limited	1	6	1	-	-	Male
New Zealand Oil and Gas Limited	0	6	0	0	-	Male
Metlifecare Limited	0	6	0	0	-	Male
Skellerup Holdings Limited	1	4	1	1	-	Male
Diligent Board Member Services INC (NS)	0	6	1	-	minus 1	Male

A2 Corporation Limited	0	7	-	-	-	Male
APN News & Media Limited	1	7	0	1	plus 1	Male
Property for Industry Limited	0	4	0	0	-	Male
PGG Wrightson Limited	0	10	0	0	-	Male
Delegat's Group Limited	2	4	2	2	-	Male
Hallenstein Glasson Holdings Limited	1	5	1	1	-	Male
AMP Limited	3	9	1	2	plus 2	Male
ASB Capital Limited (NS)	1	4	0	0	plus 1	-
Hellaby Holdings Limited	0	5	0	0	-	Male
Lyttelton Port Company Limited (NS)	0	6	0	1	-	Male
Heartland New Zealand Limited	0	6	-	-	-	Male
Restaurant Brands New Zealand Limited	1	4	1	1	-	Male
Steel & Tube Holdings Limited	2	5	1	1	plus 1	Male
Turners & Growers Limited	1	7	1	0	-	Male
Pumpkin Patch Limited	2	5	3	3	minus 1	Male
Livestock Improvement Corporation Limited (NS)	0	10	0	0	-	Male
NZ Farming Systems Uruguay Limited	0	7	0	-	-	Male
AMP Investments' World Index Fund (NS)	1	5	0	1	plus 1	-
Millennium & Copthorne Hotels New Zealand	0	5	0	0	-	Male
Telstra Corporation Limited	3	11	1	2	plus 2	Male
Cavalier Corporation Limited	0	6	0	0	-	Male
Rubicon Limited	0	6	0	0	-	Male
Templeton Emerging Markets Plc	0	7	0	0	-	-
CDL Investments New Zealand Limited	0	5	0	0	-	Male
Rakon Limited	0	7	0	0	-	Male
The Colonial Motor Company Limited	0	6	0	0	-	Male
South Port New Zealand Limited (NS)	0	6	0	0	-	Male
Kingfish Limited	2	5	2	2	-	-
Pharmacybrands Limited	0	8	-	-	-	Male
NPT Limited	0	5	-	-	-	Male
Australian Foundation Investment Company	1	8	1	1	-	Male
Australian 20 Leaders Fund (NS)	3	4	1	0	plus 2	Female
Horizon Energy Distribution Limited	0	4	0	0	-	Male
Marlin Global Limited	2	5	2	-	-	-
NZX 50 Portfolio Index Fund (NS)	3	4	1	-	plus 2	Female
Comvita Limited	0	5	0	0	-	Male
Northland Port Corporation (NZ) Limited (NS)	2	8	1	0	plus 1	Male
Methven Limited	0	4	0	0	-	Male
Wakefield Health Limited	1	9	1	1	-	Male
Barramundi Limited	2	5	2	2	-	-
Scott Technology Limited	0	5	-	-	-	Male
Ecoya Limited	3	8	2	-	plus 1	Male
Abano Healthcare Group Limited	2	7	2	2	-	Male
Pyne Gould Corporation Limited	0	5	0	0	-	Male
AWF Group Limited	0	3	-	-	-	Male
Burger Fuel Worldwide Limited	0	4	-	-	-	Male
Tourism Holdings Limited	0	6	0	0	-	Male
TeamTalk Limited	0	7	0	0	-	Male
Augusta Capital Limited	0	3	0	0	-	Male
Foreign & Colonial Investment Trust Plc	1	7	0	0	plus 1	-
NZ Windfarms Limited	1	6	2	2	minus 1	Male
NZX 10 Index Fund (NS)	3	4	1	0	plus 2	Female
Pacific Edge Limited	0	5	-	-	-	Male
Total	90	610				

**Table 5 / Directors of NZAX Companies (including Alternate Directors)
as at 14 May 2012**

Issuer	Women 2012	Total Men & Women 2012	Women 2010	Women 2007	Women's progress since 2010	CEO Gender (2012)
A2 Corporation Limited	0	7	0	0	-	
Burger Fuel Worldwide Limited	0	4	0	0	-	Male
Chatham Rock Phosphate Limited	2	4	-	-	-	Male
Cooks Food Group Limited	2	3	1	-	plus 1	
Cynotech Holdings Limited	0	4	0	0	-	Male
GFNZ Group Limited	0	4	0	-	-	Male
Glass Earth Gold Limited	0	4	0	0	-	Male
Investment Research Group Ltd.	0	6	0	-	-	Male
Jasons Travel Media Limited	0	4	0	0	-	Male
Just Water International Limited	1	3	1	0	-	Male
Livestock Improvement Corporation	0	9	0	0	-	Male
Mykris Limited	1	5	-	-	-	Male
New Zealand Wool Services International	0	5	0	0	-	Male
Orion Minerals Group Limited	1	5	1	-	-	
Pulse Utilities New Zealand Limited	0	4	0	-	-	Male
RIS Group Limited	0	5	0	-	-	
Satara Co-operative Group (NS)	0	7	1	1	minus 1	
Solution Dynamics Limited	0	4	0	0	-	Male
Southern Travel Holdings Limited	0	4	0	0	-	Female
Speirs Group Limited	0	3	0	1	-	Male
The New Zealand Wine Company Limited	0	3	0	0	-	Male
Velo Capital Limited	0	3	-	-	-	
Windflow Technology Limited	0	3	1	1	minus 1	Male
Wool Equities Limited	0	5	0	0	-	Male
Zintel Group Limited	0	3	0	0	-	Male
Total:	7	111				

**Table 6 / Directors of NZDX Companies (including Alternate Directors)
as at 14 May 2012**

Issuer	Women 2012	Total Men & Women 2012	Women 2010	Women 2007	Women's progress since 2010
AMP Group Finance Services Limited	0	3	0	-	-
ANZ National Bank Limited	0	7	1	0	minus 1
APN Media (NZ) Limited	0	3	-	-	-
Auckland Council	4	9	2	-	plus 2
Bank of New Zealand	2	9	2	2	-
Blue Star Group Holdings Limited	0	6	0	0	-
BNZ Income Securities 2 Limited	1	3	0	-	plus 1
BNZ Income Securities Limited	1	3	0	-	plus 1
CBA Capital Australia Limited	0	3	0	0	-
Credit Agricole S.A.	6	21	1	-	plus 5
Credit Sail Limited	0	1	0	0	-
Fidelity Capital Guaranteed Bond Limited	0	3	0	0	-
Fletcher Building Industries Limited	2	8	1	1	plus 1
Fonterra Co-operative Group Limited	1	13	0	0	-
Genesis Power Limited	3	6	-	-	-
GMT Bond Issuer Limited	2	7	1	-	plus 1
Goodman Fielder New Zealand Limited	0	4	-	-	-
GPG Finance Plc	0	3	0	0	-
Heartland Building Society	1	8	-	-	-
Insurance Australia Group Limited	2	8	-	-	-
Kiwi Capital Securities Limited	0	4	0	-	-
Meridian Energy Limited	1	6	3	-	minus 2
Motor Trade Finances Limited	0	7	0	0	-
New Zealand Government Stock	0	0	0	0	-
New Zealand Post Group Finance Limited	0	2	0	-	-
Nufarm Finance (NZ) Limited	0	3	0	0	-
Origin Energy Contact Finance No.2 Limited	0	4	0	-	-
PINs Securities NZ Limited	0	3	1	0	minus 1
Powerco Limited	0	9	1	0	minus 1
Prime Infrastructure Networks (New Zealand)	0	3	0	-	-
Quayside Holdings Limited	2	6	1	-	plus 1
Rabo Capital Securities Limited	0	3	0	-	-
Rabobank Nederland	0	5	3	-	minus 3
TCNZ Finance Limited	0	5	0	0	-
TOWER Capital Limited	1	6	1	-	-
Transpower New Zealand Limited	2	8	-	-	-
University Of Canterbury	5	20	0	-	plus 5
Wellington International Airport Limited	0	6	1	-	minus 1
Works Finance (NZ) Limited	0	4	0	1	-
Z Energy Limited	0	5	-	-	-

Total	36	237
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Accountants

Of the accountancy firms that have more than ten partners, eight out of ten have improved the proportion of women partners since the previous Census Report in 2010. Three firms now have over 20% women partners. Across the ten firms the proportion of women partners is now 15.26%, up from 12.71% in 2010. Women now make up 42% of the industry according to the New Zealand Institute of Chartered Accountants (NZICA).

An international review of women in leadership positions in the accounting profession by Catalyst in 2012¹⁹, reported that women made up 45% of all accounting employees at accounting firms but 21% of all partners in these firms. The percentage of female partners in the “Big Four” companies (Deloitte, KPMG, Ernst & Young and PricewaterhouseCoopers) globally in 2009 was 18.1% according to Catalyst. The New Zealand branches of these companies have a total of 46 women partners out of 306 partners in total, an overall average of 15.03%.

NZICA provided a list of accountancy firms with ten or more partners. Data on the number of women partners and total partners was gathered from websites or by phone and then verified with each firm by correspondence. Two companies took up the offer to provide additional comment.

Ernst & Young said that one of the objectives of its Diversity and Inclusiveness strategy “is to increase the number of female partners and as a result bring a broader perspective to the leadership of the firm and Ernst & Young clients. Our pipeline of potential female partners means we are well placed to see this number increase further over the next few years.”

The CEO of Grant Thornton said that of their three female partners, one was a Board member for 2010 and 2011. “Another has joined the Board in 2012 for a three year period; previously she had been national leader of our largest service line-managing a group of 12 partners and approximately 60 staff. She relinquished this role when she was elected to the Board, but remains leader of the Auckland service line group.”

¹⁹Catalyst (2012) *Women in Accounting Quick Takes* retrieved from http://www.catalyst.org/file/697/qt_women_in_accounting.pdf

**Table 7 / Women’s Representation in Accountancy
as at 24 July 2012**

Names of firms	Women partners	Total partners	% women 2012	% women 2010
Staples Rodway	12	54	22.22%	16.98%
KPMG	15	69	21.74%	16.67
Markhams	6	29	20.69%	17.86%
BDO	12	74	16.22%	14.49
Ernst & Young	7	45	15.55	9.8
PricewaterhouseCoopers	16	108	14.81	11.82
WHK (NZ) Ltd	7	62	11.29	6.67
Deloitte	8	84	9.52	11.11
Grant Thornton	3	33	9.09	13.33
Hayes Knight	1	12	8.33	7.14
Total:	87	570	15.26	12.71

Accountancy and the gender pay gap

The gender pay gap is 26% on average in accountancy according to a survey conducted by the New Zealand Institute of Chartered Accountants. Even when experience is taken into account, there is still a substantial difference between the pay of men and women chartered accountants. The survey found that at the beginnings of their careers women appear to be earning up to \$7664 less than men in full time roles.

NZICA Director – Marketing and Human Resources, Jeana Abbott said, “our figures show that women are paid less even when experience is taken into account. In fact the pay gap is wider for those with more experience than those with less. Women with less than five years experience are paid on average nine percent less (than men with similar experience) but those with over 21 years’ experience are paid 23% less on average.”

She said that NZICA was publishing the results to raise awareness of the gender pay gap and that it would be working with its members to look at ways to tackle the gap.

Table 8 / Average Remuneration of Chartered Accountants by Gender and Experience

Experience	Men	Women	Pay gap
<5 years	\$ 86,869	\$ 79,205	9%
5-10 years	\$124,653	\$106,497	15%
11-15 years	\$159,916	\$133,368	17%
16-20 years	\$190,711	\$142,688	25%
>21 years	\$185,232	\$141,785	23%
Overall	\$153,658	\$114,401	26%

Source: NZICA Remuneration and Employment Survey 2012. The results have a maximum margin of error of +/- 1% at the 95% confidence level.

EEO Commissioner Dr Judy McGregor praised NZICA for their leadership on the issue. “It is fantastic to see a peak body, the Institute of Chartered Accountants (NZICA) taking a leadership role to make the gap visible so that good employers can start to do something about it.”

The Human Rights Commission has been advocating for transparency of pay rates by gender so that industry sectors can start to urgently address their pay equality and pay equity gaps once they know about them. Transparency in pay also enables individual women to ask whether they are receiving the going rate for their level of experience.

Agribusiness

“When they say New Zealand Farmer they usually mean the man, tractor, gumboots, ATV, master of the land. But there’s another farmer, quite equal to the first, who holds the land together through good times and the worst”. Heather Paton

Agribusiness is making incremental progress in women’s representation at governance level. Numbers on the boards of companies monitored for this report increased from 18 to 21, and the percentage of women on agribusiness boards increased from 11.8% to 14.6%. The number of companies with no women on their boards is now a minority. Of the seventeen boards monitored, six have no women.

Several companies commented that they were keen to improve the representation of women, with one company advising that they would shortly be calling for applications from women to participate in a “shadow director” programme. The successful candidate would sit on the board as an observer for a full year and be able to discuss governance issues that she observed with board members. The company would pay all expenses. The company was also considering making formal training available to women, such as that offered by the Institute of Directors. “The objective is to widen the talent pool of women directors.”

The Agri-Women’s Development Trust (AWDT) which was launched just before publication of the last census reports some success in improving women’s participation in agri-business governance. The Trust has now graduated 11 women in their Escalator programme which is specifically designed to develop and support women into leadership positions. The Trust advises that six of their inaugural graduates have been elected or appointed to high level governance positions. One of them, Maniototo farmer Dawn Sangster, has been elected as a director of the Alliance Group. She is the third woman to be elected to this farmer-owned meat processing co-operative in its history.



Dawn Sangster, Maniototo farmer

“Escalator was the start of a challenging journey for me,” she says. “It gave me a chance to really reflect and find new ways to engage in leadership in the agricultural sector. It also gave me the belief that I can achieve at a higher level.”

Newly-honed skills and confidence, combined with on-going support from the AWDT and her Escalator cohort, led to Dawn’s decision to stand for the Alliance Board. During her time on the programme, she was also elected to the New Zealand Mohair Board and the Beef + Lamb New Zealand Central South Island Farmer Council.

“I’ve learnt that the governance skills that I had learnt at a community level were transferrable to higher levels,” Dawn says. “Goal setting, seeking advice, emotional intelligence, being prepared and professional at all times, and a high degree of integrity will set you apart and make you successful.”

She promotes the business case for increasing women’s representation. “I enjoy the fact that a Board is a team effort and many brains can achieve great things. Diversity around the board table teaches us to be tolerant of other points of view and celebrate differences. By working together we can achieve more robust decision-making processes and ultimately better outcomes.”

Table 9 / Gender Representation on Significant Agribusiness Organisations as at 11 May 2012

Organisation	Women	Total Men and Women	% women 2012	% women 2010
AsureQuality	4	8	50%	44%
Landcorp	3	8	37.5%	37.5%
Plant and Food	2	7	28.6%	37.5%
Beef + Lamb New Zealand	2	8	25%	25%
AgResearch	3	8	37.5%	25%
DairyNZ	2	8	25%	25%
HortNZ	1	8	12.5%	12.5%
Fonterra	1	12	8.3%	7.7%
PGG Wrightson	0	10	0%	0%
Zespri	0	7	0%	0%
Silver Fern Farms	0	8	0%	0%
Alliance Group	1	9	11.1%	0%
AFFCO	0	3	0%	0%
Federated Farmers	1	7	14.3%	0%
Ravensdown	1	14	7.1%	0%
Ballance Agri-Nutrients	0	9	0%	0%
Livestock Improvement Corporation	0	10	0%	0%
Total	21	144	14.6%	11.8%

Data was gathered from company websites and verified by Board chairs.

Building, construction and engineering

The building, construction and engineering industries are still a man's world. Less than 1% of modern apprentices in building and construction, and 2% of modern apprentices in the electricity supply industry are female.

Women make up 17% of the built environment workforce and 13% of engineers.

Building and Construction

The Canterbury rebuild will require many thousands of additional construction workers²⁰ and is likely to occur over many years.

New Zealand's building and construction industry is one of the most gender-imbalanced sectors of the economy.²¹ Women make up only 17% of the built environment workforce according to latest figures from the Building and Construction Industry Training Organisation (BCITO)²².

Low numbers of women mean benefits to both the industry and prospective women employees are not realised. Women are unable to join a career that offers high pay rates and excellent job satisfaction.²³

Evidence suggests women are employed in occupations that support the industry rather than in core areas of the sector.

BCITO figures of women trainees continue to be very low. Only 32 women are currently working towards core building and construction qualifications out of a total of 5500 industry trainees.

About two-thirds of female trainees are in carpentry and 10% in each of concrete fundamentals and concrete construction. The remainder are spread across specialist trades such as plaster board and floor and wall tiling.

Despite low numbers of women in building and construction and related industries there are initiatives aimed at increasing women's numbers.

The Electricity Supply Industry Training Organisation (ESITO) launched "Women in Power" in 2010 to help increase the number of women in technical roles.

²⁰Employment opportunities in Canterbury, Department of Labour & Canterbury Development Corporation, December 2011

²¹Hodgkinson, E. (2006). An analysis of women in the New Zealand building and construction industry. BCITO

²²BCITO (2012). Women in construction: Fact Sheet

²³Hodgkinson, E. (2006). An analysis of women in the New Zealand building and construction industry. BCITO

Research by ESITO suggests there are strong stereotypical attitudes towards women doing line mechanic work which impact on the recruitment and on-going retention of women into the electricity supply industry.

In 2012 the “Women in Power” initiative was rebranded as “Ultimit”. Former Prime Minister Dame Jenny Shipley, spokesperson for the initiative says, “It is critical we entice women into the energy sector – they have so much to offer.”

ESITO figures show only 2% of trainees enrolled in trade or technical qualifications are female.

Engineering

New Zealand’s engineering profession has low gender diversity with only 13% of engineers and seven percent of Chartered Professional Engineers being female, according to the Institute of Professional Engineers New Zealand (IPENZ).

Its members are architects, engineers and related professionals. Women make up 10% of its membership and only 2% of all fellows.

In 2010 IPENZ looked at the governance of 41 engineering organisations and 20 had one woman on their board and 21 had at least one woman in their senior management team, most likely in human resources, legal or support roles.

A number of factors discourage women from participating in the engineering field. These include few women role models, female and family-unfriendly workplaces, and overt industry behaviours that reduce or discourage promotion, recognition and rewards.²⁴

In 2011 IPENZ launched a programme to encourage women to join, remain and advance in the engineering profession. Studies indicate that there is an increasing pool of female students who are high achievers in science, yet the number of young women completing tertiary studies in engineering is low.²⁵

IPENZ and the Ministry of Women’s Affairs released joint research in 2012 aimed at understanding what motivates men and women to study engineering and their post graduation career experiences.²⁶ Participants graduated as engineers in 2000 and 2005.

The research shows that most women do not perceive gender to be a barrier in relation either to their career opportunities or progression in the engineering profession.

However, women did report experiences of gendered attitudes. Male attitudes towards women in terms of their ability to do the job, and their level of comfort in

²⁴Ibid

²⁵IPENZ (2011). The Retention and Renewal of Women in Engineering

²⁶Does Gender Matter? Findings from an online survey and interviews of engineering graduates from 2000 and 2005. IPENZ and The Ministry of Women’s Affairs. (2012)

having female colleagues were clearly an issue for some women in some workplaces.

One participant said, "I believe there is a lot of sexism against women in the engineering industry. It is hard to deal with being belittled and doubted simply because I am a woman." Another female participant stated, "I have noticed that male operators tend to ask male engineers for help/opinions etc. I'm not ignored but I have to make an effort to be noticed."

The survey showed that men are better paid than women: 33% of women who graduated in 2000 earned more than \$120,000 (compared with 46% of men), and only 3% of the women graduating in 2005 earned more than \$120,000 compared with 22% of male 2005 graduates. Women were more likely than men to be earning between \$30,000 and \$60,000.

Starting salaries do not seem to vary by gender, although of those that did negotiate their starting salary (a minority) most were men.

When choosing what to study at university, responses show women are more likely to be influenced by their teachers than men. The report shows women were less aware of engineering as a career option and were more likely to state they had no idea what engineering was or what job opportunities it could provide.

Modern Apprenticeships

Less than 12% of modern apprentices are women despite a large number of young women entering hairdressing which is a modern apprenticeship category.

Women represent 11.47% of Modern Apprenticeships with 1,197 in the scheme compared with 9,232 men, according to figures at 31 December 2011. In 2008, 9.38% of modern apprentices were female, increasing to 11.51% in 2009 and peaking at 12.56% in 2010.

Hairdressing has the highest number of women participants at 435; this represents 36% of all female modern apprentices. Shearing services (97) and dairy cattle farming (91) are the next two areas with the most female participants.

The three highest industries for male participants are house construction (1,636), automotive electrical services (632) and agricultural & construction machinery (524).

By ethnicity European/Pākehā women represent 76.5% of all female modern apprentices. The next highest is Māori at 17.7% and then Pacific women at 1.6%.

In Canterbury at the end of December 2011 there were 149 women modern apprentices and 1,046 male modern apprentices. The Canterbury re-build offers an opportunity to encourage more young women into non-traditional trades, but early indications are not encouraging.

Across all industry trainees and modern apprentices there are 22,323 women and 55,572 men. Women represent 28% of total trainee numbers. The three industries

with the most women trainees are Community support services (5,179), Hospitality standards (3,166) and Electro-technology (1,988). Hairdressing ranks 8th with a total of 1,066 trainees.

