

Human Rights  
Commission

*Te Kāhui Tika Tangata*



**New Zealand Census of Women's Participation**

**2010**

**K**o te Puāwaitanga o ngā moemoeā, me whakamahi.  
Dreams become a reality, when we take action.....

**Princess Te Paea.**

**W**e are tired of having a “sphere” doled out  
to us, and of being told that anything outside  
that sphere is unwomanly.....**Kate Sheppard, Suffragette.**

**Y**ou can never plan to make your  
biggest throw your last throw.....

**Valerie Adams, Olympic shot put champion.**

**N**othing is ever too difficult to achieve.  
Only inertia can defeat us.....

**Sonja Davies, trade unionist.**

**D**o we want to keep seeing women in those leadership  
positions? If we do, we're going to have to do something  
about it, because it won't happen of its own accord.....

**Former Prime Minister and UNDP Administrator, Rt Hon Helen Clark.**

**W**e women just learn to deal with it don't we?  
Most of us have to juggle families and jobs.  
We learn to prioritise and manage competing goals.....

**Mary Devine, former chief executive of Ezibuy.**

“I'm not a feminist”, she said. “I don't  
need to be.” “Of course you don't”,  
I responded, “because your mother  
was” .....**Michele A'Court, performer.**

**W**omen journalists and women politicians  
need to say to themselves quite unapologetically  
I do not go there to think like a man.....

**Professor Marilyn Waring, feminist.**

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## Wonderful Wahine

Cover photos feature high-achieving women from the Hawke's Bay who kindly agreed to be photographed for the New Zealand Census of Women's Participation 2010.

**They are from top right front cover:** Beverley Blake, the Principal of Flaxmere Primary School. Kirsten Daly-Taylor, Science Teacher and Basketball Coach at Napier Boys High School. Donna Ransfield, Executive Chef, Ocean View Catering. Barbara Arnott, Mayor of Napier. Sally Patrick, Hastings Detective Constable and the only female crew member of the Lowe Rescue Helicopter.

**Middle shot:** Dr Kay Morris Matthews, research professor at EIT, Hawke's Bay.

**Back cover bottom photo:** Joanna Leitch, CCS Disability Action, Hawke's Bay.

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# Sex and power: a report card

## There's good news and bad news for New Zealand about women's representation in public life in 2010.

The good news is that since the 2008 Census Report there's been a flurry of initiatives to advance women in corporate governance. When the Commission first began its benchmarking in 2004 there was general societal indifference to women's scant representation on the boards of top companies. This year there are several groups involved in promoting and mentoring female directors. These mentoring and accelerator activities to boost women's representation in corporate governance are clearly needed. The latest corporate board figures in this report show New Zealand still languishes behind other similar countries in terms of women's representation.

The bad news is that in a number of significant areas, women's participation has stalled and is sliding backwards. Significantly, this is occurring in the state sector which has traditionally been a leader for women's advancement in public life. New Zealand made a promise internationally of 50% gender parity in government-appointed bodies by 2010, which has not been met and has now slipped to an 8.5% gap.

The New Zealand Census of Women's Participation 2010 shows the need for a renewed commitment to women's progress if New Zealand is to remain a world leader in advancing women's rights of participation and representation. Overseas initiatives, such as the Australian Securities Exchange (ASX) move to increase the transparency in reporting about board diversity,

should be part of the continuing debate about effective strategies to maximise the talent pool of women.

The figures reported here relating to corporate governance do not reveal any dramatic impacts due to the global economic recession in terms of reduced numbers of board members that may effect gender dynamics. The continuing slow economic recovery challenges everyone to rethink the way we govern and manage our businesses. Inexplicably, in this environment women's low representation continues to be systemic, dismal and embarrassing and remarkably resistant to economic cycles.

This is the fourth benchmark report written and published by the New Zealand Human Rights Commission. It expands the coverage of women in public and professional life and for the first time adds women's representation in accountancy, profiles achievers in agri-business, and reports on women's status in teaching. Other new items include the status of women in senior management of the top 100 companies, a series of profiles of younger women as potential leaders, and a report on pay and employment equity in the public service which provides transparency about the gender pay gaps in individual departments.

The report includes the results of the 2010 local government elections and continues to report on the status of women on corporate boards, on government appointed statutory bodies, in law, in the judiciary, in media and public relations, in the



police, in sport, in science, in trade unions, on school boards of trustees and on District Health Boards.

Data on the participation and representation of Māori and Pacific women is reported on where it is available. While it is improving, the identification, collection and verification of data by ethnicity remains a challenge for policy and population agencies and others.

The United Nations Committee on the Elimination of Discrimination Against Women in 2007 concluded that insufficient statistical data disaggregated by sex in all areas covered by the Convention on the Elimination of Discrimination Against Women (CEDAW) made it difficult to accurately assess the situation and progress of different groups. The issue of disaggregated data is likely to be raised, too, by disabled women in New Zealand's first report on the new Convention of the Rights of Persons with Disabilities which is forthcoming.