Table 10 / Modern Apprenticeship Statistics as at December 2011 – By Gender

Gender	Modern Apprentices	%
Female	1,197	11.47%
Male	9,232	88.48%
Unknown	5	0.05%
Total	10,434	100%

**Table 11 / Modern Apprenticeship Statistics as at December 2011
Ethnicity by Gender**

Ethnicity	Female	Male	Unknown	Total
European	916	7,256	4	8,176
Māori	212	1,259	1	1,472
Pacific Peoples	20	239	0	259
Asian	13	102	0	115
Middle Eastern/Latin American/ African	1	39	0	40
Other Ethnicity	17	111	0	128
Unknown Ethnicity	75	775	0	850
Known Ethnicity	1,169	8,874	5	10,048

**Table 12 / Modern Apprenticeship Statistics as at December 2011
Top 10 by Gender**

Industry	Female	Industry	Male
Hairdressing & Beauty Services	435	House Construction	1,636
Shearing Services	97	Automotive Electrical Services	632
Dairy Cattle Farming	91	Agricultural & Construction Machinery	524
Cafes & Restaurants	74	Plumbing Services	490
Flower retailing	32	Other Structural Metal Product	397
Nursery Production (Under Cover)	27	Prefabricated Metal Building Manufacturing	391
Bakery Product Manufacturing	24	Dairy Cattle Farming	292
Zoological & Botanic Gardens Operation	20	Defence	219
Hardware & Building Supplies Retailing	20	Shearing Services	216
Accommodation	18	Boatbuilding & Repair	195

		Services	
Total	838	Total	4,992

Defence

The number of women in the New Zealand Defence Force has dropped slightly by 0.7 percentage points since 2010, but the percentage of female officers has remained the same from 2010.

The Chief of Defence, Lieutenant General Rhys Jones says the “apparent stagnation” of women’s representation across the New Zealand Defence Force (NZDF) is neither deliberate nor intentional.

Representation of women in the NZDF is currently at 15.9% for Regular Force and 45% for Civilian Staff. Representation of women varies across the Services, currently Navy is at 22%, Army at 12.9% and Air Force at 16.7%.

In the last Census report there were 16.6% women in the regular force; Navy had 22.5% women’s representation, Army 13.3% women’s representation and Air Force 18%. Civilian staff numbers were not reported.

The Air Force has decreased its number of women by 1.3 percentage points, while the Navy and Army dropped by 0.5 and 0.4 percentage points respectively. The Chief of Defence has instructed his staff to, “look into the causes for the levelling of the previously upward trend in female representation.”

In preparation for the 2012 Census report, the Commission met with Group Captain Grant Crosland and Ms Sue Russ from the Defence Personnel Executive to discuss women’s representation in NZDF. The Commission asked the following questions of the Chief of Defence.

1. Are you concerned at the level of women’s representation and status in the NZDF?
2. What action is being taken to address the slippage of female representation across the NZDF?
3. Will the NZDF revise its gender equity policy to set firmer targets and increase numbers of women?
4. Has there been a disproportionate impact on women from restructure, downsizing and redundancies in civilian and regular force roles? Could you provide data to confirm this?

The Chief of Defence said he is “clear about my expectations of commanders and managers in ensuring that NZDF women have full access to all opportunities. This expectation is supported by a strong equity and diversity policy framework. Furthermore, with specific initiatives such as *Women’s Development Fora* and *Women’s Steering Groups*, I am confident that NZDF will see a return to a positive trend in respect of overall numbers of women and representation of women at senior levels.”

Lieutenant General Jones is keen to increase the levels of participation of women at senior levels of the Defence Force; both military and civilian. “Although the numbers

of women in senior roles are increasing, progress is slow and we still do not have women represented in the highest officer ranks or civilian appointments.”

The number of female officers at Lieutenant Colonel equivalent rank and above has increased from 10 (5%) in 1998 to 19 (6.4%) in 2012. The number of women in Sergeant to Warrant Officer ranks increased from 208 in 1998 to 248 in 2012.

There has been no movement in the overall percentage of women officers since 2010 which remains at 16.6%. The representation of women in other ranks decreased from 16.6% in 2010 to 15.7% in 2012.

In relation to civilian staff, almost half (45%) are women, but few women hold senior level appointments (five of the 51 most senior civilian staff are female).

In 2010 the Government’s Defence White paper outlined reductions in personnel numbers involving 1400 jobs being civilianised. Prior to this transformation the NZDF conducted an evaluation of the likely impact on women.

Exit figures between 1 April 2010 and 31 March 2012 show 55.1% of civilian staff who exited were women, and 18.6% of regular force staff who exited were also women. Neither gender has been disproportionately affected by the departures, with a total of 27.2% of those leaving being women, NZDF says.

To increase the numbers of women in the NZDF the Chief of Defence says the Defence Recruiting Organisation proactively targets the recruitment of women into each of the three Services and in its marketing activity ensures that women can visualise themselves in the Defence Force. The opening scene of NZDF’s most recent television recruiting campaign intentionally shows women and men alongside each other, with both having an equal role in the delivery of military capability.

One way Lieutenant General Jones says he demonstrates commitment to senior women’s development is by sponsoring a biennial NZDF-wide Women’s Development Forum.

The Commission also asked NZDF for its gender pay gap data. For civilian staff the gender pay gap was 22.2% and for regular force staff 13.1%. The gender pay gap is calculated by subtracting the female average salary from the male average salary. The result of this calculation is then divided by the male average salary and expressed as a percentage.

Barriers to the inclusion and advancement of women have been the subject of several reviews, The Burton Review in 1998 and the Hanson and Burns Report (2005) helped NZDF build equity and diversity policies. “We also have a suite of policies in place to assist personnel to balance work and family commitments”, said Lieutenant General Jones.

In 2011 NZDF developed guidance on the establishment of EEO network groups and subsequently supported the establishment of ‘OverWatch’, a network for lesbian, gay, bisexual and transgender personnel.

Table 13 / Defence Forces as at 31 March 2012

Representation of Women in Regular Force				
Year	Navy	Army	Air	Total
2012	22%	12.9%	16.7%	15.9%
2010	22.5%	13.3%	18.0%	16.6%
2005	21.3%	13.6%	16.5%	16.1%
2004	20.9%	13.3%	16.9%	15.9%

Table 14 / All Defence Force Services Distribution of Female Officers as at 31 March 2012

Representation of Women in Regular Force	2012	2010	2005	2004	1997
Officers	16.6%	16.5%	15.8%	15.7%	13.4%
Other ranks	15.7%	16.6%	16.1%	15.9%	14.5%

Diplomats

New Zealand's diplomatic representatives overseas comprise 43.2% women. However, men are much more likely to be head of mission or post. Women have yet to reach 20% of top diplomatic jobs at 17.6%. State Sector Boards administered by the Ministry of Foreign Affairs and Trade (MFAT) also have low levels of female representation at 22%.

In its 2011 annual report the Ministry notes, "in representing New Zealand, it is important for the Ministry to have an internal culture that respects and reflects the diversity of New Zealand and its society." It also states that "the Ministry is committed to the principle and practice of equality" and that it is "continuously working towards promoting and fostering equality and diversity in our workplace."

The Ministry reports that it "has a number of policies regarding the appointment and promotion of staff to diplomatic posts. These apply to both women and men and include policies on rotation into positions in Wellington and overseas, promoting equality and diversity, reviewing procedures for applications and promotions and the requirement to operate in accordance with the State Sector Act."

MFAT continued, "in addition, the Ministry has a range of policies to support employees, including childcare subsidies and parental leave provisions that go beyond legislative requirements."

The Sunday Star Times on March 18th 2012 reported that, "women are rapidly disappearing from the frontline of New Zealand's diplomatic service, with Foreign Minister Murray McCully overseeing a halving in the number of females serving as ambassadors and high commissioners."

The Foreign Service Association (FSA) was reported as saying it was told by the Ministry that women were not applying for posts, an explanation that the FSA says "is not something we instinctively feel is true but we have not been able to verify ourselves." The Minister said it was inevitable heads of mission were "selected from personnel of a certain level of seniority within the ministry and it is fair to say that women are inadequately represented in that candidate group." He hoped that the "changes being promoted will result in more talented women being promoted more quickly."²⁷

State Parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations. – Article 8 of the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW).

²⁷Field, M. (2012) March 18 Sunday Star Times downloaded 23 07 2102
<http://www.stuff.co.nz/national/politics/6593807/Women-miss-on-top-foreign-posts>

Table 15 / Representatives Overseas

Position	Female	Male	Total	%
Head of Mission/Post	9	42	51	17.6
Deputy Head of Mission/Post	8	2	10	80
Counsellor (Foreign Policy)	6	10	16	37.5
Counsellor (Administrative and Specialist)	2	2	4	50
First Secretary (Foreign Policy)	13	18	31	41.9
First Secretary (Administrative)	9	12	21	42.9
Second Secretary (Foreign Policy)	30	22	52	57.7
Second Secretary (Administrative)	5	3	8	62.5
Attache	5	2	7	71.4
Development Managers	8	11	19	42.1
Technical specialists	0	4	4	0
Language Trainees	7	6	13	53.8
Total representatives overseas	102	134	236	43.2%

District Health Boards

The level of women's representation on District Health Boards (DHBs) is unchanged from the previous census. There are 206 board members in office, with some board members on more than one DHB. Women make up 44% of board members, a total of 90 women, while men comprise 56% at 116 board members. Data from the Ministry of Health website, downloaded on 3rd May 2012 has been tabulated and analysed for the census.

Boards usually have eleven members; seven elected members and up to four government appointed members. Increases to women's representation on DHBs can therefore be achieved in two ways, by election or by appointment. Analysis of the gender of government appointments shows that 40% are women, 28 women out of a total 70. Some appointees' eight men and four women sit on more than one board. Two people, a man and a woman, are elected board members of one board and have been appointed to another board. Totals to calculate overall percentages have been adjusted to exclude double counting, but figures for each board are reported for that board separately to reflect the gender composition of the board.

Board chairs are predominantly men, at 75%. Men make up 60% of deputy chairs.

Three boards have a Crown monitor appointed to them. Two of these DHBs have the same (female) Crown monitor.

Wairarapa DHB and Taranaki DHB have the highest level representation of women at 73% each. In the previous census, in 2010, Wairarapa had the highest percentage of women. Of the other 18 DHBs only two have boards in which more than half the members are women, Auckland and Midcentral. A further seven have between 45 and 50% female representation. These include: Northland, Waitemata, Tairāwhiti, Hawke's Bay, Capital and Coast, West Coast, and Canterbury.

The DHBs with the lowest representation of women are Southern and South Canterbury with 18 and 27% representation respectively.

Since the last census a number of DHBs, Northland, Auckland, Taranaki, Hawke's Bay and Midcentral have substantially increased numbers of women on boards. Two DHBs have substantially decreased the number of women, Nelson/Marlborough and Southern. The overall result, however, is no change in the proportion of women on district health boards.

In response to a request for information about gender pay gaps for the DHB workforce, as part of the Commission's role in monitoring good employer reporting, 18 of the 20 DHBs sent pay gap information. Twelve indicated they had pay gaps of 13% and below, two had pay gaps between 20 and 30%, and four had gender pay gaps between 30 and 40%. This data was collected at the end of 2011.

Table 16 / District Health Boards by Gender

Female		Male	
Number	Percentage	Number	Percentage
90	44	116	56

Table 17 / Members of District Health Boards

DHB	Women 2012	Men 2012	Total 2012	%Women 2012	%Women 2010	%Women 2007
Northland	5	6	11	45	28	36
Waitemata*	5	6	11	45	50	55
Auckland*	6	5	11	55	27	27
Counties Manakau	4	7	11	36	45	40
Waikato*	3	7	10	30	36	36
Lakes	4	7	11	36	45	45
Bay of Plenty	4	7	11	36	45	45
Tairāwhiti*	5	6	11	45	45	50
Taranaki	8	3	11	73	45	40
Hawke's Bay	5	6	11	45	27	20
Whanganui*	4	7	11	36	36	40
Midcentral*	6	5	11	55	33	30
Hutt Valley*	4	8	12	33	45	36
Capital and Coast*	6	6	12	50	56	45
Wairarapa*	8	3	11	73	82	80
Nelson/Marlborough	4	7	11	36	64	64
West Coast*	5	6	11	45	36	45
Canterbury*	5	6	11	45	50	40
South Canterbury	3	8	11	27	30	30
Southern	2	9	11	18	50	50
Adjusted total	90	116	206	44	44	43

*DHBs that have shared board members with other DHBs.

Note, totals have been adjusted in the columns to ensure no double counting

Totals in rows have not been adjusted to reflect the individual composition of boards

Finance

The representation of women on the boards of our major trading banks is 22.92%, a proportion comparable to that of women directors serving on boards of the largest banks in Europe and ahead of the representation of women on the boards of banks worldwide. As the Corporate Women Directors International (CWDI) put it, the good news is that “the world’s largest banks and financial services companies, as a whole fare better than other companies in placing women on their Boards of Directors” but the bad news is “the boardroom of these companies are still dominated by men who occupy 84.4% of the board seats (worldwide).”

Internationally, Westpac Bank of Australia leads the top ten bank and financial service companies with the highest percentage of women directors, according to CWDI. Westpac New Zealand also leads the trading banks in female representation at the board-table in New Zealand. Five of the six trading banks in New Zealand have two or more women on their boards. One bank, ANZ has none.

Two of the six banks have female chief executives, ASB’s Barbara Chapman and Westpac’s Gail Kelly.

Table 18 / Boards of Trading Banks

	Women 2012	Total men and women 2012	% Women	Gender CEO
BNZ	2	9	22.22	M
ANZ	0	6	0	M
Westpac	3	9	33.3	F
ASB	2	8	25	F
Kiwibank	2	8	25	M
TSB	2	8	25	M
Total:	11	48	22.92	33.33

A survey conducted by the Financial Services Institute of Australasia (FINSIA) in conjunction with the Bank of New Zealand on members’ perceptions of gender equity in the workplace found a considerable gender divide. The New Zealand responses strongly suggest that women are much more likely than men to perceive gender inequality or that their organisations were not addressing disparity.

- On the issue of women’s representation in senior management, almost half (47.9%) of the women surveyed said that women were not well represented while the majority (67.2%) of men thought women were well represented.

- On the issue of their organisation prioritising the promotion of women into senior roles, close to two thirds of men agreed while women were much more equivocal. Just under half of women agreed this was a priority and 30% disagreed.
- The survey said that women in resounding numbers (69.9%) do not think that their organisation is transparent about its remuneration system and parity of pay between genders. Male respondents were more evenly divided; 44.5% said their organisation was transparent and 31.9% disagreed.
- Over half of the male respondents agreed with the statement that companies had taken significant steps to address structural disadvantages so that women had the same opportunities as men, compared to under a quarter of women.
- Open- ended questions in the survey referred to the dominance of masculine culture and the need for a culture change. A typical comment was “there is quite an emphasis on sports - both watching and participating – that does not appeal to a lot of women and they consequently do not take part in these social events which means they miss out on opportunities to network with higher level management.” Another said, “the main issue is cultural e.g. the beer drinking boys club. It is an internal issue as I have never had any problems with customers or intermediates.”

The Women in Financial Services Forum was launched in response to the survey. The aim of the Forum is get more women in senior, middle and executive roles in the sector. It will organise regular events and policy work to improve women’s representation.

The Human Rights Commission’s Pay Equality Bill, published in *Tracking Equality at Work* (2011), includes a clause on the “obligation to provide information.” This clause was prompted by a practice in the finance sector of employees that had been brought to the attention of the Commission in which employees were required to sign confidentiality agreements in respect of their pay. The effect of this practice was that male and female employees had no way of knowing whether or not their pay was equal or equitable. The Commission concluded that transparency of pay, including starting pay was a significant issue. The Pay Equality Bill is available at www.neon.org.nz

Judiciary

Appointments of women to the Supreme Court, Court of Appeal, the High Court, Employment Court and District Court have helped lift the overall number of women judges since 2010.

Justice Susan Glazebrook is promoted to the Supreme Court; Justice Ruth French is promoted to the Court of Appeal and Justice Sarah Katz is promoted to the High Court. Judge Christina Inglis has been appointed to the Employment Court and Judge Pippa Sinclair is newly appointed to the District Court.

In 2010 the overall percentage of women judges was 26.03% and in 2012 this has increased by a small margin to 27.68% a difference of 1.65 percentage points. The total number of female and male judges increased from 219 in 2010 to 224 in 2012.

The Family Court has the greatest representation of women on the bench at 41.18% followed by the Māori Land Court (30%), the District Court (29.25%) and the Environment Court (28.57%).

The Chief Justice, Dame Sian Elias, when addressing the Canadian Chapter of the International Association of Women Judges Conference in 2011 said the benefit to be obtained through the appointment of women judges came partly from the perspective they bring from different life experiences.

The appointment of women judges meant there have been shifts in the attitudes of judges from more traditional backgrounds and that although it is not necessary for judges to have had personal experience of direct or indirect discrimination, it helps. For women this is a reality.

The Commission's submission in 2012 on the proposed reform of the Judicature Act 1908 said gender parity would strengthen the judiciary and lead to greater public confidence through there being "a wider variety of backgrounds, perspectives and experiences".

**Table 19 / Women's Representation in the Judiciary
as at 6 August 2012**

Court	Women 2012	As at 6 August 2012 Number	% 2012	Women	2010 Number	% 2010
Chief Justice	1	1	100.00%	1	1	100.00%
Supreme Court excl. Chief Justice	1	5	20.00%	0	5	0.00%
Court of Appeal	2	10	20.00%	2	10	20.00%
High Court	10	38	26.31%	9	34	26.47%
Associate Judges of High Court	1	9	11.11%	1	8	12.50%
Employment Court	1	4	25%	0	4	0.00%
Māori Land Court	3	10	30%	3	11	27.27%
District Court	43	147	29.24%	41	146	28.08%
Family Court	21*	51*	41.15%	19*	48*	39.58%
Environment Court	2*	7*	28.57%	2*	8*	25%
Total	62	224	27.68%	57	219	26.03%

*The Family Court is a division of the District Courts and Family Court Judges are firstly appointed as District Court Judges. The Environment Court is a separately constituted Court and its bench is populated by District Court Judges. The numbers provided in 2012 and 2010 for the District Court include the Judges of the Family Court and the Environment Court.

Law

The proportion of women practising law has increased dramatically in the past 20 years.

Yet latest figures show an increase of less than one percent (0.76) in the number of women partners in firms with ten or more partners since 2010. As in previous years the New Zealand Law Society provided the Commission with a list of (27) legal partnerships with ten or more partners. Harman and Co. are the only firm not reported again in 2012 as their partner numbers have dropped below ten.

Since 2010, 15 firms increased their number of women partners, 11 firms decreased their number of female partners and one had no change. Martelli McKegg Wells and Cormack has the greatest percentage of women partners with 45.45% or 5 of 11 partners. Other firms that show high levels of female representation at partner level are Anderson Lloyd (38.46%), Wynn Williams and Co. (29.41%) and Brookfields (28.57%). Those with the least number of women partners are Anthony Harper (6.67%), Lane Neave (6.25%) and McVeagh Fleming (0%). Of the larger law firms Bell Gully lags behind.

Legal firms were also asked for comment about women in the legal profession.

Meredith Connell said recently it had instituted on its Management Board an elected seat for which only women partners can stand. This is in addition to, and does not preclude, women partners filling other elected and appointed roles on the Board. The first Management Board including the gender diversity seat was in April 2012.

Bell Gully said, “in 2011, two of our six female partners made personal choices to move into different roles; one into a risk management role internally within our firm, and the other to become a barrister. Gaining feedback from our female staff has been given top priority this year, and we received a number of ideas and suggestions to help retain our senior women lawyers, especially as they look to start families.” Fifty-seven percent of senior associates (the most senior staff role below partner) are female.

**Table 20 / Women's Representation in Legal Partnerships
as at 17 May 2012**

Firms	Women 2012	Total Men & Women Partners 2012	% Women 2012	% point change from 2010	Women's status in 2010 (women/ total no. of partners)
Martelli McKegg Wells & Cormack	5	11	45.45%	8.64%	4/11
Anderson Lloyd	10	26	38.46%	-5.33%	13/30
Wynn Williams & Co	5	17	29.41%	-4.33%	4/12
Brookfields	4	14	28.57%	-6.29%	6/17
Minter Ellison Rudd Watts	12	45	26.67%	5.05%	9/41
Glaister Ennor	3	12	25.00%	8.33%	2/12
Meredith Connell	7	29	24.14%	0.00%	6/25
Cavell Leitch Pringle & Boyle	4	17	23.53%	11.50%	2/16
AWS Legal	3	13	23.08%	-5.57%	4/14
Duncan Cotterill	8	37	21.62%	9.50%	4/32
Kensington Swan	6	31	19.35%	-2.21%	7/33
Russell McVeagh	8	42	19.05%	1.50%	7/40
Simpson Grierson	9	48	18.75%	-0.57%	9/46
Gallaway Cook Allan	2	11	18.18%	1.33%	2/12
DLA Phillips Fox	4	23	17.39%	-2.05%	4/21
Buddle Findlay	7	41	17.07%	0.33%	7/42
Hesketh Henry	2	12	16.67%	2.71%	2/14
Tompkins Wake	2	13	15.38%	-3.18%	2/11
Chapman Tripp	8	54	14.81%	0.19%	8/54
A J Park	2	15	13.33%	1.57%	2/17
Morrison Kent	2	15	13.33%	6.75%	1/16
Cooney Lees & Morgan	1	10	10.00%	0.91%	1/11
Gibson Sheat Lawyers	1	11	9.09%	0.67%	1/12
Bell Gully	4	45	8.89%	-3.77%	6/47
Anthony Harper	1	15	6.67%	0.75%	1/16
Lane Neave	1	16	6.25%	-5.11%	2/18
McVeagh Fleming	0	14	0.00%	-5.88%	1/17
Total	121	637	19%	0.76%	118/647

Current trends

The September 2012 issue of Law Talk by the New Zealand Law Society shows women make up 41% of lawyers, but only comprise 24% of principals. “Principals” are lawyers who are qualified to practice on their own account – and therefore to be partners or directors.

Figures show where there is one principal, women’s representation is 27.5%. Between two and five principals the representation drops to 23.7% and where there are over 20 principals the representation is 19.3%.

In 2012 the New Zealand Law Society also published statistics and trends relating to women in the legal profession and the changes over a 22 year period.

There were 11,292 active practising certificates issued in New Zealand as at March 2012. Women held 44.8% or 5,054 of those certificates and men held the remaining 6,238. Thirty-six percent of barristers in New Zealand are women. Forty-four percent of them have been admitted for 10 years or less. By contrast women comprise 58.2% of in-house lawyers and combined make-up 42.4% of all practising barristers and solicitors in New Zealand.

By region, Wellington has the highest percentage of women legal professionals (49.7%) followed by Otago (46.9%), Waikato Bay of Plenty (44.3%) and Auckland and Taranaki (44%). Whanganui has the lowest percentage at 30.5%.

Figures show 42.5% of male barristers and solicitors are partners or directors. The figure for women is 15.9%. Seventy-four percent of female barristers and solicitors are employees of legal firms compared with 38.6% men.

Table 21 / Practising Certificates on Issue – By Law Society Branch

BRANCH	BARRISTER		TOTAL BARRISTER	Barristers & Solicitors		TOTAL B&S	TOTAL LAWYERS			% MALE	% FEMALE
	M	F		M	F		M	F	Total		
AUCKLAND	498	300	798	2369	1954	4323	2867	2254	5121	55.0	44.0
CANTERBURY / WESTLAND	76	39	115	579	431	1010	655	470	1125	58.2	41.8
GISBORNE	1	1	2	30	22	52	31	23	54	57.4	42.6
HAWKE'S BAY	23	4	27	126	74	200	149	78	227	65.6	34.4
MANAWATU	11	3	14	80	51	131	91	54	145	62.8	37.2
MARLBOROUGH	4	1	5	29	21	50	33	22	55	60.0	40.0
NELSON	8	3	11	90	54	144	98	57	155	63.2	36.8
OTAGO	27	21	48	196	176	372	223	197	420	53.1	46.9
SOUTHLAND	1	0	1	74	55	129	75	55	130	57.7	42.3
TARANAKI	6	3	9	78	63	141	84	66	150	56.0	44.0
WAIKATO/BAY OF PLENTY	88	67	155	477	383	860	565	450	1015	55.7	44.3
WELLINGTON	152	75	227	1174	1235	2409	1326	1310	2636	50.3	49.7
WHANGANUI	2	1	3	39	17	56	41	18	59	69.5	30.5
TOTAL NEW ZEALAND	897	518	1415	5341	4536	9877	6238	5054	11292	55.2	44.8
OVERSEAS	35	6	41	193	178	371	228	184	412	55.3	44.7
TOTAL	932	524	1456	5534	4714	10248	6466	5238	11704	55.2	44.8

Law society information shows that there are noticeable differences in the types of law which men and women specialise in. The areas where more women specialise are family law (70.3%), health law (63%), resource management (51%) and administrative law (50.3%). Men on the other hand specialise in arbitration (78.6%), banking and finance (68.9%), immigration (68.1%), property law (67.3%), civil litigation (65%) and company and commercial law (65%).

Admissions to the profession have dramatically increased over the last 20 years for women. In 1980, 102 (26.3%) of those admitted were women. In 1990 this climbed to 225 (45.8%) and in 2000 this increased again to 485 (57.4%). A decade later in 2010 women accounted for 561 (62.9%) of total admissions. In 2011 this dropped slightly to 483 (60.7%).

Media and Public Relations

Women in the public relations (PR) industry continue to be disadvantaged when it comes to pay, a trend that shows no signs of abating.

The Trends Survey 2012 conducted by PRiNZ of its members shows that women receive less pay in all sectors of PR and communications irrespective of the time they have spent in the industry, with the exception of women who have 20-29 years experience who earn \$4,000 more on average than men of equivalent experience.

Apart from this group men earn between \$15-17,000 more a year after the first four years in public relations. Early in their career men earn about \$8,000 more than women.

The biggest variance in salaries according to the survey is where women are paid almost \$40,000 less than men in consultancy roles. In teaching and academic roles women are paid \$8,500 less and in in-house roles in the private and public sector women are paid on average \$10,000 less. Only in in-house public sector (local government and DHB) roles are women paid more, and then by only \$1500.

Of the 329 PRiNZ members surveyed, 245 or 74.4% were women, reflecting the feminised nature of the workforce. This proportion was very similar for very experienced PR professionals, with 72% of the sample of those who had more than 20 years experience being female.

Table 22 / Public Relations Income by Gender as at April 2012

Sector	Female	Male	Variance
Consultancy	\$96,925.77	\$135,925.48	\$38,999.71
Teaching or academic role	\$86,428.07	\$94,999.50	\$8,571.43
In house not-for-profit	\$80,249.50	\$81,249.50	\$1,000.00
In house private sector (includes SOEs)	\$102,371.33	\$114,999.50	\$12,628.17
In-house public sector (central govt)	\$ 99,999.50	\$109,614.88	\$9,615.38
In-house public sector (local govt of DHBs)	\$ 91,130.45	\$89,614.88	\$1,515.57

Table 23 / Time in the PR Industry as at April 2012

Period in PR/Communications	Female n=	%	Male n=	%
1-4 years	14	5.7	6	7.1
5-9 years	35	14.3	8	9.5
10-14 years	40	16.3	12	14.3
15-19 years	31	12.7	10	11.9
20-29 years	81	33.1	23	27.4
30+ years	44	18	25	29.8
Total	245	100%	84	100%

Table 24 / Average Annual Earning in Public Relations as at April 2012

Period in PR/Communications	Female	Male	Variance
1-4 years	\$52,142	\$60,000	\$7,858
5-9 years	\$58,857	\$75,000	\$16,143
10-14 years	\$78,000	\$95,208	\$17,208
15-19 years	\$96,774	\$111,750	\$14,976
20-29 years	\$110,432	\$105,978	\$ 4,454
30+ years	\$119,715	\$136,600	\$16,885

Media

There are four women editors of metropolitan, provincial daily, and Sunday papers in New Zealand, an increase of one since last reported in 2010.

Joanna Norris is the first women to be appointed as editor of the Christchurch Press. Norris is the former digital editor at the Dominion Post. She says, "One of the greatest challenges women face as we enter senior positions is the ability to support and nurture our kids and raise strong families while juggling big jobs. I think our industry must work much harder to develop family friendly environments for all staff from those in entry level positions to senior management."

Norris also adds, "I am proud and humbled to be able to list my name alongside the great female editors who have gone before me. They were great role models to me as a young journalist."

The Dominion Post is the other metropolitan to have a woman editor as it did in 2010. At the provincial dailies only the Wairarapa Times Age and the Oamaru Mail have women editors. The Wairarapa Times Age has a newly appointed editor since last reported while the Oamaru Mail has retained its former female editor. There are no women editors of weekend newspapers.

Massey University lecturer Dr Catherine Strong a former journalist says it is not a glass ceiling women face but a "glass bubble" created to protect them from the male-dominated, aggressive and confrontational newspaper environment.

Dr Strong's doctoral thesis (2011) looked at the place of female journalists in the New Zealand newspaper workforce. Her thesis noted that, whereas the majority of the journalistic workforce is female, few women make it to top levels in the industry.

"The glass bubble is what women surround themselves with to protect them from the harsh, negative, openly competitive and aggressive nature of daily journalism", Dr Strong says.

**Table 25 / Newspaper Editors
as at September 2012**

	2012	2012	2010	2007
Metropolitan Dailies	Male	Female	Female	Female
New Zealand Herald	1			
Waikato Times	1			
Dominion Post		1	1	
The Press (Christchurch)		1		
Otago Daily Times	1			
Provincial Dailies	Male	Female	Female	Female
Northern Advocate	1			1
Bay of Plenty Times	1			
Taranaki Daily News	1			
The Daily Post	1			
Gisborne Herald	1			
Hawke's Bay Today	1			
Manawatu Standard	1			
Wairarapa Times Age		1		
Wanganui Chronicle	1			1
Horowhenua-Kapiti Daily Chronicle	1			
Ashburton Guardian	1		1	1
The Greymouth Star	1			
The Marlborough Express	1			
The Nelson Mail	1			
Oamaru Mail		1	1	
The Southland Times	1			
The Timaru Herald	1			
Hokitika Guardian	1			
The Westport News	1			
Sunday Papers	Male	Female	Female	Female
Sunday Star-Times	1			1
Sunday News	1			
Herald on Sunday	1			
Total	23	4	3	4
% Female Newspaper Editors	85%	15%	12%	15%

In relation to online media the latest New Zealand Media People listing of editorial and media contacts lists 18 internet and news blog agencies. Of those listed only two have female editors.

A quick glance of www.stuff.co.nz's blogs shows 11 of the 23 online blogs are written by women. Four write life style blogs, two write travel blogs, two write blogs classified as national blogs, and there is one women blogger in each of the categories of entertainment, fashion, and weddings.

In general, however, it appears as though popular web commentary is dominated by males.

In 2011 Wikipedia conducted a study on its own editors. It has approximately 81,000 active editors in a month and is one of the most successful examples in online collaboration in the history of the internet.

The study shows the Wikipedia editing community suffers from a lack of women editors. Despite an increase in the number of female editors over the past few years only 8.5% of editors are women. Wikipedia is keen to attract more women editors.

Information Technology

A "huge opportunity" exists for women in technology says Vodafone New Zealand's technology director Sandra Pickering.²⁸

Pickering believes making women aware of what career opportunities exist in the industry is crucial to increasing their numbers. "It's not all about geeks and [being] technical, there are actually a huge number of career opportunities," she says.

Project management roles, management roles, relationship management roles and other types of leadership roles do not necessarily require in-depth technical expertise but give women a much better understanding of what is available.

Vodafone has a global agenda to actively support women into senior roles wherever possible. More women coming in at entry level will help improve the situation for women in the industry. "It's a numbers game; you need more at the bottom to fill the jobs at the top. The reality is we do lose a lot of women along the way," Pickering says.

In her own team Pickering employs about 350 permanent staff and between 600-800 contract or third-party vendor staff. She believes only 60 are women. While she employs competent women across very technical roles she says, "If I could bottle them and reproduce them four times over I would."

Liz Coulter is Director of IT at the University of Auckland. Coulter says it is important to look at the numbers of women and figure out what is stopping more of them from entering the industry. She believes the gender gap has something to do with the nature of the industry and its characteristics.

Women in IT gathered in 2012 at the inaugural Women in IT event held in Auckland. The theme of the event was "Inspiring change in our workplace". Liz Coulter and Sandra Pickering were both keynote speakers.

²⁸<http://computerworld.co.nz/news.nsf/news/encouraging-women-into-technology-careers>

Medicine

It is 115 years since the first woman doctor, Margaret Cruickshank, was registered in New Zealand. She practised in Waimate, South Canterbury where there is a memorial statue in her honour.

Now, latest figures from the Medical Council of New Zealand show 40% of the 14,333 registered doctors practising in New Zealand are female. Female doctors tend to be younger on average than male doctors and tend to specialise in different areas than their male colleagues. This is the first time the Census report has looked at gender representation in medicine.

Female doctors tend to have different work roles than men. Dr John Adams, the Medical Council's chairperson, says looking at gender differences in the workplace makes for interesting reading. "Females continue to outnumber men in house officer roles, making up 57% of this category," he says. Almost half of registrars, medical officers and general practitioners are also female.

Table 26 / Proportion of Females by Work Role in Medicine

Work role	2011	2010	2009
House officer	57%	59%	57%
Registrar	47%	46%	44%
Medical officer	46%	47%	45%
General practitioner	45%	44%	44%
Other	41%	44%	48%
Primary care other than GP	37%	44%	46%
Specialist	29%	27%	27%

The top 11 medical vocations with high numbers of women include sexual health medicine (83%) where men are hugely outnumbered; family planning and reproductive health (67%), palliative medicine (47%), paediatrics (45%), public health medicine (45%), accident and medical practice (44%), general practice (44%), primary care (43%), obstetrics & gynaecology (41%), pathology (40%) and psychiatry (40%).

However, females are significantly under-represented in the surgical areas. Only 8% of doctors working in surgical specialties are female.

Table 27 / Proportion of Females by Vocational Speciality (specialists and GPs)

Vocational scope	% female		
	2011	2010	2009
Sexual health medicine	83	80	80
Family planning and reproductive health	67	93	33
Palliative medicine	47	52	50
Paediatrics	45	53	41
Public health medicine	45	47	48
Accident and medical practice	44	34	44
General practice	44	44	44
Primary care	43	44	37
Obstetrics & gynaecology	41	54	38
Pathology	40	39	37
Psychiatry	40	43	39
Medical administration	38	30	22
Basic medical science	36	27	22
Emergency medicine	33	41	29
Rehabilitation medicine	33	46	21
Diagnostic and interventional radiology	30	31	29
Clinical genetics	29	67	45
Dermatology	28	24	29
Radiation oncology	28	31	26
Anaesthesia	27	31	25
Internal medicine	25	32	23
Intensive care medicine	23	27	15
Ophthalmology	20	24	20
Sports medicine	20	21	21
Occupational medicine	15	16	14
Surgery: paediatric	14	17	15
Surgery: otolaryngology	11	13	9
Surgery: general	10	19	8
Surgery: plastic	10	22	8
Surgery: other	9	11	7
Musculoskeletal medicine	6	12	6
Surgery: cardiothoracic	6	13	10
Surgery: orthopaedic	6	7	5
Surgery: urology	6	9	6
Surgery: neurosurgery	5	5	18
Surgery: vascular	0	5	0

This gender segregation by area of speciality is likely to continue. A recent University of Auckland study looking at which specialities medical students are interested in according to gender, shows female medical students are more interested in the physician specialities than the surgical specialities.

Female medical students are represented well in obstetrics and gynaecology (73%), paediatrics (69%), public health medicine (68%), pathology (64%) and general practice (60%). Between 40 and 50% of vocational trainees are female in anaesthesia, internal medicine and psychiatry.

Analysing those areas with more than 20 trainees, females are under-represented in intensive care medicine (39%), diagnostic and interventional radiology (38%), accident and medical practice (33%), radiation oncology (33%), general surgery (33%) and orthopaedic surgery (9%).

Across the whole medical workforce it is likely that the proportion of men to women will become more equal. Auckland DHB general physician Dr Phillippa Poole told delegates at the 2012 Rotorua General Practitioners Conference and Medical Exhibition that 55% of undergraduate medical students are women.

This cohort will be entering a workforce that is ageing. Over recent years the largest group of doctors has moved from being 40-44 years old (in 2000-2003) to 45-49 years old (2009) to 50 -54 years in 2011. The Medical Council has said "It's apparent that this 'bulge' will continue to travel through the health workforce in the coming years".

There are more female doctors than male in younger age groups. Of all female doctors, 45% are under the age of 40, compared to 27% of male doctors. Only 5% of females in the workforce are over the age of 60, compared to 18% of males.

The challenge is to keep these younger women doctors in the workforce. In her address to the Rotorua conference, Dr Poole said that flexible work practices and good career re-entry will keep women in the medical workforce. She said that the increased participation of women in the medical workforce had a number of benefits for the future. These women were more likely to stay and work in New Zealand, the workforce itself would be more likely to meet the health needs of society, and the health workforce would be healthier because the greater flexibility in training and work hours demanded by women provided better work-life balance.

Not for profit sector

Women are significant participants in the voluntary sector and this is reflected in higher representation of women at leadership levels than in the corporate sector.

For the first time the Census of Women's Participation Report has included organisations in the Non-Government Organisations (NGO) sector. The group chosen to begin the collection of data in this sector are national Disabled People's Organisations (DPOs). The organisations comprise the members of the New Zealand Convention Coalition which was established in 2010 to ensure that disabled people had an active role in the monitoring and implementation of the Disability Convention.

The representation of women in the DPOs is an impressive 42%, with two of the DPOs having gender parity on their boards and three having over 40% women on their boards. Of the eight members in the Coalition, seven responded to our request for information in the time period.

Table 28 / Women in Governance in Disabled People's Organisations

DPOs in the Convention Coalition	Governance Body	Women	Total Men and Women	%
Balance	Trustees	2	4	50
Deafblind Association of Blind Citizens	Board	4	8	50
Deaf Aotearoa	Board	4	9	44.44
Disabled Persons Assembly	Executive Board Officers	3	7	42.86
People First	National Executive Committee	5	12	41.67
Ngāti Kāpo o Aotearoa	National Committee	2	6	33.33
Ngā Hau e Whā	Te Tumuaki	1	4	25
	No data available		-----	
Total		21	50	42

In the United Kingdom (UK), the latest addition to annual reporting of women in leadership is *Women Count: Charity Leaders 2012* which indexes the participation of women as trustees, chairs and the most senior executives in the UK's largest charities. The report states: "For centuries charities have been a mainstay of civil society and at the forefront of social change. Charities provide public benefit through their operations, information, advocacy or grant giving." The report further notes that it is not unusual "to find women on corporate boards who have come from the charitable, academic and/or government sectors" and that in the United States the non-commercial sector has been a source of board members for the corporate sector for over forty years.

Urgently Required: Disability Data

Data collection related to disabled people in general and on women with disabilities is sparse. The Human Rights Commission, the disability community as well as international treaty bodies have advocated for improved data collection in New Zealand over a number of years. The Convention on the Rights of Persons with Disabilities (CRPD), at Article 31, commits State Parties to collect disaggregated data on disabled people to monitor progress and to identify and address barriers to disabled persons exercising their rights.

Information on women with disabilities on both corporate and state sector boards is equally limited. In December 2010, the Office of Disability Issues and the Ministry of Women's Affairs jointly estimated that there were at least eight women Ministerial appointees with disabilities on state sector boards at the time. Five men with disabilities were identified. These figures may well be under-reported as "the estimates are only based on the institutional knowledge of the two agencies."

Data about women with disabilities on the Ministry of Women's Affairs (MWA) Nomination Service is not systematically collected, but relies on self identification on curricula vitae (CVs). There are currently 37 women registered with the MWA Nominations Service who have self-identified as women with disabilities. The Ministry reports that it has contacted 22 of these women advising them about board opportunities in the 2011/2012 financial year, although there is not a record of how many of those women put their names forward or how many were successful.

The nomination service of the Office of Disability Issues does not disaggregate its data base by gender and advised the Commission that it was not putting many people forward this year as currently they are focussing on how best to engage with the disability community.

Data about women with disabilities in the public service has not been collected by the State Services Commission for several years now and was last published as part of the Human Resource Capability Survey report in 2003. A separate report on people with disabilities in the Public Service, *Enabling Ability*, relied on 2006 census data from Statistics New Zealand. Lack of data about the representation and participation of disabled women is a significant omission and this is reflected in the low profile of disabled women in debates about diversity and governance.

Police

The lack of women at the top of the New Zealand Police and the low numbers of females overall has recently attracted media and public attention.

Latest figures show there has been no real shift in women's representation since last reported in 2010. Women represent 29.4% of the total New Zealand Police workforce. This is compared to 29.3% in 2010 and 29.2% in 2008.

Table 29 / New Zealand Police Staff by Gender as at 30 June 2012

	Sworn	Non-sworn	Total	2010 Census	2008 Census
Female	1584	1937	3521	3484	3181
Male	7356	1102	8458	8408	7702
Total	8940	3039	11979	11892	10883
% Female	17.7%	63.7%	29.4%	29.3%	29.2%

The 16 members of the police executive management group and the 12 district commanders are all men. Among all the officers ranked above inspector – 44 superintendents, five assistant commissioners, two deputy commissioners and one commissioner, comprising the 52 most senior sworn officers – there is just one woman.

Among sworn police, women's representation has barely moved from 17.3% in 2010 to 17.7%. This is despite there being more women in almost every rank since 2010. The most notable change has been a decline in the number of women Superintendents from three in 2010 to only one in 2012.

Table 30 / Constabulary (sworn) Staff by Rank and Gender as at 30 June 2012

	Males	Females	Total	% Female	2010 Census	2008 Census
Commissioner	1	0	1	0%	0%	0%
Deputy Commissioner	2	0	2	0%	0%	0%
Assistant Commissioner	5	0	5	0%	0%	0%
Superintendent	43	1	44	2.3%	7.1%	6.7%
Inspector	229	21	250	8.4%	7.0%	4.6%
Senior Sergeant	395	47	442	10.6%	9.6%	7.3%
Sergeant	1276	162	1438	11.3%	9.8%	9.3%
Constable	5285	1315	6600	19.9%	19.9%	19%
Recruits	68	18	86	20.9%	18.8%	25.8%
Total	7304	1564	8868	17.6%	17.3%	16.7%

The Commissioner of Police was asked whether he was concerned at the level of women's representation and status in the New Zealand Police, what action was being taken to address the slippage of female representation, whether the New Zealand Police would revise its gender equity policy to set firmer targets and increase numbers of women, and what changes he envisaged in relation to equity and diversity as a result of a recent organisational review.