A regular feature of the Census report is the Agenda for Change which outlines strategies that stakeholders could use to push for progress. The Census report is itself a catalyst for change. Thousands of copies are used in New Zealand and overseas for both advocacy and as a reference by business, politicians, policy-makers, academic researchers, civil society and by individuals. It is increasingly being referenced by students and is used by the Commission to monitor and analyse progress in improving equal employment opportunities in New Zealand. Women's groups will find the Census report useful in their preparation

for New Zealand's seventh periodic report to the United Nations Committee on the Elimination of Discrimination Against Women in 2011.

The Commission makes copies of the Census report available to every company listed in the NZSX top 100, the NZAX and the NZDX with the aim of stimulating board room discussion about the need to maximise the talent pool of both men and women. The Commission is particularly interested in the 57 companies of the top 100 companies without a single woman on their boards. It also distributes the Census report widely to the professions and organisations whose gender representation is reported on, to all Members of Parliament, and to government agencies and NGOs for use with their stakeholders.

One of the benefits of the Census report is that it provides an objective picture of the progress women have made and 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. What gets counted gets done. He tātai tangata ka tāea.

**DR JUDY MCGREGOR**

EQUAL EMPLOYMENT OPPORTUNITIES COMMISSIONER  
NEW ZEALAND HUMAN RIGHTS COMMISSION



# New Zealand's international obligations

New Zealand has signed and ratified a number of international treaties that refer to women's rights and progress. The most explicit reference to women's participation is Article 7 of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) which New Zealand ratified in 1985. The UN Committee will next year consider New Zealand's seventh periodic report on its progress towards implementation.

Article 7 reads: *State Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:*

- (a) *To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies*
- (b) *To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government*
- (c) *To participate in non-governmental organisations and associations concerned with the public and political life of the country.*

Article 8 refers to women's equal opportunities for women to represent the Government at the international level and to participate in the work of international organisations.

Other articles in the Convention also relate to women's participation such as women's rights to the same employment opportunities, the right to free choice of profession and employment and the right to equal remuneration, including benefits, see Article 11.

Rural women have a specified set of rights under Article 14 of CEDAW including the right to "participate in the elaboration and implementation of development planning at all levels."

This year is the 15th anniversary of the Beijing Declaration and the Beijing Platform for Action which was intended as an implementation framework for the CEDAW Convention. New Zealand participated in the Beijing meetings. Women in power and decision-making were one of the 12 critical areas of concern in the Platform for Action.

The proposed actions for states parties and others are to:

- Take measures to ensure women's equal access to and full participation in power structures and decision-making
- Increase women's capacity to participate in decision-making and leadership.

Other international instruments also specifically refer to target groups. Indigenous women are specifically mentioned in the Declaration on the Rights of Indigenous Peoples. Under Article 21 state parties are urged to take special measures to ensure the continuing improvement of their economic and social conditions. Disabled women are referred to in Article 6 of the Convention on the Rights of Persons with Disabilities. State parties are urged to take measures to ensure they enjoy full and equal human rights and fundamental freedoms.

Earlier this year the United Nations Human Rights Committee made concluding observations about New Zealand's fifth periodic report on the measures it was taking to further implement the International Covenant on Civil and Political Rights. The committee said it was "concerned about the low representation of women in high-level and managerial positions and on boards of private enterprises". It recommended to the New Zealand Government that it should "seek ways to further encourage the participation of women in high-level and managerial positions and on boards of private enterprises through enhanced cooperation and dialogue with partners in the private sector."

# UN Women



Women's organisations have welcomed the appointment of former Chilean President Michelle Bachelet as the first head of UN Women, the new international agency to raise the profile of gender and women's issues. She has been described as a "top notch choice" and a "dream candidate". New Zealand has supported the formation of UN Women which replaced four separate existing entities and provides integrated gender architecture across the United Nations.

The new agency was created by the UN General Assembly and begins work in 2011. Bachelet is a 59-year old paediatrician and epidemiologist. While President she named a cabinet with gender parity. Among her achievements were a reform of Chile's pension scheme to include unpaid homemakers, an early childhood education system, and a law aimed at bridging the gender pay gap. During the dictatorship of General Augusto Pinochet, Bachelet was arrested, tortured and exiled.



**Michelle Bachelet**

UN Secretary-general Ban Ki-moon said, "Ms Bachelet brings to this critical position a history of dynamic global leadership, highly honed political skills and uncommon ability to create consensus and focus among UN agencies and many partners in both the public and private sector".

A number of agencies and organisations supplied data for this report which has been attributed to them. Our thanks to all those who have provided information to us. The remaining data has been collected, verified and analysed by the New Zealand Human Rights Commission. Special thanks to Tina Chiles, Emilia Don Silva, Moana Eruera, Susan Freeman-Greene, Robert Hallowell and Sue O'Shea for their commitment.