The Commissioner responded by saying the Police "have a long way to go" in relation to gender parity, and the Deputy Commissioner of Resource Management stated, "the under-representation of women within the Police, particularly within the senior ranks, is a serious concern."

The Deputy Commissioner said he believes under-representation of women within the Police will remain until such a time when they "reach proportional representation at every rank level equivalent to the representation of women across the entire organisation."

As part of the 2012 State Services Commission Fourth Phase Review of the Police's Change Programme in relation to the Commission of Inquiry into Police Conduct, the following 5-year targets for women's representation were set:

Constable	20.1% (2012) to 23% (2017)
Sergeant	10.7% (2012) to 15% (2017)
Senior Sergeant	10.1% (2012) to 12% (2017)
Commissioned Officer	8.1% (2012) to 10% (2017)

Police say they are committed to achieving these targets. The Commission notes their low-level.

The Commissioner of Police wrote that the numbers of "women non-commissioned officers has increased markedly over recent years and there have been significant gains in terms of females entering the Royal New Zealand Police College, which is exactly what we have been aiming for."

The Commissioner also highlighted the recent promotion of policewomen to the positions of Area Commander (Northland), Area Commander (Hawke's Bay), Detective Inspector (Adult Sexual Assault) and National Manager: Professional Standards, at Superintendent rank.

The Police state they will continue to invest in the development of women and to encourage female Constables to actively participate in development interventions and seek promotion. This will build the depth and strength of the talent pool of female candidates for more senior Police roles and continue to increase the representation of women in the senior ranks.

The Police indicate that in the last 10 years overall Constabulary numbers had increased by 24% and noted that the number of female Constabulary employees had increased by 51.3% from 1012 to 1531, compared to only a 20% increase in male Constabulary employees over the same period.

"Since 2003, attrition rates for females have been lower than, or equal to, the attrition rates for males. This increases the potential for promotion due to experience and length of service being major factors in determining potential for promotion to senior ranks."

Police argue there has been a significant change in the differential between female and male promotion rates over recent years. Female Constables recruited before the mid 1990s have not been promoted at the same rate as their male colleagues. However, since 2001 the female promotion rate is now significantly closer to the male promotion rate.

An analysis of promotion rates since 2003 reveals Police who have completed a development programme are five times more likely to be promoted than those who have not. Of the female employees who have participated in a development programme, only 17% have since gained a promotion.

Police data further indicates that women are in fact reaching the rank of Inspector in an average of 18 years service, whereas men are reaching the rank of Inspector in an average of 21.6 years.

As part of a recent organisational review, Police indicate they are investing significantly in the Organisational and Employee Development function. Previous to the review, there were only two staff with responsibility for Equity and Diversity at a national level. Equity and Diversity has now been repositioned within the Organisational and Employee Development group increasing the capability of the group to seven advisors, all with a core responsibility for integrating gender equity initiatives across the organisation.

Police say this will provide the necessary capacity to maintain and enhance the progress made to date.

What they say about gender progress

A December 2010 report for the State Services Commission identified the lack of women in senior management roles as a significant concern. The report revealed nepotism, sexual discrimination and poor performance among senior staff as problems in the force.

Dame Margaret Bazley's report in 2007 identified a "male-oriented" culture and the need to address this by among other things increasing numbers of women and other minority groups in police ranks.

The only female Superintendent Sandra Manderson was reported recently as saying, "You don't have to be a rocket scientist to work it out...it is male-dominated. We've been talking about this for a long time and I don't think we can make any excuses any more. We've run out of them."

The Agenda for Change published as part of the Commission's 2008 Census report urged the Police to set gender targets to increase the number of women recruited.

In 2010 the police set a 30% gender equity target across the force that has still to be realised.

The Minister of Police, Anne Tolley, says she is vehemently opposed to tokenism and is reported saying, “I’ve talked to a few of the female officers and they don’t want any favours, thank you. They are adamant that they have to be given the time to gain that experience so that they are promoted on merit. It is a death knell if there is any hint of them being promoted just because they are women.”

Nationally, commentators have been highly critical of the police and their apparent lack of progress. One opinion piece says the time for soft-footing the issue of gender is past. “If there are still police officers who cannot deal with women in the workplace, they, not their female colleagues should go.”

There is little change in the ethnicity profile of women in the New Zealand Police since 2010.

Table 31/ Ethnicity Profile of Women in the New Zealand Police 2012

	% Female 2012	2010 Census	2008 Census
New Zealand European/Pakeha	72.4%	73.6%	17.7%
New Zealand Māori	10.9%	11.9%	18.8%
European	15.9%	14.3%	13.5%
Pacific Peoples	4.9%	4.8%	12.6%
Asian Peoples	2.3%	1.8%	14.9%
Other	0.5%	0.5%	17.7%

*Collection of ethnicity data is by self selection.

Politics

New Zealand has 32% female Members of Parliament (MPs), unchanged from 2010. Over the period that the Census of Women's Participation has tracked women's representation in politics, since 2005, the proportion of women has remained static at between 33% and 32%.

Women hold 39% of list seats and 27% of electoral seats, which demonstrates the positive effect of the Mixed Member Proportional (MMP) system on increasing gender diversity. However, as stated in the last census, it also indicates that women are less likely than men to be selected by political parties for safe seats.

At the Ministerial level the number of women in Cabinet is also static at six out of a total of twenty. In 1999 there were six women in Cabinet and the number has moved very little since then. In addition to Ministers inside Cabinet there are four Ministers outside Cabinet, one of whom is a woman. There are also four support party Ministers, one of whom is a woman. In total, of the 28 Ministers, eight are women.

Of the six women Ministers inside Cabinet, three have a top ten ranking. They are Judith Collins at 5, Hekia Parata at 7, and Paula Bennett at 9. Other women in Cabinet are Anne Tolley at 12, Kate Wilkinson at 16 and Amy Adams at 19. One woman, Jo Goodhew, is a Minister outside Cabinet and Tariana Turia is a support party Minister.

Two parties have Māori women co-leaders, the Māori party's Tariana Turia and the Green party's Metiria Turei.

Of the 17 select committees, four are chaired by women and four have female deputy chairs. Two committees have more women than men (Local Government and Environment; and Education and Science). Three have approximate gender parity, each with only one more man than the number of women. They are: Regulations Review, Justice and Electoral and Social Services. Two committees, Foreign Affairs, Defence and Trade; and Primary Production, have no female members.

Globally, women continue to be represented in increasing numbers in their national parliaments. At the end of 2011, the global average was 19.5% representation. The Inter-Parliamentary Union (IPU) reports that of the 59 countries that held elections in 2011 for lower or single houses, 26 had implemented special measures to improve the representation of women²⁹. Legislated electoral quotas were used in 17 countries holding elections in 2011. In those countries which have quotas, women hold 27.4% seats compared to 15.7% in countries without quotas. In nine countries where some political parties have adopted voluntary quotas, women hold 17.2% of seats.

²⁹Inter-Parliamentary Union (2011) *Women in Parliament in 2011 The Year in Perspective* Inter-Parliamentary Union, Geneva, Switzerland
downloaded 14 June 2012 <http://www.ipu.org/pdf/publications/wmnpersp11-e.pdf>

Analysis by the IPU indicates that in many countries the percentage of women elected is at the same rate as the percentage of women candidates, and this is true for New Zealand. According to IPU data, 120 women candidates stood in New Zealand out of a total of 453, or 26.5%. The percentage of women candidates elected was 27.1%.

Table 32 / Key Dates for Women in New Zealand Politics

1893	Women's right to vote
1919	Women's right to stand for Parliament
1933	First woman elected to Parliament
1947	First woman in Cabinet
1972	First female Māori Cabinet Minister
1993	First female party leader
1996	MMP electoral system, 29% women
1997	First female Prime Minister
1999	First elected female Prime Minister
1999	First transsexual woman member of Parliament
2004	First female Māori Party leader
2005	First female Pacific Minister
2008	First female Asian Cabinet Minister
2009	Two parties have Māori women co-leaders
2011	First Deaf member of Parliament

Table 33: Members of Parliament as at 1 June 2012

	Women MPs	Total MPs	% Women 2012	% Women 2010	% Women 2007	% Women 2005
Green New Zealand	8	14	57.1	33.3	66.7	66.7
First Labour	3	8	37.5	n/a	14.3	14.3
Māori	12	34	35.3	35.7	38.8	38
National	1	3	33.3	40	25	25
ACT	15	59	25.4	29.3	27.1	25
Mana United Future	0	1	0	40	50	50
	0	1	0	n/a	n/a	n/a
	0	1	0	0	50	33.3
Total	39	121	32.2	32	33	32.2

**Table 34 / Select Committee Members and Chairs
as at 13 June 2012**

Select Committee	No. of male members	No. of female members	% of women	Gender of Chairperson	Gender of Deputy Chair
Education and Science	4	6	60	F	M
Local Government and Environment	5	7	58.33	F	F
Social Services	6	5	45.45	M	F
Justice and Electoral	5	4	44.44	M	M
Māori Affairs	7	5	41.66	M	M
Regulations Review	3	2	40	M	F
Government Administration	4	2	33.33	F	M
Officers of Parliament	6	3	33.33	M	
Health	7	3	30	M	F
Privileges	8	3	27.27		
Commerce	7	2	22.22	M	M
Transport and Industrial Relations	7	2	22.22	M	M
Law and Order	8	1	11.11	F	M
Standing Orders	8	1	11.11		
Finance and Expenditure	10	1	9.09	M	M
Foreign Affairs, Defence and Trade	7	0	0	M	M
Primary Production	7	0	0	M	M

Public Service

Five government departments have an increased gender pay gap, and one department has increased its pay gap to an unacceptable 42%. The Human Rights Commission continues to monitor pay and employment equity across the public service. The data compiled here shows that progress overall is painfully slow with persistent gender inequities in the overwhelming majority of departments.

Two departments have a gender pay gap in favour of women, the Ministry of Women's Affairs and the Serious Fraud Office. The remaining 30 departments have gender pay gaps in favour of men, ranging from 2.77% at the Department of Corrections to 42% at the Ministry of Defence. Interestingly both these departments have a majority of male staff, with 43% women staff and 31% women staff respectively.

Departments that reported smaller pay gaps in the last census (less than the equivalent pay gap in the labour market) tend to be the same departments that were in the top ten in 2010. Of the ten departments with the smallest gender pay gap, only the Ministry for Primary Industries which is an amalgamation of the Ministry of Agriculture and Forestry, Fisheries and the New Zealand Food Safety Authority, is new to the top ten. The other nine government departments are: Corrections, Women's Affairs, Conservation, Education Review Office, Social Development, Statistics New Zealand, Serious Fraud Office, Pacific Island Affairs and Te Puni Kōkiri.

By the same token the departments that had the widest pay gap in 2010, continue to have the widest pay gap, now. The seven departments that were in the bottom ten in both 2012 and 2010 are the Ministry of Defence, Education, Crown Law Office, Building and Housing, the Department of Prime Minister and Cabinet, the State Services Commission, and Treasury. New to the bottom ten are Inland Revenue, Transport and the newly formed Canterbury Earthquake Authority. Pay gaps in the bottom ten ranged from 20% to 42%. While a number of the bottom ten departments have improved their pay gaps, since 2010 five have a widening pay gap. These are: Transport (6.6 percentage points), Building and Housing (1.1 percentage points), Crown Law Office (5.9 percentage points), Education (4.35 percentage points) and the Ministry of Defence (3.2 percentage points).

Recent announcements of appointments to chief executive positions are encouraging and will bring the proportion of female chief executives up to 24.1%. At the last Census report in 2010, the proportion of female chief executives was 17.6% and in 2008 it was 23.0%. The overall percentage of women in the public service is 59%. None of the women chief executives included in the 2010 census are chief executives currently.

Across the public service the percentage of women in senior management positions has increased by 1.8 percentage points. Most government departments have approximately (+/- 5 percentage points), the same proportion of women in senior

management, ten have increased the proportion of women senior managers and three have decreased.

Follow the leader

The Department of Corrections has a negligible gender pay gap of 2.77% which is very similar to that reported in 2010 (2.3%). Women comprise 43% of the staff of the department and 47% of the senior management team. The comments provided to the Commission suggest a continued commitment to pay and employment equity specifically and equal employment opportunities generally. Given the nature of the department and its work its success begs the question; if Corrections can achieve near pay equality why can't other public service departments?

The Ministry of Defence had the widest pay gap of all departments in both 2010 and 2012. The gap is getting wider. The gender mix of the Ministry is 31% women with 17% women in senior management. This is the lowest proportion of women in senior management in the public service, even though there are other departments that also have a low proportion of female staff members. Of most concern, however, was the statement that "the Ministry has no areas of concern regarding gender pay and employment equity in the Ministry" in response to the Commission's request for data.

All public service departments undertook pay and employment equity reviews between 2004 and 2009 which included the development of a response plan. At the time of the dis-establishment of the Pay and Employment Equity Unit in the Department of Labour an expectation from government was sent to chief executives to "continue to address and respond to any identified gender inequities as part of good management practice and being a good employer."

In the Concluding Observations of the Committee on the Elimination of Discrimination Against Women which considered the seventh periodic report of New Zealand in July 2012, the recommendation was made to "ensure that there is a monitoring institution for gender pay inequity within the State party's administration despite the closure of the Pay and Employment Equity Unit in the Department of Labour."³⁰ The committee also called for New Zealand to "take measures to increase the number of women in decision-making positions at all levels and in all areas."³¹ It was further noted that Government has "primary responsibility" for full implementation of the Convention on the Elimination of Discrimination Against Women and the "Convention is binding on all branches of Government."³²

In June the Commission wrote to all government departments asking for the overall mean gender pay gap. We also asked for an update on actions to address gender disparities in starting salaries and what action had been taken to increase the representation of women in senior management positions and any other actions taken to implement recommendations in the department's pay and employment equity response plans.

³⁰Par 32 (f) p 8 *Concluding observations of the Committee on the Elimination of Discrimination against Women (27 July 2012)* CEDAW/C/NZL/CO/7 downloaded at <http://www2.ohchr.org/english/bodies/cedaw/docs/co/CEDAW-C-NZL-CO-7.pdf>

³¹Par 28 (a) p7 *ibid*

³²Par 9 p2 *ibid*

The responses to these questions reflected departments' understanding of, and commitment to pay and employment equity. Of particular concern is the lack of understanding by some departments of the difference between pay equality (which has been a legislative requirement of the New Zealand Public Service since 1960) and pay equity which is about equal pay for work of equal value.

New Zealand does not have pay equity legislation, a point made by the Committee on the Elimination of Discrimination Against Women when they recommended that New Zealand “enact appropriate legislation that guarantees the operationalization and implementation of the principle of “equal pay for work of equal value”, in line with Article 11 (d) of the Convention” and “effectively enforce the principle of equal pay for work of equal value, through establishing specific measures and indicators, identifying time frames to redress pay inequality in different sectors and reviewing the accountabilities of public service chief executives for pay policies.”³³

In 2011, the Human Rights Commission asked Professor Margaret Wilson, Professor of Law and Public Policy at the University of Waikato, to draft a Pay Equality Bill³⁴ which would assert the right to equality of pay which includes the right to equal pay for work of equal value. The objects of the proposed Act are:

- (1) To provide for the inclusion in all employment agreements, individual and collective, of an equality clause.
- (2) To identify equal work and provide for equal pay for equal work and work of equal value.
- (3) To provide for the right to be free from discrimination of inequality of pay.

³³Par 32 (a) and (b) p8 ibid

³⁴The Bill, which is available for sponsorship by the Government, opposition political parties or individual MPs, and Professor Wilson's commentary, “Why a Pay Equality Bill” is contained in Tracking Equality at Work and can be downloaded at <http://www.neon.org.nz/trackingequalityatwork/>

Table 35 / Gender Pay Gap in the Public Service as at June 2012

Department	% Gender pay gap		% Women senior mgmt		% Women staff	
	2012	2010	2012	2010	2012	2010
Corrections	2.77	2.3	47	41	43	40
Women's Affairs	-4.95	7.8	100	67	91	82
Conservation	5.53	6	21	18	38	37
Primary Industries	9.67	N/A	N/A	N/A	N/A	N/A
Education Review Office	10.0	11.1	57	55	74	72
Social Development	10.7	11	55	53	72	73
Statistics New Zealand	11.28	12.24	48	43	55	54
Serious Fraud Office	-11.7	-12.03	50	33	47	43
Pacific Island Affairs	11.97	5.54	67	50	56	56
Māori Development Te Puni Kōkiri	12	12	48	57	61	60
Justice	14.3	13.9	38	38	66	66
Customs	15.01	15.18	21	15	40	39
Govt Communications Security Bureau	15.3	20.38	21	18	32	29
Environment	15.59	16.1	29	41	66	64
Labour	15.88	14.9	51	50	58	58
Health	15.96	18.34	47	37	62	64
Culture & Heritage	16.2	15.5	40	45	55	59
Land Information New Zealand	16.57	13.9	32	30	48	45
Science & Innovation	16.63	15.23	47	43	61	60
Internal Affairs	17.75	20.6	39	40	58	57
Economic Development	18	23.2	58	33	53	55
Foreign Affairs & Trade	20	21.2	29	28	53	54
Inland Revenue	20	20.56	36	32	64	65
Treasury	22.6	29	20	36	50	50
State Services Commission	22.8	26	45	47	59	56
Prime Minister & Cabinet	24	27.5	30	33	52	55
Transport	25.04	18.45	43	37	57	51
Building & Housing	26.07	25	40	34	59	57
Crown Law Office	32	26.09	46	60	71	68
CERA	33	N/A	0	N/A	40	N/A
Education*	35	30.65	56	57	80	81
Ministry of Defence	42	38.81	17	17	31	32
Total	14.3	15.4	39.6	37.8	59	59

Data sources: State Services Commission (2011) *Human Resource Capability Survey 2011*
Wellington New Zealand for data on women in senior management and staff and the gender pay gap across the public service.
Individual departments for the gender pay gap as at June 2012. * this figure includes all employees (casual, fixed term and

permanent staff). This means that special education support workers in schools are included. When these staff are excluded the pay gap in the Ministry of Education is 16.49%.

**Table 36 / Chief Executives
as at September 2012**

Department	Gender CE 2012	Gender CE 2010
Building & Housing	N/A	F
CERA	M	N/A
Conservation	M	M
Corrections	M	M
Crown Law Office	M	M
Culture & Heritage	M	M
Customs	F	M
Economic Development	N/A	M
Education	F	F
Education Review Office	M	M
Environment	M	M
Foreign Affairs & Trade	M	M
Govt Communications Security Bureau	M	M
Health	M	M
Inland Revenue	F	M
Internal Affairs	M	M
Justice	M	M
Labour	N/A	M
Land Information New Zealand	M	M
Māori Development Te Puni Kokiri	F (announced)	M
Ministry of Business, Innovation and Employment	M	N/A
Ministry of Defence	F (announced)	M
Pacific Island Affairs	F (announced)	M
Primary Industries	M	N/A
Prime Minister & Cabinet	M	M
Science & Innovation	N/A	F
Serious Fraud Office	M	M
Social Development	M	M
State Services Commission	M	M
Statistics New Zealand	M	M
Transport	M	M
Treasury	M	M
Women's Affairs	F (announced)	F
Total	24.1	17.6

The following quotes are a sample of the responses of government departments to the questions the Human Rights Commission put to them.

Question 1

What is the overall mean (average) gender pay gap as at June 2012?

Comments in response to this question focussed on two main themes. The first is that occupational segregation is a significant contributor to the pay gap.

Occupational segregation refers to the extent to which women and men are concentrated in certain occupations and not in others. Occupational segregation only contributes to the pay gap if women are concentrated in lower paid occupations and men are concentrated in higher paid occupations. This is why properly valuing jobs is critical. Sometimes the jobs typically done by women are down-valued because they are seen as “women’s work”. Gender-neutral job-sizing is one response to ensure occupational segregation does not discriminate against women. The other response to consider is desegregating jobs and eliminating the barriers to entering traditional occupations and/or higher paying jobs.

Occupational segregation may explain some of the gender pay gap, but it does not justify it. The Committee on the Elimination of Discrimination Against Women recommended that New Zealand adopt policies and take all necessary measures, including temporary special measures with time-bound targets, to eliminate occupational segregation, both horizontal and vertical.

Another comment made by public service departments was that the preferred statistical method for determining the gender pay gap is the median (half of all values are higher and half are lower) rather than the arithmetic mean (average).

There is no international consensus around the best method of calculating the gender pay gap. The Office for National Statistics in the UK recommends that three sets of data be used: the median hourly rate for all workers, for full time workers and for part time workers. For the purposes of this report the Commission requested departments to provide the mean (average) pay gap because that is the measure used by the State Services Commission(SSC) in its reporting of the overall public service gender pay gap. SSC collects pay and employment data from all public service departments in its Human Resource Capability Survey.

In recent years the gender pay gap across the labour market using median hourly rates is narrower than the pay gap calculated by the mean hourly rates. Using the most recent NZIS data (June 2011) the Human Rights Commission calculates the mean gender pay gap at 14.09% and the median gap at 9.64% in the labour market.

SSC’s Human Resource Capability survey includes all permanent and temporary (fixed term) employees but does not include contractors or employees who work on a casual or as-required basis as these workers are not employees and therefore not considered to be public servants. The unique role of education support workers has meant that this group of workers have been an exception to this, however. As can be seen in the figures provided by the Ministry of Education, the inclusion of

employees on casual employment agreements can change the extent of the pay gap considerably. In the case of the Ministry of Education support workers are predominantly women and are low paid, which increases the pay gap by 18.6 percentage points.

Statistics New Zealand, on the other hand, do not exclude casual workers or contractors in either of the surveys (the Quarterly Employment Survey and the New Zealand Income Survey) used by commentators to calculate gender pay gaps

The various statistical methods of calculating the gender pay gap is discussed in the chapter on the Rights of Women in the publication Human Rights in New Zealand 2010³⁵.

The following are some of the comments received by public service departments on the gender pay gap.

“This (pay gap) is primarily due to predominance of women in administrative and support roles, which are placed in the lower grades of the Ministry’s remuneration ranges.

Our analysis shows no significant gender pay gap within the grades.”

Culture & Heritage

“... we believe this somewhat overstates the gap given that currently our senior management team is primarily male (though this has changed see below) and that 25% of our female staff are in support roles (primarily employed as personal assistants) If the senior executive (including both sexes) and the support group (including both sexes) are extracted from the data this reduces the gap to 14%.”

Treasury

“The major driver for the pay gap between men and women continues to be the over-representation of women in lower graded roles and under-representation in higher graded roles. Women represent 59 percent of the department overall, but in general they tend to dominate administration, secretarial and a variety of business support/clerical roles within the department.”

DIA

“This ‘all of organisation’ level of analysis is potentially misleading, because as described below, the distribution is uneven across positions with over-representation in lower-paid roles. Women are over represented in more administrative roles, frequently attached to lower salary ranges.”

IRD

“The gap is 15.59% overall, which is less than 16.1% which was reported in 2010. The gap between similar roles (manager, director, senior analysts and analysts) ranges from -1.57% to 8.6%.”

Environment

³⁵ http://www.hrc.co.nz/hrc_new/hrc/cms/files/documents/15-Dec-2010_12-42-12_Chapter_18pp280-303.pdf

“The DPMC has a diverse workforce which ranges from analytical staff to the management and operation of Government House which includes household attendants. This creates a large difference between the highest and lowest paid and creates a less realistic picture of the pay gap between comparative roles.”

DPMC

“There are several ways to calculate the gender pay gap. In its own policy advice on the issue, the Ministry advocates calculation on the basis of differences in median hourly rates of pay between male and female employees. This method provides a more reliable measure than a simple arithmetic average of annual salary by better accounting for differences due to the number of hours worked and skews at either end of the income distribution.”

MWA

“It is valid to note that in itself analysis of gender pay gap by mean (average) salary band is limited. Annually LINZ undertakes a further analysis by band using median pay data - this analysis therefore takes into consideration the percentage of roles undertaken by gender, by band with the use of median data managing extremes.”

LINZ

Question 2

What action has your department taken to address gender disparities in starting salaries?

One of the findings of the pay and employment equity reviews was a frequent pattern of men being employed at a higher salary level than women for the same job, contrary to the spirit if not the letter of equal pay legislation. Responses suggested that a number of departments have made a concerted effort to pay people the same rate for the job, thus avoiding potentially discriminatory practices which favoured men who were able to negotiate a better starting salary. Others said that they did not have a different rate for men and women, (illegal for over fifty years) but seemed to not recognise that indirect discrimination could arise from the process of determining starting salaries.

“In 2006 ERO carried out a Pay and Employment equity audit which identified an equity issue for those review officers who had been recruited from the early childhood education sector. ERO has taken action to address the issue. It now recruits all review officers on the same starting salary and their ongoing remuneration is within a reduced salary range compared to 2006.”

ERO

“The Human Resources business group has continued to provide advice on appropriate starting salaries. The department has recently implemented a new remuneration policy and system which emphasises consistency in setting remuneration across the department, and which gives priority to employees that are low in their pay range when reviewing salary. The new remuneration guidelines for managers include comments on ensuring pay parity for starting salaries.”

DIA

“We have a transparent remuneration process and all positions are graded according to knowledge and skills required. There should be little disparity in gender starting salaries and the slight disparity of 2.77% in favour of males could probably be explained by the higher representation of men as Corrections Officers.”

Corrections

“All vacancies are filled using a competitive selection process. Despite gender neutral recruitment drives, most applicants for our lowest paid jobs continue to be female. The Ministry has no policy in place to appoint new employees according to a differentiated gender-based remuneration scale.”

Transport

“The Serious Fraud Office has taken the following action to address gender disparities in starting salaries; all new positions are job sized prior to advertising. The successful applicant is offered the same salary whether female or male at the time of the job offer.”

SFO

“MSI re-evaluated all roles during the organisational change. When recruiting MSI takes into account the skills and capabilities of the candidate against the role, aiming to bring most employees on board at approximately 90-100 per cent in the range for the role they are being employed. If MSI repeats the exercise above (calculating the gender pay gap) looking at only new recruits since 01 February 2011, then the gender pay gap has reduced to 8.14%. Based on further analysis there were a higher proportion of males recruited in some bands which affects the average calculation above.”

Ministry of Science and Innovation

“The Ministry of Defence does not have gender disparities in starting salaries that are not explainable and justifiable.”

Defence

“Gender is not a determining factor in setting starting salaries; job size as determined through the HayGroup job evaluation methodology and work role grouping (i.e technical, support, management) are the significant influencing factors. Other elements such as qualifications and previous work experience are also influencers.”

Health

Question 3

What action has your department taken to increase the representation of women in senior management positions?

Comments on this issue varied. Many departments reported fair representation between men and women at senior levels. Sometimes this reflected a 50/50 ratio as fair; others compared the proportion of female senior managers with the proportion of female staff. Lack of new appointments to senior management positions was also cited as a reason for slow progress. Strategies to improve the representation of women include ensuring the recruitment process and selection process is free from gender bias and active leadership development programmes.

“The Ministry has taken the following actions to increase the representation of women in senior management positions: encourage women to undertake secondment opportunities (both within the Ministry and with other agencies), encourage and support women to undertake management studies such as the ANZSOG (Australia and New Zealand School of Government) and Learning Development Centre offerings, endorse a policy for all employees to have a professional development plan and conversations about progress against these with their managers on a regular basis, support appointment to roles based on merit and encourage a gender and ethnic mix on appointment panels.”

Justice

“We have a recruitment and selection policy that supports an equal employment opportunity policy. Our forms for approval of a recruitment include a section on whether the job can be part time or job share so that we can take into account returning staff from parental leave (both men and women). We focus on management ability rather than technical ability for a number of roles. Our tier 2 & 3 leadership team consists of 4 males and 2 females. The next layer down consists of 3 males and 3 females.”

GCSB

“With regard to representation of women in senior management, our senior management cadre at tiers 1,2,3 of the Ministry is 63%. I do not believe that the representation of females at a senior position is presenting a problem for the Ministry.”

Education

“MPI has the same number of women as men participating in our Advanced Leadership Programmes (that partner with the wider Natural Resources Sector). The Ministry is continually looking for effective development opportunities to support the advancement of women across the organisation into senior management roles. These include coaching, mentoring and on-the-job learning opportunities.”

Primary Industries

“Women make up 64% of managers, which has been at a similar level over the past five years, and compares with the public service overall ratio of 46%. The Ministry's percentage of women in senior management positions is currently 55%. These figures are similar to those reported in 2010. We continue to support leadership and development opportunities for our managers, and have a high level of participation from women on these programmes. The Ministry currently runs an Emerging Leaders Programme which targets high-performing individuals from across the Ministry who are not yet managers, and who have the potential and aspiration to move into their first management role. Our latest statistics from December 2011 show that 64% of those to complete the Programme have been women. The MSD People Forum is another mechanism used by senior leadership to discuss the developmental opportunities and needs for our tier three level managers. Of the 'top talent' identified in the most recent discussion, 61% were women. At the beginning of 2011 a Women Leaders' Development Forum was also held and proved to be a great success. The Development Forum brought together over 100 women in senior management roles from the Ministry and other agencies. The day consisted of a mix

of activities including discussions around managing and progressing careers, and the sharing of ideas and leadership journeys.”

MSD

“The Department maintains its membership in the EEO Employers Group, which informs interested candidates that the Department has made a commitment to implement EEO and effectively manage workplace diversity. The Department uses these different methods as a way of ensuring people belonging to minority groups that may potentially be disadvantaged in the workplace (the State Sector Act 1988 defines these groups as Māori, other ethnic groups, women and people with disabilities) are reached in a bid to provide equal employment opportunities to all potential employees. As well as adopting a fair, objective and transparent recruitment process, the Department also provides internal secondment and ‘acting up’ opportunities to high performing staff members when these opportunities arise. The Department also offers educational opportunities to employees to enhance their leadership skills. Currently four of the Department’s seven second tier management positions are filled by women.”

Building and Housing

“At 30 June 2012 the representation of women in senior management roles is 55% (an increase from 40% in 2012), while 62% of SSC employees are female. The SSC is focused on ensuring appointments are made on merit and that opportunities to develop are accessible to all staff.”

SSC

“As well as the initiatives described in our letter to you (leadership programme, career management, coaching and talent management), we provide flexible working conditions to women on their return from parental leave which better enables them to start, or continue, to perform management roles. We also target women for ‘acting up’ management opportunities.”

MED

Question 4

What other actions have been taken to implement recommendations detailed in your department’s pay and employment equity review response plan?

The Commission was provided with information about continued work on pay and employment equity responses as well as EEO activities. Monitoring gender data, undertaking gender neutral job sizing, ensuring the absence of gender bias in the recruitment and selection process, developing anti-harassment policies and ensuring flexible work practices were some of the initiatives mentioned. A particularly interesting strategy is of the Department of Conservation targeting people who were “not the usual suspects” in team projects and programmes in an “effort to strengthen capability and provide opportunities for emerging talent.”

“A range of other actions have been taken to implement the recommendations detailed in the Ministry’s pay and employment equity review response plan. These include collecting and assessing data on the gender profile regularly, actively encouraging women to use the existing mentoring scheme, ensuring that gender

considerations are factored into organisational reviews, and reviewing the Parental Leave and Childcare policies to ensure understanding and clarity.”

MFAT

“The Canterbury Earthquake Recovery Authority was created in April 2011 so have not had any requirement to develop an employment equity response plan. It is our intention to continue to apply our current selection criteria when it comes to recruitment, our remuneration banding system for reviewing and sizing positions, and our policy in regard to the placement of individuals within the remuneration bands. We also intend to review the opportunity to become officially registered as an EEO organisation to ensure our continued commitment to hire the best person for each opportunity.”

CERA

“Over 2011 and 2012 the Treasury has developed and approved a Diversity strategy. This strategy is currently being implemented alongside and integral to, the Workforce strategy. The Diversity strategy has three key areas of emphasis;

- Women in leadership*
- Diversity of thinking*
- Ethnic Diversity*

The implementation plan includes focus on senior leadership commitment through an executive leader as the diversity champion, recruitment process review (including how and where we recruit) implementation of tools and approaches to develop a culture that values and encourages diversity of thinking, secondments in and out that deliberately create opportunities for women to develop for senior leadership roles and to grow our Māori representation, and lastly improved data collection and reporting to enable us to measure and assess diversity growth progress.

Importantly, these actions are strongly linked to Treasury's business strategy, focusing on the internal culture to support new thinking, on developing staff and ensuring that we get the best candidates for the work that we need to do.”

Treasury

“Since the PEER (Pay and Employment Equity) review Crown Law has addressed various matters which have not required significant financial expenditure, due to cost pressures which exist. These include the development of an "Unwelcome Behaviour" policy. This involved the development and delivery of training and workshops for all staff, as well as the development and rollout of policy.”

Crown Law

“The Ministry is committed to reviewing all vacancies and preferred candidates for those vacancies in line with its pay and employment equity review response plans.”

MPIA

“The department has also been undertaking a large number of programmes and projects which provide opportunities for staff to work in teams with diverse people from all over the department. We have endeavoured to select people for these teams who are not the "usual suspects" in an effort to strengthen capability and provide opportunities for emerging talent. Detailed debriefing processes are conducted after

each programme is completed to ensure lessons are learned. A major focus of this learning is the way in which people interact, and issues have been captured that have led to more attention being given to gender and working with diversity.”

DoC

“Te Puni Kōkiri continues with a People Strategy that recognises it is people who embody our organisation's potential. Te Puni Kōkiri recognises that to achieve our vision of a fully inclusive society we must ensure there is no barrier to individuals achieving their full potential.”

TPK

“A review of our Performance Management policy and guidance took place in 2011. A process of 'pre-assessment' was developed as a result of this review to ensure consistency of performance ratings. Management teams are required to discuss the performance of their area alongside the levels of performance required to achieve each of the performance ratings. This helps to reduce unconscious bias between women and men in the same roles as they are being measured against the same criteria.”

DoL

Science

Retention is the issue for women in science, says one of New Zealand's most promising female scientists. Dr Zoe Hilton, a young scientist working at the Cawthron Institute and whose speciality area is flat oysters says "we don't need to encourage young women into science, we need to retain them in science and support them in their careers. Dr Hilton was recently awarded the L'Oreal International Fellowship for Young Women in the Life Sciences. She is only the third New Zealander to win this prestigious award.

"I think that while internationally women remain very underrepresented in science, in New Zealand women are fairly well represented in science at an undergraduate level, and even at a post graduate level, so I actually think we're doing pretty well.

"However, women are still very under represented at post-doctoral, faculty, and in higher positions, so we have a problem *retaining* women in science, and supporting them to be as successful in their careers." "I think this is due in a large part to the difficulty of trying to balance having a family with a scientific career and a lot of women view having a 'successful' scientific career and a family as mutually exclusive."

It is extremely difficult to stay competitive in science even when working full-time, particularly with limited and very competitive funding. Therefore, if a woman takes time away from work to have a family and/or works part time, she will not have as many publications and be less competitive when competing for funding as her male counterparts. I think that this can only be solved by funding bodies and employers being supportive of work flexibility around maternity leave, part-time employment and job-sharing and also recognising this when assessing funding applications, PBRF and the like."

Her observations are supported by the data. There is very little change in the representation of women in the elite positions in science since the last Census report. Women make up 8.89% of Royal Society Fellows, a slight drop from 2010. The Royal Society of New Zealand has been "advancing and promoting science, technology, and the humanities in New Zealand since 1867," according to its website. Fellowships are conferred by the society for achieving distinction in research or the advancement of science, technology or humanities. There are currently 371 Fellows, 33 of them female.

In the latest round of nominations and elections (in 2011) women were elected in roughly the same proportion as nominations were received, 16.5% of the nominations received were on behalf of women and 16.7% of successful nominations were women. Both the Royal Society and women scientists encourage the nomination of women although an affirmative action programme, actively seeking women nominees was discontinued in 2006.

The nomination process requires either two current fellows of the Royal Society or one current fellow and a senior office bearer of a scientific organisation to put forward someone's name. Nominations are then forwarded to fellowship selection panels for consideration. Recommendations from the panels are then considered by the Fellowship Selection Committee before a final list goes to the Fellows Annual General Meeting for election.

Table 37 / Fellows for the Royal Society of New Zealand as at 15 August 2012

	2012	2010	2007	2005
Number of female Fellows	33	33	25	25
Total number of Fellows	371	365	338	321
% female Fellows	8.89	9.04	7.39	7.78

Table 38 / Numbers Nominated and Elected as Royal Society Fellows as at 15 August 2012

	Nominations				Elected			
	Male	Female	Total	% Female	Male	Female	Total	% Female
2012	84	21	105	20				
2011	71	14	85	16.5	10	2	12	16.7
2010	62	12	74	16.2	11	1	12	8.3
2009	78	20	98	20.4	28	7	35	20
2008	66	11	77	14	10	0	10	0
2007	66	11	77	14	9	1	10	10
2006	79	8	87	9.2	10	0	10	0
2005	74	6	80	7.5	8	1	9	11.1
2004	89	10	99	10.1	11	1	12	8.3

This year the Royal Society honoured Professor Christine Winterbourn of University of Otago with the Rutherford medal, the first woman to receive this honour. Professor Winterbourn's work is currently focussed on the mechanisms of antioxidant defence, understanding how white blood cells kill bacteria, and free radical involvement in cardiovascular and respiratory diseases.

Women in Science: A 2011 Snapshot was produced by the Association for Women in the Sciences (AWIS) and aimed to provide the current state of play in a quick glance. The study demonstrates that it is not until the final years of high school that a gender difference in science education emerges. Until then, boys and girls participate equally in science and science subjects. From year 12 and 13 female students are over-represented in biology and male students in physics and calculus. Interestingly when female students choose physics they outperform male students by a small margin.

At the tertiary level there are considerably more female students (64%) than male students enrolled in Bachelor of Science (BSc) courses. However, female students tend to prefer biology based subjects and male students prefer IT and engineering. There is an even gender representation in the natural and physical sciences.

In response to the study Shaun Hendy posted on sci-blogs³⁶,

“Historically, the lack of women in science was justified on the basis of ability. However, the evident gender parity in the sciences at high school and at undergraduate level suggests that the gaps at higher levels have little to do with innate scientific ability. Indeed, modern studies of gender differences in science and mathematics fail to find differences in ability, even in those with exceptional talent.”

Despite this, women in science receive comparatively less pay, are less likely to be promoted into senior positions and receive fewer resources to do their work, the AWIS study concluded.

Women with BScs earn on average \$30,000 less than men with BScs and this difference continues at higher levels. This is attributed to women being over-represented in lower paid jobs, an explanation provided in other sectors reported in this census.

The snapshot draws on the 2006 Statistics New Zealand data to note that the science workforce is evenly distributed between the genders. When medical and veterinary careers are excluded, men dominate the workforce.

Female science lecturers approach the number of male science lecturers, AWIS report, but at higher levels of promotion females remain under-represented. For example there are very few female Heads of Department (HoDs) within science faculties. Waikato leads the country with 42% of the HoDs within science faculties being female. AUT, Massey and Lincoln have no female science HoDs at the time of the report.

Women science researchers were found to be under-represented in the 2006 Performance Based Research Fund (PBRF) round and are typically at a lower PBRF grade than their male counterparts regardless of their age or career stage. Women scientists make up less than 30% of successful applications to the Marsden Fund, one of the largest and most prestigious funds for basic research in New Zealand.

The AWIS study also examined the gender composition of grant review panels administering the Marsden fund and found that of the ten panels only one, social sciences, had 50% or more female representation. The study also notes that the Health Research Council which allocates \$83 million annually to fund health research has less than 10% female representation on two of three grant review panels. The third, public health, has slightly more than half female representation.

³⁶<http://sciblogs.co.nz/a-measure-of-science/2011/08/19/women-in-science/>

School Boards of Trustees

Women comprise 52% of all members of Boards of Trustees, which is a similar proportion to previous Census reports in 2010 and 2008 (51% and 52% respectively).

Women continue to be under-represented in chairperson positions at 39% and this has not changed since the previous census. Staff representatives are more likely to be women, at 78%. This reflects the proportion of women teachers across the education sector. Ministerial appointments are also moving closer to equal representation with 48% female, a gain of three percentage points.

There are 3195 Māori on boards of trustees, 64% of them are women. This proportion is the same as the last census. A total of 204 Māori women chair boards of trustees, up from 181 in the last census. Of all Māori chairpersons, 55% are women.

Pacific women account for 431 positions on school boards of trustees, compared to 294 Pacific men, a proportion of 59%. This represents an increase in the number of Pacific women on boards of 44 women since the last Census Report, with only a slight increase (4) of the number of men. There has been a slight increase in the number of Pacific women chairing boards, from 30 reported in 2010 to 34 now.

In the 2011 returns, 81 Asian women sit on boards of trustees which is a reduction. There are two Asian women chairs, down from four in 2010. European/Pākehā women account for the largest number of board members by ethnicity at 6,452. There are 626 European/Pākehā women chairs down from 2010.

Māori and Pacific women continue to be under-represented on the boards of higher decile schools (i.e. in more affluent areas), which reflects the ethnic distribution of students across the deciles. Māori women make up 35% of all board of trustee members in Decile 1 schools (i.e. lower socio-economic communities) and only 2% of board of trustee members in Decile 10 schools (i.e. in more affluent communities). Pacific women make up 9% of board members at Decile 1 schools and less than one percent in decile 9 and 10 schools. European/Pākehā women are more evenly spread, but with lower representation in the three lowest decile schools. However, overall, the higher the decile level of the school, the lower the proportion of women on the board. The membership of boards in Decile 1 schools is 64% female, while Decile 10 schools have 48%.

Table 39 / School Boards of Trustees as at December 2011

Type of membership	Female	Male
Parent elected representative	5445	5795
Co-opted member	668	601
Principal/acting principal	1186	1268
Staff representative	1792	495
Student representative	211	192
Ministerial appointed member	68	74
Proprietor's representative	434	593
Not specified	7	2
Total	9811	9020
% by gender	52%	48%
Chairperson % by gender	39%	61%

Data downloaded on 10 May 2012 from
http://www.educationcounts.govt.nz/statistics/schooling/board_of_trustees

Sport



Sophie Pascoe

Paralympians

New Zealand's female paralympians were inspirational in 2012, contributing 13 of 17 medals. New Zealand's medal haul from the London Paralympics made it the leading nation per capita and two women won 10 of them.

Golden girl Sophie Pascoe won three gold and three silver medals and Wellington swimmer Mary Fisher won four medals including a gold medal swim in the 2300 metre individual medley that also knocked two seconds off the previous world record.

Cyclists Laura Thompson and Phillipa Gray won three medals with a gold medal in the individual pursuit where they also set a stunning world record along the way.

Women represent 30% of governance positions on New Zealand sporting boards.

An increasing number (65%) of NZOC member-affiliated sporting organisations meet the 2005 IOC target of 20% women's representation on their Boards. In 2011, six new sports achieved the IOC target.

The New Zealand Olympic Committee's (NZOC) latest gender audit of women on NZOC member and affiliated sports organisation boards shows seven sports (13%) have no women's representation, and 89% of sports have less than 50% female representation on their Boards.

The data for 2011 was collected from 55 sports, with Bridge, University Sports, Ten Pin Bowling, Motorcycling, Kung-Fu Wushu, Chess and Baseball added to the 48 sports surveyed in 2010.

Table 40 / Zero Percentage of Women Board members in 2011

Sport	2011
Bobsleigh & Skeleton	0%
Curling	0%
Orienteering	0%
Rugby	0%
Shooting	0%
Taekwondo	0%
Triathlon	0%

This includes three sports that have had no female representation since 2007 (Curling, Rugby and Shooting). Bobsleigh & Skeleton has a three person board, now with no women. Curling commented that they would like to have women board members but women are generally reluctant to make themselves available for board positions.

Table 41 / New Boards Achieving the IOC target

Sport	2011	2010
Canoeing	29%	14%
Football	25%	14%
Paralympics	25%	17%
Softball	29%	13%
Volleyball	20%	14%
Waterpolo	40%	17%

Six new sports have now achieved the 2005 IOC target of 20% for women's representation on boards.

Table 42 / Sports Governance

Sport	2011 No of women on board	2011 % women	2010 No of women on board	2010 % women
Synchro Swimming	5	100%	5	100%
Netball	5	63%	6	75%
Bridge	4	57%	4	57%
Gymnastics	4	57%	2	29%
Archery	4	50%	4	50%
University Sports	3	50%	2	40%
Bowls	3	43%	4	57%
Roller Sports	3	43%	3	50%
Ice Speed Skating	3	43%	4	50%
Modern Pentathlon	3	43%	3	33%
Ice Figure Skating	2	40%	5	83%
Korfball	2	40%	3	43%
Waterpolo	2	40%	1	17%
Fencing	3	38%	3	38%
Badminton	3	38%	3	38%
Swimming	3	38%	2	25%
Dance Sports	4	36%	4	33%
Hockey	3	33%	4	44%
Diving	2	33%	2	33%
Equestrian	3	33%	2	25%
Squash	2	29%	2	29%
Table Tennis	2	29%	2	29%
Canoeing	2	29%	1	14%
Softball	2	29%	1	13%
Luge	3	27%	3	27%
Biathlon	1	25%	1	25%
Basketball	2	25%	2	25%
Golf	2	25%	2	25%
Ten Pin Bowling	1	25%	1	20%
Paralympics	2	25%	1	17%
Football	2	25%	1	14%
Rowing	2	22%	2	25%
Judo	1	20%	1	20%
Motorcycling	1	20%	1	20%
Kung-Fu Wushu	1	20%	1	20%

Sport	2011 No of women on board	2011 % women	2010 No of women on board	2010 % women
Volleyball	1	20%	1	14%
Wrestling	1	17%	0	0%
Baseball	2	17%	-	no data
Boxing	1	14%	1	14%
Athletics	1	14%	1	14%
Snowsports	1	14%	1	14%
Weightlifting	1	14%	0	0%
Ice Hockey	1	14%	-	no data
Bike	1	13%	1	13%
Cricket	1	13%	1	13%
Tennis	1	13%	1	13%
Yachting	1	11%	1	14%
Chess	1	8%	2	17%
Taekwando	0	0%	-	no data
Bobsleigh & Skeleton	0	0%	1	33%
Triathlon	0	0%	1	17%
Rugby	0	0%	0	0%
Orienteering	0	0%	0	0%
Shooting	0	0%	0	0%
Curling	0	0%	0	0%

Increasing women's representation on New Zealand sports related boards is the aim of a joint initiative by Sport New Zealand and the NZOC. Initiatives to increase women in sports governance are targeted across 71 national bodies. Both parties have committed \$100,000 to support the first year of this work.

Latest figures provided by Sport New Zealand show 27% of Regional Sports Trust, National Sports Organisation & National Recreation Organisation Board members are women. The figures show there are 90 women directors out of 332.

Table 43 / Women on Regional Sports Trust, National Sports Organisation & National Recreation Organisation Boards

Regional Sports Trust	Women	Board	% Women
Sport Canterbury	2	7	29%
Counties Manukau Sport	0	6	0%
Harbour Sport	2	9	22%
Sport Auckland	2	7	29%

Sport Bay of Plenty	3	7	43%
Sport Gisborne	3	7	43%
Sport Hawkes Bay	3	9	33%
Sport Manawatu	1	9	11%
Sport Northland	3	13	23%
Sport Otago	4	8	50%
Sport Southland	2	6	33%
Sport Taranaki	3	9	33%
Sport Tasman	1	9	11%
Sport Waikato	3	9	33%
Sport Waitakere	3	8	38%
Sport Wanganui	1	9	11%
Sport Wellington	3	9	33%
Total	39	141	28%
Tier 1&2 National Sports Organisations			
Athletics	1	7	14%
Bowls	4	7	57%
Basketball	1	7	14%
Bike	1	8	13%
Canoe Racing	3	7	43%
Cricket	1	9	11%
Equestrian	4	7	57%
Football	1	7	14%
Gymsports	2	7	29%
Golf	2	10	20%
Hockey	4	9	44%
Netball	5	8	63%
Paralympics	1	7	14%
Rowing	2	9	22%
Rugby	0	7	0%
Rugby League	1	7	14%
Softball	1	6	17%
Swimming	3	8	38%
Tennis	1	8	13%
Touch	0	9	0%
Triathlon	1	6	17%
Yachting	1	7	14%
Total	40	167	24%
National Recreation Organisations			
NZRA	3	9	33%
Outdoors NZ	7	9	78%
YMCA	1	6	17%
Total	11	24	46%
Total RSTs, Tier 1&2 & NROs	90	332	27%

Outdoors NZ (78%), Netball (63%), Bowls and Equestrian (57%) and Sport Otago (50%) have the highest representation of women in governance. Only three sports or sports organisations, Counties Manakau Sport, Rugby and Touch Rugby have no women in governance roles.

Targets of 33% women's representation in sports governance by 2015 and 40% by 2020 are proposed by Sport New Zealand and the NZOC.

Sport New Zealand states that the predominance of men on sports boards can be attributed to the fact that these appointments come from a narrow base, often former representative players, who encourage similar individuals to offer themselves for positions. Being the only woman (or in a small group of women) in this environment can be challenging for less experienced directors and a barrier to others.

Gender Initiative

The programme initiated by Sport New Zealand and the NZOC includes:

- Promotion to women encouraging them to register their interest on the www.appointbetterboards.co.nz platform;
- Communication strategies including advertising and direct communication to sport and women;
- One-on-one meetings with chairs of 30 major partners. A series of regional workshops aimed at women who are interested in sports governance service;
- Networking for women already in governance positions (both face-to-face and electronically);
- A mentoring programme for 10-15 women recently acquiring board positions;
- An 'on application' professional development fund that will be granted to two high-potential women leaders in sport (\$10,000 each);
- Formation of a project champion team of 'public faces';
- Ensuring board diversity in general and gender in particular are reflected in all teachings and resources.

Peter Miskimmin, Chief Executive of Sport New Zealand says current representation on New Zealand sporting boards by women "isn't good enough" and that New Zealand "needs to do better and...can do better".

Of the Sport New Zealand and NZOC initiatives he says, "We've set these targets because we know the performance of boards can be improved through greater diversity, including greater gender balance. There is compelling evidence that women bring different ideas and qualities to leadership and governance roles. These different perspectives result in better decision-making and ultimately better bottom-line board performance".

New research

While female athletes made up nearly half of New Zealand's team for the London Olympics and won five of thirteen medals including three gold medals, a silver and a bronze, the same status is not evident when it comes to coaches and senior roles in sports management. That's according to sports expert and researcher Professor Sarah Leberman from Massey University.

Her research with Otago academic Dr Sally Shaw, "*Preparing female sport management students for leadership roles in sport*"³⁷ shows many women feel the sector is still an "old boys' club".

The research shows women need to compensate for the fact that sports management is still a male-dominated sector by being better at making connections and presenting themselves in an effective way.

Leberman and Shaw's research also found that women need to improve their relationship-building and negotiation skills if they are to compete on an equal footing with men.

Their research was prompted by Leberman's observations of students entering the job market. "I was seeing good female students being overlooked while being called on to give references for male students who I didn't think were as strong as their female classmates", she said in an interview with the New Zealand Herald.

International trends

Gender equality was a theme of debate and activity surrounding the 2012 Olympic Games.

At the opening ceremony, International Olympic Committee (IOC) Chairman, Jacques Rogge said, "For the first time in Olympic history, all the participating teams will have female athletes. This is a major boost for gender equality."

However, reports of unequal treatment of women's and men's sports teams surfaced during the Games. Japan's world champion female Olympic footballers flew economy class to Europe, while the less successful men's team flew business. Similarly the Australian women's basketball team were cramped in economy while the men's team stretched out in business.

Australia's Federal Sports Minister, Kate Lundy and Sex Discrimination Commissioner, Elizabeth Broderick called for any inequities in sport to be rectified. Furthermore in the aftermath of the London Games, Minister Lundy believes Australia has fallen behind the world in good governance, with women overlooked in running Australia's Olympic sports.

Broadcasters in Great Britain have been urged not to cut their coverage of women's sport now the Olympics are over. New Secretary of State for Culture, Media and Sport, Maria Miller told broadcasters that, outside the Games, women's sport had been "woefully under represented on television" with women's cricket, football and netball "buried deep in the schedules, if shown at all."³⁸

³⁷Leberman, S & Shaw, S. (2012). *Preparing female sport management students for leadership roles in sport*. RHP Central, Regional Hub Project Fund, AKO Aotearoa

³⁸BBC News. Minister's call to broadcasters over women's sport. 15 September 2012

Women's rights campaigners under the banner of *London 2012: Justice for Women* urged the IOC to ensure there are equal numbers of sports and medals for men and women and called for an end to sex discrimination at the Olympics.

The group made seven demands against gender discrimination:

1. Parity: Equal numbers of male and female Olympic disciplines and events
2. Decision-making bodies: apply immediately a minimum quota of 20% women's representation and set parity objectives
3. Homage and visibility: the IOC President should give the gold medal to both the male and the female marathon winners, and not only the male winner
4. No more male-only delegations
5. Competitors and officials must not be allowed to wear politico-religious symbols
6. IOC should no longer support the gender segregated games for women organised by Tehran
7. No more stereotypes (sexism, homophobia, transphobia), separation of Olympics/Paralympics, and end prostitution around the Olympics.

Even Hollywood actresses want to see women do well in sporting roles.

Academy-Award winning actress Geena Davis, star of the film "A League of Their Own" says twenty years on from the movie, "I have just as many young girls come up to me now and say 'I play sports now because of that movie'". *A League of Their Own* follows the exploits of America's first professional women's baseball team in the 1940's. Davis was a semifinalist in the U.S. Olympic archery trials in 2000 and runs a media organisation promoting better representation of women.

Women sports stars, coaches, Directors of Sport and First Lady Michelle Obama are strong advocates who believe women will change the way sports are played. Former Professional Hockey Player and President Elect of the U.S. Women's Sports Foundation, Angela Ruggiero says, "If you have the power to get out and do something, why wouldn't you."

State Sector Boards

The stocktake of women's representation on state sector boards shows a continuing pattern of regression. Of the 2666 ministerial appointees to these boards, 1095 are women, or 41.1%. The proportion of women on these boards has slipped from 42% reported in the 2008 census, and 41.5% in 2010. This downward trend is concerning as ministerial appointments had been slowly improving but were still short of the gender parity goal of 50% set in the 1980s. This goal has recently been revised downwards to 45% by 2015 by the Ministry of Women's Affairs in its current Statement of Intent, 2012-2015.

Of the 24 agencies administering state sector boards only three have achieved parity (50%) or better on the boards for which they are responsible. They are the Ministry of Social Development which administers 16 state sector boards, at 62.5%; the Ministry of Health which administers 65 boards, at 54.1%; and the Department of Internal Affairs which administers 50 boards at 50.3%. Worryingly, the number of agencies achieving parity or better on the boards for which they are responsible has declined. In 2008 the Human Rights Commission reported that six out of a total of 30 agencies had greater than 50% representation, and in 2010 seven out of 31 agencies had 50% women or better.

Agencies which administered boards with improved representation include the Department of Conservation, the Crown Ownership Monitoring Unit (COMU), the Ministry for Culture and Heritage, the Ministry of Health, the Ministry of Justice, Land Information New Zealand, the Ministry of Social Development, Statistics New Zealand, and Veterans' Affairs New Zealand. The biggest increase is Veterans' Affairs with an 11.9 percentage point increase up to 33.3%, followed by Statistics New Zealand with an increase of 6.4 percentage points to 23.1%, and the Ministry of Social Development at 5.4 percentage points. The increases in the remaining agencies are relatively modest.

Agencies administering boards with declining representation of women are: the Ministry of Pacific Island Affairs with 11.8 percentage point reduction, Ministry of Transport with 10.5, Te Puni Kōkiri with 7.5, Sport New Zealand with 6.9, the Tertiary Education Commission with 5.5 and the Ministry for the Environment with 5.1 percentage point reduction. Other agencies reporting a reduction are: the Ministry of Education, the Ministry of Foreign Affairs and Trade, and the Department of Internal Affairs. Of all the agencies reporting a decrease, only one, the Department of Internal Affairs, has gender parity in ministerial appointments.

Five agencies administer more than forty boards each, with a total of 264 boards of the total of 414. Two of these agencies have boards with at least 50% women, Health and Internal Affairs. The other three, the newly formed Ministry of Business, Innovation and Employment (34.8%), COMU and the Ministry of Justice (32.2%) have not reached parity.

Boards monitored by the Crown Ownership Monitoring Unit (COMU) are included in a separate table to allow for more up to date reporting in 2012. District Health Boards are included in a separate section of this census. Female representation on COMU monitored boards has increased from 32.04% in 2008, 32.9% in 2010 and 35.23% in 2012. The Commission notes with disappointment that in the four newly formed boards the opportunity to achieve gender parity appears to have been missed. Only one, Southern Response Earthquake Services Ltd has 50% women on its board, the rest all have one third female representation.

The information in the following tables was provided by the Ministry of Women's Affairs and by COMU.

**Table 44 / Gender Stocktake of State Sector Boards and Committees
(as at December 2011 compiled by the Ministry of Women's Affairs)³⁹**

Administering Agency	No. of Boards	No. of Ministerial Appointees	No. of Women Ministerial Appointees	% Women
Ministry of Business, Innovation and Employment	44	267	93	34.8%
Canterbury Earthquake Recovery Authority (CERA)	1	4	1	25.0%
Department of Conservation	20	174	68	39.1%
Crown Ownership Monitoring Unit (COMU)	47	292	104	35.6%
Ministry for Culture and Heritage	15	91	33	36.3%
Ministry of Defence	1	18	5	27.8%
Ministry of Education	12	75	31	41.3%
Ministry for the Environment	6	42	10	23.8%
Ministry of Foreign Affairs and Trade	10	50	11	22.0%
Ministry of Health	65	590	319	54.1%
Department of Internal Affairs	50	332	167	50.3%
Ministry of Justice	58	345	111	32.2%
Land Information New Zealand	3	19	5	26.3%
Ministry of Pacific Island Affairs	2	16	7	43.8%
Ministry for Primary Industries	14	71	28	39.4%
Office of the Prime Minister's Science Advisory Committee	1	1	0	0.0%
Ministry of Social Development	16	48	30	62.5%
State Services Commission	1	5	2	40.0%
Statistics New Zealand	1	13	3	23.1%
Sport New Zealand (Sport NZ)	1	8	3	37.5%
Te Puni Kōkiri	6	41	15	36.6%
Tertiary Education Commission	30	119	42	35.3%
Ministry of Transport	7	39	5	12.8%
Veterans' Affairs New Zealand	3	6	2	33.3%

³⁹ The stocktake is dated 20 December 2011; it includes only New Zealand Ministerial appointments that are required to be considered through the Cabinet Appointments and Honours Committee (APH) or other Cabinet committees. The stocktake does include appointments made by the Governor-General on the recommendation of a Minister. It does not include members who have been elected, appointed as members of professional groups without Ministerial right of approval, ex-officio members, or current Members of Parliament. The stocktake does not include temporary boards or committees i.e. bodies set up for a particular project that is expected to take no more than approximately 18 months and are intended to disband as soon as that project is completed.

Total	414	2666	1095	41.1%
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**Table 45 / Ministerial Appointments on Statutory Bodies
(excluding DHBs and Crown Companies)
as at December 2011 compiled by the Ministry of Women's Affairs)**

Statutory Body (by Agency)	No. of Ministerial Appointees	No. of Female Ministerial Appointees	% of Female Ministerial Appointees
Ministry of Business, Innovation and Employment			
Accident Compensation Corporation (ACC) Board	8	3	37.5%
Banking Ombudsman Scheme Limited	1	1	100.0%
Building Practitioners Board	8	2	25.0%
Chartered Professional Engineers Council	8	2	25.0%
Commerce Commission	9	3	33.3%
Commerce Commission - Cease and Desist Commissioners	2	1	50.0%
Copyright Tribunal	3	1	33.3%
Disciplinary Committee under the Financial Advisers Act 2008	6	1	16.7%
Dispute Resolution Services Ltd (DRSL) Board	5	2	40.0%
Eden Park Trust Board	5	1	20.0%
Electrical Workers Registration Board	7	1	14.3%
Electricity and Gas Complaints Commission Scheme Ltd	2	2	100.0%
Employment Relations Authority	15	6	40.0%
Engineering Associates Registration Board	10	2	20.0%
Equal Employment Opportunities Trust	4	4	100.0%
External Reporting Board	9	3	33.3%
Financial Markets Authority	12	4	33.3%
Gas Rulings Panel	1	0	0.0%
Governing Board of the Joint Accreditation System of Australia and New Zealand (JAS-ANZ)	3	1	33.3%
Housing New Zealand Corporation	6	2	33.3%
Innovation Board	9	2	22.2%
Insurance and Savings Ombudsman Commission	2	0	0.0%
Marsden Fund Council	11	3	27.3%
Motor Vehicle Disputes Tribunal	2	1	50.0%
National Advisory Council on the Employment of Women (NACEW)	6	6	100.0%
New Zealand Māori Arts and Crafts Institute	6	1	16.7%
New Zealand Registered Architects Board	8	3	37.5%

New Zealand Tourism Board	8	3	37.5%
New Zealand Trade and Enterprise	7	2	28.6%
Plumbers, Gasfitters and Drainlayers Board	10	2	20.0%
Remuneration Authority	3	2	66.7%
Retirement Commissioner	1	1	100.0%
Rulings Panel (Electricity)	5	3	60.0%
Science Board	7	2	28.6%
Small Business Advisory Group	10	5	50.0%
Standards Council	9	3	33.3%
State Housing Appeal Authority	6	4	66.7%
Takeovers Panel	11	1	9.1%
Telecommunications Dispute Resolution Service Council	1	1	100.0%
Temporary Safeguard Authority	2	0	0.0%
Testing Laboratory Registration Council	3	1	33.3%
The Electricity Authority	5	2	40.0%
The Energy Efficiency and Conservation Authority (EECA)	7	3	42.9%
Workplace Health and Safety Council	4	0	0.0%
Canterbury Earthquake Recovery Authority (CERA)			
Canterbury Earthquake Recovery Review Panel	4	1	25.0%
Department of Conservation			
Auckland Conservation Board	10	5	50.0%
Canterbury Aoraki Conservation Board	12	4	33.3%
Chatham Islands Conservation Board	8	6	75.0%
East Coast/Bay of Plenty Conservation Board	12	2	16.7%
Hauraki Gulf Forum	6	3	50.0%
Nature Heritage Fund Committee	5	2	40.0%
Nelson/Marlborough Conservation Board	10	5	50.0%
New Zealand Conservation Authority	13	6	46.2%
New Zealand Game Bird Habitat Trust Board	6	1	16.7%
Nga Whenua Rahui Komiti	5	1	20.0%
Northland Conservation Board	10	3	30.0%
Otago Conservation Board	10	4	40.0%
Queen Elizabeth II National Trust Board	4	1	25.0%
Southland Conservation Board	11	5	45.5%
Taranaki/Whanganui Conservation Board	8	4	50.0%
Te Poari Whakahaere o Taupo-nui-a-Tia	2	1	50.0%
Taupo-nui-a-Tia Management Board			
Tongariro/Taupo Conservation Board	9	2	22.2%
Waikato Conservation Board	11	7	63.6%
Wellington/Hawke's Bay Conservation Board	12	3	25.0%
West Coast/Tai Poutini Conservation Board	10	3	30.0%

Ministry for Culture and Heritage			
Arts Board of Creative New Zealand	7	3	42.9%
Arts Council of New Zealand Toi Aotearoa	6	2	33.3%
Broadcasting Commission (NZ on Air)	6	2	33.3%
Broadcasting Standards Authority	4	2	50.0%
Drug Free Sport New Zealand	5	2	40.0%
Māori Heritage Council (of the New Zealand Historic Places Trust)	8	1	12.5%
Museum of New Zealand Te Papa Tongarewa	8	3	37.5%
National Pacific Radio Trust (NPRT)	6	2	33.3%
National War Memorial Advisory Council	1	1	100.0%
New Zealand Film Commission	7	2	28.6%
New Zealand Historic Places Trust	6	2	33.3%
New Zealand Symphony Orchestra (NZSO)	7	4	57.1%
Sport New Zealand (Sport NZ)	9	3	33.3%
Te Māori Manaaki Taonga Trust	4	2	50.0%
Te Waka Toi Board	7	2	28.6%
Ministry of Defence			
Territorial Forces Employer Support Council	18	5	27.8%
Ministry of Education			
Careers New Zealand	7	3	42.9%
Education New Zealand (ENZ)	5	3	60.0%
New Zealand Council for Educational Research	1	0	0.0%
New Zealand National Commission for UNESCO	4	1	25.0%
New Zealand Qualifications Authority (NZQA)	9	4	44.4%
New Zealand Teachers Council	7	4	57.1%
Ngarimu VC and 28th (Māori) Battalion Memorial Scholarship Fund Board	7	2	28.6%
Otaki and Porirua Trusts Board	7	4	57.1%
Pacific Islands Polynesian Education Foundation	6	2	33.3%
Papawai and Kaikokirikiri Trusts Board	8	3	37.5%
Te Aho o Te Kura Pounamu	7	3	42.9%
Tertiary Education Commission	7	2	28.6%
Ministry for the Environment			
Environment Canterbury (ECan)	7	1	14.3%
Environmental Protection Authority (EPA)	8	3	37.5%
Fiordland Marine Guardians	8	1	12.5%
Forestry Emission Unit Trust	6	1	16.7%
Waikato River Authority	5	2	40.0%

Waste Advisory Board	8	2	25.0%
Ministry of Foreign Affairs and Trade			
APEC Business Advisory Council (ABAC)	2	1	50.0%
Asia New Zealand Foundation	16	3	18.8%
Board of Management of New Zealand Antarctic Institute (Antarctica New Zealand)	6	1	16.7%
Fulbright New Zealand Board	4	1	25.0%
New Zealand Commissioner to the International Whaling Commission	1	0	0.0%
New Zealand National Group in the Permanent Court of Arbitration	3	1	33.3%
New Zealand/France Friendship Fund (New Zealand Board)	2	0	0.0%
Pacific Cooperation Foundation	7	1	14.3%
Public Advisory Committee on Disarmament and Arms Control (PACDAC)	8	3	37.5%
Tokelau International Trust Fund Board of Trustees	1	0	0.0%
Ministry of Health			
Advisory Committee on Assisted Reproductive Technologies (ACART)	8	5	62.5%
Alcohol Advisory Council of New Zealand	8	3	37.5%
Cancer Control Council (CCNZ)	11	3	27.3%
Central Regional Ethics Committee	9	8	88.9%
Chiropractic Board	8	3	37.5%
Crown Health Financing Agency	4	2	50.0%
Dental Council	10	5	50.0%
Dietitians Board	8	7	87.5%
Ethics Committee on Assisted Reproductive Technologies (ECART)	7	6	85.7%
Health and Disability Commissioner	3	2	66.7%
Health Practitioners' Disciplinary Tribunal	132	72	54.5%
Health Quality and Safety Commission	7	2	28.6%
Health Research Council	10	6	60.0%
Health Sponsorship Council	6	3	50.0%
Health Workforce New Zealand Board	7	2	28.6%
Lower Southern Regional Ethics Committee	12	9	75.0%
Medical Council of New Zealand	12	4	33.3%
Medical Laboratory Science Board	10	5	50.0%
Medical Radiation Technologists Board	10	10	100.0%
Mental Health Commission	3	2	66.7%
Mental Health Review Tribunal	18	6	33.3%
Midwifery Council	8	8	100.0%
Multi-Region Ethics Committee	14	6	42.9%
National Advisory Committee on Health and Disability (National Health Committee, NHC)	6	2	33.3%

National Advisory Committee on Health and Disability Support Services Ethics (National Ethics Advisory Committee, NEAC)	12	6	50.0%
National Cervical Screening Programme Review Committee	3	2	66.7%
National Health Board	11	4	36.4%
National Health IT Board	8	3	37.5%
National Kaitiaki Group	6	6	100.0%
New Zealand Blood Service	6	2	33.3%
Northern X Regional Ethics Committee	13	9	69.2%
Northern Y Regional Ethics Committee	12	7	58.3%
Nursing Council of New Zealand	9	8	88.9%
Occupational Therapy Board	8	7	87.5%
Optometrists and Dispensing Opticians Board	10	5	50.0%
Osteopathic Council	8	3	37.5%
PHARMAC	6	2	33.3%
Pharmacy Council	8	3	37.5%
Physiotherapy Board	8	7	87.5%
Podiatrists Board	7	4	57.1%
Psychologists Board	7	4	57.1%
Psychotherapists Board	8	5	62.5%
Radiation Protection Advisory Council	5	1	20.0%
Upper Southern A Regional Ethics Committee	12	10	83.3%
Upper Southern B Regional Ethics Committee	12	10	83.3%
Department of Internal Affairs			
Archives Council	7	2	28.6%
ASB Community Trust	14	6	42.9%
Bay of Plenty Community Trust	12	6	50.0%
Charities Commission	6	3	50.0%
Chinese Poll Tax Heritage Trust	8	4	50.0%
Community Trust of Canterbury	12	5	41.7%
Community Trust of Mid and South Canterbury	10	7	70.0%
Community Trust of Southland	10	6	60.0%
Community Trust of Wellington	9	6	66.7%
Confidential Listening and Assistance Service	1	1	100.0%
Eastern and Central Community Trust	12	7	58.3%
Film and Literature Board of Review	9	3	33.3%
Film and Video Labelling Body	4	4	100.0%
Gambling Commission	5	2	40.0%
Guardians Kaitiaki of the Alexander Turnbull Library	5	2	40.0%
Library and Information Advisory Commission	6	4	66.7%
Local Government Commission	3	1	33.3%
Lottery Auckland Community Committee	5	2	40.0%

Lottery Bay of Plenty/Gisborne Community Committee	5	5	100.0%
Lottery Canterbury/Kaikoura Community Committee	5	2	40.0%
Lottery Community Facilities Committee	5	2	40.0%
Lottery Community Sector Research Committee	5	3	60.0%
Lottery Environment and Heritage Committee	5	2	40.0%
Lottery Hawke's Bay Community Committee	5	3	60.0%
Lottery Health Research Committee	5	2	40.0%
Lottery Individuals with Disabilities Committee	5	2	40.0%
Lottery Manawatu / Whanganui Community Committee	5	3	60.0%
Lottery Marae Heritage and Facilities Committee	5	1	20.0%
Lottery National Community Committee	5	3	60.0%
Lottery Northland Community Committee	5	2	40.0%
Lottery Otago / Southland Community Committee	5	2	40.0%
Lottery Outdoor Safety Committee	5	3	60.0%
Lottery Significant Projects Fund	5	2	40.0%
Lottery Taranaki Community Committee	5	3	60.0%
Lottery Waikato Community Committee	5	3	60.0%
Lottery Wellington / Wairarapa Community Committee	5	4	80.0%
Lottery West Coast / Nelson-Marlborough Community Committee	5	3	60.0%
New Zealand Fire Service Commission	5	2	40.0%
New Zealand Lottery Grants Board	3	3	100.0%
New Zealand Racing Board	7	1	14.3%
Office of Film and Literature Classification	2	1	50.0%
Otago Community Trust	12	6	50.0%
Pacific Development and Conservation Trust	7	2	28.6%
Racing Safety Development Fund Industry Working Group	5	1	20.0%
Rural Fire Mediators Panel	6	0	0.0%
Trust Waikato	14	9	64.3%
TSB Community Trust	10	4	40.0%
West Coast Community Trust	9	4	44.4%
Whanganui Community Foundation	10	7	70.0%
Winston Churchill Memorial Trust	9	6	66.7%
Ministry of Justice			
Abortion Supervisory Committee	3	3	100.0%
Accident Compensation Appeal Authority	2	1	50.0%
Additional Members of the High Court - Land Valuation	2	0	0.0%

Chief Coroner	1	0	0.0%
Constitutional Advisory Panel	12	5	41.7%
Coroners	14	4	28.6%
Criminal Justice Reimbursement Assessor	1	0	0.0%
Customs Appeal Authority	1	0	0.0%
Director - Human Rights Proceedings	1	0	0.0%
Electoral Commission	3	1	33.3%
Environment Court	28	9	32.1%
Human Rights Commission	7	2	28.6%
Human Rights Review Tribunal	14	7	50.0%
Immigration Advisers Complaints and Disciplinary Tribunal	1	0	0.0%
Immigration and Protection Tribunal	17	10	58.8%
Independent Police Conduct Authority	4	3	75.0%
International Centre for Settlement of Investment Disputes	2	0	0.0%
Judicial Complaints Lay Observer	1	1	100.0%
Judicial Conduct Commissioner	2	0	0.0%
Land Valuation Tribunal - Auckland	5	0	0.0%
Land Valuation Tribunal - Gisborne	3	0	0.0%
Land Valuation Tribunal - Hawke's Bay	3	1	33.3%
Land Valuation Tribunal - Marlborough	3	0	0.0%
Land Valuation Tribunal - Nelson	3	0	0.0%
Land Valuation Tribunal - North Auckland	3	0	0.0%
Land Valuation Tribunal - North Canterbury	3	0	0.0%
Land Valuation Tribunal - Otago	3	0	0.0%
Land Valuation Tribunal - Palmerston North	3	0	0.0%
Land Valuation Tribunal - South Canterbury	3	0	0.0%
Land Valuation Tribunal - Southland	4	0	0.0%
Land Valuation Tribunal - Taranaki	3	0	0.0%
Land Valuation Tribunal - Waikato No 1	3	0	0.0%
Land Valuation Tribunal - Waikato No 2	3	0	0.0%
Land Valuation Tribunal - Waikato No 4	3	0	0.0%
Land Valuation Tribunal - Wellington No 1	4	1	25.0%
Land Valuation Tribunal - Wellington No 2	5	0	0.0%
Land Valuation Tribunal - Westland	3	0	0.0%
Land Valuation Tribunal - Whanganui	3	0	0.0%
Law Commission	4	0	0.0%
Legal Aid Tribunal	15	7	46.7%
(Legal Aid) Review Authority	1	0	0.0%
Legal Complaints Review Officer	2	1	50.0%
Legislation Advisory Committee	15	5	33.3%
Liquor Licensing Authority	4	2	50.0%
New Zealand Lawyers and Conveyancers Disciplinary Tribunal	15	6	40.0%
New Zealand Parole Board	42	13	31.0%

Principal Disputes Referee	1	1	100.0%
Principal Tenancy Adjudicator	1	0	0.0%
Privacy Commissioner	1	1	100.0%
Private Security Personnel Licensing Authority	2	0	0.0%
Real Estate Agents Authority	7	3	42.9%
Real Estate Agents Disciplinary Tribunal	5	2	40.0%
Representation Commission	5	1	20.0%
Secondhand Dealers and Pawnbrokers' Licensing Authority	1	0	0.0%
Taxation Review Authorities	1	0	0.0%
Trans-Tasman Occupations Authority	9	4	44.4%
Visiting Justices	27	14	51.9%
Weathertight Homes Tribunal	8	3	37.5%
Land Information New Zealand			
Cadastral Surveyors Licensing Board of New Zealand	7	4	57.1%
New Zealand Geographic Board	8	1	12.5%
Valuers Registration Board	4	0	0.0%
Ministry of Pacific Island Affairs			
Minister of Pacific Island Affairs' Advisory Council	11	4	36.4%
Pacific Business Trust	5	3	60.0%
Ministry for Primary Industries			
Agricultural and Marketing Research and Development Trust (AGMARDT)	4	1	25.0%
Biosecurity Ministerial Advisory Committee	13	5	38.5%
Investment Advisory Panel - Primary Growth Partnership	6	2	33.3%
National Animal Ethics Advisory Committee (NAEAC)	9	5	55.6%
National Animal Welfare Advisory Committee (NAWAC)	11	7	63.6%
New Zealand Dairy Core Database Access Panel	3	1	33.3%
New Zealand Horticulture Export Authority (NZHEA)	5	2	40.0%
New Zealand Meat Board	2	0	0.0%
New Zealand Pork Industry Board	1	0	0.0%
New Zealand Walking Access Commission	5	1	20.0%
Representatives' Committee of the Animal Health Board Inc.	2	0	0.0%
Taratahi Agricultural Training Centre (Wairarapa) Trust Board	6	2	33.3%
Telford Farm Training Institute	1	0	0.0%

Veterinary Council of New Zealand	3	2	66.7%
Office of the Prime Minister's Science Advisory Committee			
Prime Minister's Science Advisory Committee	1	0	0.0%
Ministry of Social Development			
Children's Commissioner	1	0	0.0%
Epunu Care and Protection Grievance Panel	2	2	100.0%
Families Commission	4	2	50.0%
Korowai Manaaki Youth Justice Grievance Panel	3	2	66.7%
Lower North Youth Justice Grievance Panel	3	3	100.0%
New Zealand Artificial Limb Board	6	3	50.0%
Puketai Grievance Panel	2	0	0.0%
Social Security Appeal Authority	4	2	50.0%
Social Workers Complaints and Disciplinary Tribunal	2	1	50.0%
Social Workers Registration Board	8	6	75.0%
Student Allowance Appeal Authority	1	0	0.0%
Te Maioha o Parekarangi Youth Justice Residence Grievance Panel	2	2	100.0%
Te Oranga Care and Protection Grievance Panel	3	2	66.7%
Te Poutama Arahi Rangatahi Grievance Panel	2	1	50.0%
Te Puna Wai o Tuhinapo Youth Justice Grievance Panel	2	1	50.0%
Whakatakapokai Care and Protection Grievance Panel	3	3	100.0%
Statistics New Zealand			
Advisory Committee on Official Statistics (ACOS)	13	3	23.1%
Sport New Zealand (Sport NZ)			
Sports Tribunal of New Zealand	8	3	37.5%
State Services Commission			
Learning State Ltd	5	2	40.0%
Te Puni Kōkiri			
Māori Television Service	2	1	50.0%
Māori Trustee	1	0	0.0%
Te Reo Whakapuaki Irirangi (Te Māngai Pāho)	7	3	42.9%
Te Taura Whiri I Te Reo Māori (the Māori Language Commission)	5	2	40.0%
Waitangi Tribunal	23	8	34.8%

Whānau Ora Governance Group	3	1	33.3%
Tertiary Education Commission			
Aoraki Polytechnic Council	4	0	0.0%
Auckland University of Technology Council	4	2	50.0%
Bay of Plenty Polytechnic Council	4	1	25.0%
Christchurch Polytechnic Institute of Technology (CPIT) Council	4	2	50.0%
Eastern Institute of Technology Council	4	2	50.0%
Lincoln University Council	4	1	25.0%
Manukau Institute of Technology Council	4	1	25.0%
Massey University Council	4	0	0.0%
Nelson Marlborough Institute of Technology Council	4	1	25.0%
Northland Polytechnic Council	4	1	25.0%
Otago Polytechnic Council	4	3	75.0%
Pasifika Education Centre Board of Trustees	5	3	60.0%
Southern Institute of Technology Council	5	1	20.0%
Tai Poutini Polytechnic Council	4	0	0.0%
Te Wānanga o Aotearoa Council	4	3	75.0%
Te Wānanga o Raukawa Council	4	2	50.0%
Te Whare Wānanga o Awanuiārangi Council	3	1	33.3%
The Open Polytechnic of New Zealand Council	4	1	25.0%
UNITEC New Zealand Council	4	3	75.0%
Universal College of Learning (UCOL) Council	4	1	25.0%
University of Auckland Council	4	1	25.0%
University of Canterbury Council	4	3	75.0%
University of Otago Council	3	1	33.3%
University of Waikato Council	4	1	25.0%
Victoria University of Wellington Council	3	1	33.3%
Waiariki Institute of Technology (Rotorua)	4	1	25.0%
Waikato Institute of Technology (Wintec) Council	4	2	50.0%
Wellington Institute of Technology Council (Weltec)	4	1	25.0%
Western Institute of Technology at Taranaki (WITT) Council	4	1	25.0%
Whitireia Community Polytechnic Council (Porirua)	4	1	25.0%
Ministry of Transport			
Civil Aviation Authority (including the Aviation Security Service)	5	1	20.0%
Civil Aviation Authority - Medical Convener and Deputy Convener	2	0	0.0%
Maritime Appeal Authority	1	0	0.0%
Maritime New Zealand	5	0	0.0%

New Zealand Transport Agency	8	2	25.0%
Oil Pollution Advisory Committee	15	1	6.7%
Transport Accident Investigation Commission	3	1	33.3%
Veterans' Affairs New Zealand			
Vietnam Veterans and Their Families Trust	1	1	100.0%
War Pensions Advisory Board	1	0	0.0%
War Pensions Appeal Board	4	1	25.0%

**Table 46 : Directors of New Zealand Crown Companies
as at September 2012 compiled by COMU**

Company	Women Sept 2012	Total Men & Women Sept 2012	% Women 2012	Women August 2010	Women's progress since 2010
Institute of Environmental Science & Research Ltd	4	7	57.14%	4	no change
AsureQuality Ltd	4	8	50.00%	4	no change
Genesis Power Ltd	4	8	50.00%	5	minus 1
Dunedin International Airport Ltd (1)	1	2	50.00%	1	no change
Public Trust	4	8	50.00%	5	minus 1
Television New Zealand Ltd	3	6	50.00%	3	no change
Southern Response Earthquake Services Ltd (2)	3	6	50.00%	n/a	-
National Provident Fund	3	6	50.00%	3	no change
Mighty River Power Ltd	4	9	44.44%	4	no change
Airways Corporation of New Zealand	3	7	42.86%	3	no change
Kordia Group Ltd	3	7	42.86%	3	no change
Learning Media Ltd	3	7	42.86%	3	no change
Meteorological Service of New Zealand	3	7	42.86%	3	no change
Institute of Geological & Nuclear Sciences Ltd	3	7	42.86%	2	plus 1
Landcare Research New Zealand Ltd	3	7	42.86%	3	no change
Government Superannuation Fund Authority	2	5	40.00%	1	plus 1
NZ Lotteries Commission	2	5	40.00%	1	plus 1
Government Superannuation Appeals Board	2	5	40.00%	2	no change
Nominating Committee for the Guardians of New Zealand Superannuation	2	5	40.00%	1	plus 1
Landcorp Farming Ltd	3	8	37.50%	3	no change
AgResearch Ltd	3	8	37.50%	2	plus 1
Health Benefits Ltd	3	8	37.50%	3	no change
ECNZ (The Residual Company) Ltd	1	3	33.33%	1	no change
New Zealand Post Ltd	3	9	33.33%	2	plus 1
Quotable Value Ltd	2	6	33.33%	0	plus 2
Industrial Research Ltd	2	6	33.33%	3	minus 1
Scion	2	6	33.33%	2	no change
Guardians of New Zealand Superannuation	2	6	33.33%	1	plus 1
New Zealand Productivity Commission (2)	1	3	33.33%	n/a	
Crown Asset Management Ltd (2)	2	6	33.33%	n/a	
The Network for Learning Ltd (2)	2	6	33.33%	n/a	
Crown Forestry Rental Trust (1)	1	3	33.33%	1	no change
New Zealand Railways Corporation (trading as KiwiRail Group)	2	7	28.57%	1	plus1
National Institute of Water & Atmospheric Research Ltd	2	7	28.57%	2	no change
The New Zealand Institute for Plant & Food Research Ltd	2	7	28.57%	3	minus1
Radio New Zealand Ltd	2	7	28.57%	2	no change
Crown Fibre Holdings Ltd	2	7	28.57%	1	plus 1
Reserve Bank of New Zealand	2	7	28.57%	2	no change
Meridian Energy Ltd	2	8	25.00%	3	minus 1

Earthquake Commission	2	8	25.00%	3	minus 1
Research & Education Advanced Network NZ Ltd	1	4	25.00%	2	minus 1
National Infrastructure Advisory Board	2	8	25.00%	0	plus 2
New Zealand Venture Investment Fund Ltd	1	6	16.67%	1	no change
Solid Energy New Zealand Ltd	1	7	14.29%	2	minus 1
Transpower New Zealand Ltd	1	7	14.29%	2	minus 1
Animal Control Products Ltd	0	2	0.00%	0	no change
Christchurch International Airport Ltd (1)	0	2	0.00%	0	no change
Hawke's Bay Airport Ltd (1)	0	2	0.00%	0	no change
Invercargill Airport Ltd (1)	0	2	0.00%	0	no change
Timberlands West Coast Ltd (3)	n/a	n/a		1	
2025 Taskforce (3)	n/a	n/a		1	
Total	105	298	35.23%	95	

- (1) Crown Appointees
(2) new since last Census
(3) ceased since last Census

Table 47: Director Breakdown by Gender and Ethnic Origin as at 1 August 2012

Ethnic Origin	Number	%
European male	177	58
European female	90	30
Māori male	16	5.2
Māori female	14	4.5
Pacific Island male	1	0.5
Pacific Island female	0	0
Other male	4	1.3
Other female	1	0.5
Total	303	100

Table 48: Director Breakdown by Place of Residence as at 1 August 2012

Place of Residence	Number	%
Northland/Auckland	103	33.9
Wellington	76	25
Canterbury	39	12.8
Otago/Southland	20	6.7
Waikato	19	6.4
Other North Island	28	9.2
Other South Island	9	3
Overseas	9	3
Total	303	100

Teachers

Almost half of all school principals are women. The percentage of women teachers becoming principals has been improving by one percentage point every year for the last eight years to reach 49% in 2012.

Teaching continues to be a female dominated occupation with over seventy percent of all teachers being female while just over half of all school principals are men. Of the total number of teachers, 13,600 are men, and 1,236 of those men are principals, (i.e. 9% of male teachers are principals). Women total 33,692 teachers and of them 1169 are principals (3% of female teachers are principals). Men are also more likely to hold management positions (38% of all male teachers) than women at 26%.

Data for the table below shows full-time equivalent numbers from the April 2012 return from state and integrated schools in both primary and secondary schools. This data is published by the Ministry of Education in their *Education Counts* statistics. The numbers do not include private schools or early childhood education.

In secondary schools, 57% of all teaching staff are women and 31% of secondary school principals are women. Primary schools have a much higher ratio (82%) of women to men. Just over half of all primary principals are women.

Table 49 / Female teachers 2004-2012 as at May 2012

Position	Total	No. of Women	%	Women			
				% 2010	% 2008	% 2006	% 2004
Principals	2405	1169	49	47	45	43	41
Snr Mgmt	2787.3	2009.9	72	72	71	71	71
Middle Mgmt	8859.6	5661.1	64	63	60	58	58
Teachers	32157.8	23951.5	74	76	76	76	76
Other*	1083.5	900.9	83	82	82	83	83
All positions	47293.2	33692.4	71	72	72	72	71

Other* includes resource teachers, community education teachers, guidance teachers and therapists employed in schools.

Early Childhood Education

Teachers in early childhood education are overwhelmingly women, at over 98% women according to *Education Counts*. There are 20,644 teachers in early childhood education (ECE) and of those 379 or 1.8% are men. Of all ECE teachers 14,271 are qualified teachers. A total of 183 qualified teachers (1.2%) are men. Kindergartens employ 2,612 teachers, 51 or 1.9% of them are men. Data on seniority or head teacher status was not available.

The Human Rights Commission has consistently promoted men as early childhood teachers.

Trade Unions

Trade unions are another area of improved women's representation. There are some encouraging trends. The proportion of women on national executives has increased, as has the percentage of women union presidents and the proportion of women who are national secretaries.

Trade union membership is now 60.61% female. This trend has increased over time, with 57% female membership in 2008 and 59.84% in 2010. In leadership positions, however, women continue to be under-represented. The proportion of women on national executives is 39.06% which is up from 33.98% in the 2010 Census Report, but still below 43.2% reported in 2008. Just over a third of union presidents are women at 35.71%. The total number of union presidents is 28 as two unions have two presidents each. Ten presidents are women. The percentage of women presidents has increased by six percentage points since 2010 and eight percentage points since 2008. There are 35 vice president positions, twelve of whom are women.

Representation at the workplace level is more equitable with 58.5% of delegates being women. Over time the percentage of women delegates has been dropping, from 62.34% in 2010 and 65% in 2008.

The trend of decreasing percentages of women national secretaries has now reversed, with 23% in 2012 compared to 15.38% in 2010 and 22.2% in 2008. However the proportion of women national secretaries has still a way to go before reaching the level reported in 2006 (34.4%).

The typical trade union member in New Zealand is a female working in the state sector. The three largest unions: Public Service Association (PSA); New Zealand Educational Institute (NZEI) and New Zealand Nurses Organisation (NZNO) have a high percentage of women members at 69.18%, 88.22%, and 93.23% respectively. These three unions comprise over 50% of the New Zealand Council of Trade Unions (NZCTU) affiliated members. All three unions are public sector based.

Of the top ten unions by membership, three have female representation on their national executives in proportion to their female membership. They are NZNO, Service and Food Workers Union (SFWU) and Post Primary Teachers' Association (PPTA). Two unions have a higher representation of women on their national executive than reflected in their female membership, Tertiary Education Union (TEU) and Unite. Women are under-represented in the national executives compared to their female membership in the remaining five, PSA, NZEI, Engineering, Printing and Manufacturing Union (EPMU), the Meat Workers Union and FIRST (FIRST was formed by the amalgamation of Finsec and the National Distribution Union). Two of these unions, PSA and EPMU, have increased their representation of women since 2010, and one union in which women are under-represented has decreased the representation of women on their national executive. The Meat Workers Union now

has no women members on their national executive, the only one in the top ten unions.

Of all 26 unions that returned data, a total of five have no women on their national executives. The other unions in this position are Maritime Union of New Zealand (MUNZ), New Zealand Merchant Service Guild, New Zealand Professional Firefighters Union, and the New Zealand Tramways Union.

The data reported in the tables was derived from a questionnaire sent to all NZCTU affiliated unions in June 2012. Affiliated unions represent 87.5% of the total union membership in New Zealand. Of the 37 affiliated unions, 26 responded to the questionnaire covering 97% of the NZCTU membership. The eleven unions that did not respond are smaller male-dominated unions and therefore the results slightly over-represent the position of women in unions.

Table 50 / Women in NZCTU affiliated unions

	Women	Total numbers	% Women
Membership	197, 135	325,262	60.61
Delegates	11,110	18,991	58.5
National Executive	141	361	39.06
Presidents	10	28	35.71
Vice Presidents	12	35	34.29
National Secretaries	6	26	23.08
Associate National Secretaries	20	43	46.51

Table 51 / Top 10 unions by Gender

	% Women 2012	Total members	% Women 2008	Delegates % women 2012	Delegates % women 2008	National Executive % women 2012	National Executive % women 2008
PSA	69.18%	58,286	68.00%	53.52%	61.00%	40.00%	45.00%
NZEI	88.22%	51,084	88.00%	88.60%	88.00%	78.57%	75.00%
NZNO	93.23%	46,187	94.00%	93.55%	94.00%	94.44%	80.00%
EPMU	22.43%	36,230	23.00%	18.86%	15.00%	16.67%	8.00%
FIRST Union	51.68%	26,344		56.18%		30.00%	N/A
SFWU	67.00%	22,732	67.00%	67.96%	66.00%	66.67%	87.00%
PPTA	59.40%	17,894	58.00%	51.10%	61.00%	59.26%	58.00%
Meatworkers Union	14.00%	15,313	10.00%	14.17%	14.00%	0.00%	9.00%
TEU	51.70%	10,416	N/A	57.75%	N/A	53.33%	N/A
Unite	52.55%	7,028		58.53%		61.54%	N/A
Total	64.24%	291,514	57.00%	60.47%	65.00%	51.83%	43.20%

Table 52 / Women in elected positions

Position	2012			2010			2008		
	Women	Total	% Women	Women	Total	% Women	Women	Total	% Women
National Executive	141	361	39.06	176	518	33.98	194	449	43.2
President	10	28	35.71	8	27	29.63	8	29	27.6
Vice President	12	35	34.29	12	31	38.71	15	39	38.5

Table 53 / Women in National Secretary positions

National Secretaries	2012			2008		
	Women	Total	% Women	Women	Total	% Women
Unions with one	5	24	20.83	5	25	20
Unions with more than one	1	2	50	1	2	50
Total	6	26	23.07	6	27	22.2

Universities

Women are now almost a quarter of senior academic staff. New Zealand universities are continuing to make incremental progress for women.

Universities are ranked in two different ways in 2012. The Commission has identified the percentage of senior academics as usual, but has also analysed the increase in numbers across the universities.

Female academics by percentage

Overall the percentage of female senior academic staff has increased across all universities from 22.45% in 2010 to 24.38% this year. All eight universities improved their proportions of female senior academic women by an overall 8.56 percentage points since reporting began in 2003.

University of Canterbury had the largest increase in female senior academic staff climbing 4.27% percentage points to 26.7%.

University of Waikato (29.59%) and AUT (26.83%) remain as the two highest ranked universities for women's representation at senior academic level by percentage since last reported in 2010.

University of Canterbury (26.7%) gained two places, while Massey University (26%) slipped one place to fourth. University of Auckland (24.96%) gained one place and Victoria University (23.23%) slipped two places to be ranked sixth. University of Otago (20.83%) and Lincoln University (17.14%) remain in the same rankings since last reported.

University of Waikato retains its top overall ranking despite its proportion of female professors dropping by 1.14 percentage points from 25% in 2010 to 23.86% in 2012. Its number of female associate professors increased to 35.80% from 32.89% in 2010.

AUT remains in second place and has increased its proportion of female professors by 3.51 percentage points to 21.54% from 18.03% in 2010.

University of Canterbury climbed two places since 2010 to be ranked third with the biggest overall increase of 4.27 percentage points representing an improved proportion of women at both professor and associate professor level.

Massey University dropped one place since 2010 to fourth place just slightly increasing its proportion of female professors to 17.5%. Massey gained 4.51 percentage points in female associate professors to 35.71% from 31.2% in 2010.

University of Auckland gained one place to be ranked fifth. Auckland continues to make steady progress increasing its proportion of female professors to 20.58% from 18.10% in 2010.

Victoria University has had variable results over the past three Census periods. Currently at sixth place, down from fourth in the previous Census, Victoria's proportion of associate female professors decreased by 1.93 percentage points to 27.36% from 29.29% in 2010.

University of Otago again ranked 7th for senior academic female representation although it had the second highest number of female associate professors in 2012. Since the last census report, Otago has appointed its first female Vice-Chancellor, Professor Harlene Hayne, only the second female Vice-Chancellor of a New Zealand university in recent years.

New Zealand's smallest university, Lincoln, remains the lowest ranked university in senior academic female representation, linked also to its 4.0 percentage point drop in female associate professors.

Female academics by numbers

University of Auckland is the real mover in 2012 going by numbers alone. It has increased its senior female academic staff numbers by 32. Female professors increased by 15 to 57 and female associate professors by 17 to 85, the highest number of female associate professors in any of the universities. If associate professors are the pipeline in waiting for professorships then the University of Auckland is clearly the leader.

Otago and Massey Universities increased their numbers of senior women academics by 15 each. The University of Otago had no new female professors since 2012 but there were 15 new associate professors totalling 68.

Massey University had four newly appointed female professors bringing the number to 28, and 11 female associate professors totalling 50.

University of Canterbury increased its number of female senior academics by 11, Victoria by 7, AUT by 4, and both Waikato and Lincoln universities had increases of 2 each.

Methodology

Information about professors and associate professors was gathered from the staff listings provided in the 2012 university calendars. The University of Canterbury did not publish its staff listings and provided them electronically.

As in previous Census reports, universities were asked to verify data published in their calendars. As in the past if promotions or changes are not noted in the 2012 calendar they are not reported on in this report.

The universities have slightly different structures and use a different range of position titles. The Census figures incorporate all those variously identified in academic listings as professor, chair, associate professor, clinical professor/associate professor, and research professor/associate professor. Honorary, adjunct, emeritus,

distinguished and visiting professor/associate professor were not included in the Census figures.

Deans, vice-chancellors, and any other senior administrative leaders with professorial titles are included. This has been consistent practice across the four previous Census reports.

NZWIL

What sector interventions work to redress gender imbalance? That's a frequent question in the debate over improving women's status.

After the 2006 Census Report, the Commission was actively involved in helping to establish the New Zealand Women in leadership (NZWIL) programme for senior female academic and general staff from all eight New Zealand universities. Over 220 women have graduated from the programme since 2007. So is it making a difference?

An independent review in 2011 attributed the following outcomes to the NZWIL initiative⁴⁰:

- A more motivated, aspirational and confident pool of women in senior academic and managerial positions prepared for, and actively undertaking, leadership roles
- The creation of alumni networks within and between most universities that provide ongoing support of women in academic and university leadership
- A strengthened commitment to leadership development per se, and to women's leadership specifically, through complementary programmes and structured follow-up activities.

Because there are also individual university women's leadership initiatives it is not possible to suggest that the NZWIL programme alone has improved promotion opportunities for women within the academy. However, the evaluation shows the programme is a cost-effective intervention which is having some impact. A Vice Chancellor is quoted as saying it "is the best thing that the university has done for university leadership development ever."

While individual initiatives such as NZWIL show some impact, redressing the gender imbalance in universities looks set to be incremental only and slow, judging by the pattern from this Census report.

A most systemic and coherent approach to ensuring gender balance would involve change to the following:

- Awareness of the impact of family on the career progression of female academics
- Proper recognition of the flexible and casualised nature of some academic positions in terms of career progression
- Auditing promotion processes to ensure staff are supported, there is sufficient feedback provided to all who apply and sufficient knowledge about how to make the leap to more senior academic positions

⁴⁰Cockburn, R, Atkinson, L. & Thompson, R. (2011) Programme evaluation. New Zealand Women in Leadership Programme. Lumin, Wellington.

- Auditing promotion outcomes- do as many women as men apply and do as many women as men receive promotion based on merit?
- Greater university-wide publicity of promotions processes and outcomes with visible trend analysis
- Transparency of salary data at recruitment and subsequently throughout the reward system through employee disclosure on request.

New Zealand universities compete both for students and for academic and general staff. The tertiary system is dependent on the quality, creativity and intellect of its staff. The university that decides to make gender equality at senior academic level a strategic leadership priority will be the winner.

Table 54 / University Professors and Associate Professors (2012)

University	Women Professors (2012)	Women Assoc Professors (2012)	Total Women (2012)	Female % of Senior Academic Staff (2012)	Female % of Senior Academic Staff (2010)	Female % of Senior Academic Staff (2007)	Female % of Senior Academic Staff (2003)	Percentage Point Change from 2010
Total Senior Academic Positions								
Waikato	21	29	50	29.59%	28.57%	22.01%	20.68%	1.02%
AUT	14	19	33	26.83%	24.79%	26.67%	29.41%	2.04%
Canterbury	24	35	59	26.70%	22.43%	12.43%	4.50%	4.27%
Massey	28	50	78	26.00%	23.25%	19.03%	13.59%	2.75%
Auckland	57	85	142	24.96%	21.70%	20.81%	19.59%	3.26%
Victoria	30	29	59	23.23%	22.71%	24.04%	18.36%	0.52%
Otago	32	68	100	20.83%	20.58%	15.63%	13.83%	0.25%
Lincoln	6	6	12	17.14%	15.87%	10.00%	7.50%	1.27%
Total	212	321	533	24.38%	22.45%	19.19%	15.82%	1.93%

University	Female (2012)	Male (2012)	Total 2012	% Female (2012)	% Female (2010)	% Female (2007)	% Female (2003)	Percentage Point Change from 2010
Professors								
Waikato	21	67	88	23.86%	25.00%	18.89%	22.22%	-1.14%
AUT	14	51	65	21.54%	18.03%	15.22%	15.00%	3.51%
Canterbury	24	90	114	21.05%	16.50%	7.25%	3.33%	4.55%
Auckland	57	220	277	20.58%	18.10%	16.81%	21.78%	2.48%
Victoria	30	118	148	20.27%	17.69%	20.83%	15.71%	2.58%
Massey	28	132	160	17.50%	16.44%	14.50%	15.11%	1.06%
Lincoln	6	34	40	15.00%	10.53%	8.11%	8.69%	4.47%
Otago	32	208	240	13.33%	14.55%	13.30%	12.50%	-1.21%
Total	212	920	1132	18.73%	17.22%	15.18%	15.65%	1.51%

Associate Professors

Waikato	29	52	81	35.80%	32.89%	26.09%	19.60%	2.91%
Massey	50	90	140	35.71%	31.20%	24.14%	12.50%	4.51%
AUT	19	39	58	32.76%	32.14%	38.64%	50.00%	0.62%
Canterbury	35	72	107	32.71%	27.93%	16.00%	5.47%	4.78%
Auckland	85	207	292	29.11%	24.73%	24.16%	17.75%	4.38%
Otago	68	172	240	28.33%	27.46%	18.54%	15.38%	0.87%
Victoria	29	77	106	27.36%	29.29%	26.79%	20.77%	-1.93%
Lincoln	6	24	30	20.00%	24.00%	13.04%	5.88%	-4.00%
Total	321	733	1054	30.46%	28.02%	23.19%	15.97%	2.44%


Table 55 / Ranking of universities by overall number of senior female academics (Professors and Associate Professors)

University	No. of Women Professors (2012)	No. of Women Asso. Professors (2012)	Total no. of Senior Female Academics (2012)	No. of Women Professors (2010)	No. of Women Asso. Professors (2010)	Total no. of Women (2010)
Auckland	57	85	142	42	68	110
Otago	32	68	100	32	53	85
Massey	28	50	78	24	39	63
Canterbury	24	35	59	17	31	48
Victoria	30	29	59	23	29	52
Waikato	21	29	50	23	25	48
AUT	14	19	33	11	18	29
Lincoln	6	6	12	4	6	10
Total	212	321	533	176	269	445

Agenda for Change Score Card

Eight recommendations were made in the Census report 2010 aimed at acting as a catalyst for implementation by stakeholders.

The eight are identified and assessed in this section.

Agenda for Change 2010	Results
<ul style="list-style-type: none"> The New Zealand Exchange monitors the Australian Stock Exchange's new gender diversity reporting regime with the aim of following suit by 2012. 	 The New Zealand Exchange announces in 2012 a new gender diversity rule
<ul style="list-style-type: none"> The 57 top 100 companies, the 34 NZDX companies and the 20 NZAX companies listed in this report without a single woman on their boards, prioritise female appointments when board vacancies arise. 	45 top 100 companies, including two top ten companies, Sky Network Television and TrustPower, are still without women on their boards
<ul style="list-style-type: none"> The Government agrees to establish a Judicial Appointments Commission by 2012. 	Less than two percentage point gain in female judges in two years
<ul style="list-style-type: none"> The Government recommits to female appointments to statutory bodies so New Zealand can fulfil its promise of 50/50 gender parity by 2012 at the latest. 	The UN CEDAW committee urges New Zealand to review the targets, goals and timeframes as the slow slide continues to 41.1% female appointments of statutory boards
<ul style="list-style-type: none"> The 24 Government departments with a gender pay gap of more than 13% which is the total labour force figure, prioritise pay equity improvement, particularly the seven departments with a gender pay gap of 24% or more. 	Twenty two government departments have gender pay gaps bigger than the average in the labour market and 9 Government departments have more than a 20% gap
<ul style="list-style-type: none"> Political party leaders establish a cross-party parliamentary caucus to provide a forum to advance women's progress inside and outside Parliament. 	The New Zealand Commonwealth Women Parliamentarians (CWP) meets regularly but has limited influence on a women's agenda within New Zealand's Parliament
<ul style="list-style-type: none"> The Minister of State Services requires the State Services Commissioner to timetable gender parity in the appointments of chief executives. 	Recent appointments have lifted female chief executives in the public service to 24%
<ul style="list-style-type: none"> Women's groups and public agencies involved in accelerator, mentoring and leadership initiatives meet to share best practice, compare evaluative techniques, and develop collective strategies around pushing on from pipeline development to board room participation. 	A plethora of women's groups and mentorship and leadership activity is underway. There remains an urgent need for a coordinated and consistent voice to insist on women's representation at the top.

Agenda for Change

A key finding of this report is that New Zealand has lost its role as an international leader in progressing gender equality in terms of women's representation at the top in corporate and public governance, management and aspects of professional and public life. This has been noted by the United Nations Committee on the Elimination of Discrimination Against Women. In 2012 the Committee in its Concluding Observations on New Zealand's seventh periodic report made 46 recommendations to the Government. The number and scope of the recommendations in part reflects weak target setting for women by the government, business and the private sector. A lack of ambition for women generally equates to a lack of progress for women.

The following recommendations in the Agenda for Change are intended as a catalyst for action for stakeholders such as the corporate sector, the Government, public and private sector organisations, peak bodies and professional associations, and women organised in civil society groups, communities or as individuals. Some of the recommendations reflect the UN Committee's call to New Zealand to improve the status of women. Others address areas where progress has frustratingly stalled, despite rhetorical sponsorship of women's equality by those with the influence to make change.

- The New Zealand Exchange monitors its new gender diversity rule, and makes public the results, to see whether it is doing the job or whether it needs to be strengthened in line with the Australian rule.
- The Ministry of Women's Affairs conducts a comprehensive study on how to improve women's status and develops a national action plan for women, as urged by the United Nations CEDAW committee.
- The Ministers of Police and of Defence instruct the New Zealand Defence Force and the New Zealand Police to improve within two years the numbers and status of women at the top, including in executive management.
- The New Zealand Rugby Union uses its gender and diversity rule and other measures to urgently address the lack of female representation on its board, and takes a leadership role in improving the diversity of provincial rugby union boards.
- The National Advisory Council of Women (NACEW) conducts an urgent review to see what has happened to equal pay and pay equity in public service departments and why progress is so slow.
- The employment status of women in Canterbury is actively monitored, and that job stimulation and job retention are prioritised.
- Gender disaggregated data relating to women's labour market participation, management and governance representation, including the status of women with disabilities, Māori, Pacific and other ethnicities is collected, analysed and used in mainstream policy development
- Women's civil society groups involved in leadership initiatives for women should consider a national hui to develop a co-ordinated and consistent public voice on boardroom and senior management representation and to monitor New Zealand's progress in implementing CEDAW recommendations.

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