# International comparison

Women on boards are being closely monitored internationally as an indicator of women's progress and gender equality. This international benchmarking was once the preserve of research agencies and academics only. It has been given impetus by the controversy over countries such as Norway followed by Netherlands, France and Spain, who in the past decade have legislated to boost gender parity in the boardrooms. One of the international bodies, Corporate Women Directors International (CWDI), provides regular comparative data and uses figures from the Commission's Census report for New Zealand in its annual benchmarking.

The Commission has compiled the following comparison using its own latest figures, the most recent material from the Australian Institute of Company Directors, international research from Cranfield University in the United Kingdom and from Catalyst in the United States, as well as from the CWDI.

Internationally the total percentage of women board members continues to increase at a glacial pace with regional variation, cultural influences and sector impacts. For example the CWDI 2010

report analysing the top 200 companies in the world found:

- Over three-quarters (77.5%) of the 200 largest companies in the world have at least one female director, but 22.5% still do not have a single woman on their boards of directors.
- Asian companies comprise the majority of companies with no female directors with Japan having the most companies with no female directors. A high 64.4% of the companies with no female directors are from Asia.
- The Food Consumer Products industry had the highest representation of women directors in an industry comparison of the top 200 companies, with 27.1% of board seats held by women.

It is clear that the movers and shakers in terms of women on boards are the countries who have legislated for it to happen. The Female FTSE Board Report 2009, one of the most authoritative benchmarks of women on boards which has been published in the United Kingdom for eleven years, recently added Norway and Spain to its benchmarking data.

**Table 1 / International Comparison of Women as Company Directors**

Country	Percentage of Companies with Women Directors	Percentage of Women Directors
Norway	100%	44%
Sweden	76.1%	21.9%
Spain	55%	19.2%
Finland	66.7%	16.8%
Netherlands	-	15.9%
United States (Fortune 500)	84.8%	15.2%
South Africa	67%	14.6%
Canada	60%	13%
Denmark	55.4%	12.5%
United Kingdom (FTSE 100)	75%	12.2%
Switzerland	-	14.3%
France	85%	11.2%
Australia (ASX 200)	53.5%	10%
New Zealand (NZSX top 100)	43%	9.32%





One of the learnings from the comparative information was that:

*The common theme characterising both Norway and Spain is that they are actively trying to increase the number of women on their corporate boards and want significant, as opposed to incremental, increases. Interestingly, both countries were at a lower starting point than the UK when their governments took action. But, of course, today due to their action they are progressing at a faster pace.*

### **The Australian Experiment**

Closer to home Australia is currently more proactive than New Zealand and it appears to be paying dividends. So far in 2010, 36 women have been appointed to ASX 200 boards, compared to only ten for the whole of last year, according to the Australian Institute of Company Directors. The Australian Institute is now updating its figures daily, based on the same analysis of ASX data used by the Equal Opportunity for Women in the Workplace Agency (EOWA) in its two year Census report. This enables prominence and timeliness of women's gains and media visibility of important landmarks like Australia hitting the 10% threshold in ASX 200 companies. The Institute has also announced a range of initiatives to address board diversity, including the ASX 200 Chairmen's Mentoring programme and a new scholarship funded jointly with the Federal Government, offering 70 scholarships for women to undertake flagship director education.

From 1 January 2011 ASX companies will be encouraged to disclose in their annual reports:

- Their achievements against gender objectives set by their board, and
- The proportion of women on the board, in senior management and employed throughout the whole organisation.

Boards are also urged to determine the appropriate committee for recommending strategies to address board diversity, to consider diversity in succession planning, and to have a charter that regularly reviews the proportion

of women at all levels in the company. Boards are expected to disclose the mix of skills and diversity they are looking for in their membership and ensure that there is an accurate and not misleading impression of the relative participation of women and men in the workplace.

Australia's Sex Discrimination Commissioner Elizabeth Broderick, in the *2010 Gender Equality Blueprint* wants to go further. She recommends the promotion of a "target of 40% representation of each gender on all publicly listed Boards in Australia, to be achieved over five years." If progress is not made, "the Australian Government should consider legislating to require publicly listed companies and other large employers to achieve a mandatory gender diversity quota of a minimum of 40% of both genders within a specified timeframe, failing which penalties will be imposed." The 40% target for each gender is similar to the formula used by Norway.

There is no requirement in New Zealand for listed companies to develop or report diversity measures. There was both support for, and opposition to the Australian move when it was announced. The Business Herald reported Wellington lawyer Mai Chen, the Chair of Global Women, as saying the ASX had shown leadership on the subject, "I can't see why New Zealand wouldn't be ready for a similar move".

Well known company director Rosanne Meo said she had concerns about quotas but the ASX's voluntary approach should be considered. "When you look at the little progress that has been made around the board tables I guess you have to start looking at some of these options." Auckland shareholder, Shelagh Coop, who makes a point of asking about women's representation at annual meetings, said she wanted NZX to follow its Australian counterpart. Less enthusiastic was Institute of Directors CEO Nicki Crauford who was "very cautious" about the NZX following the ASX. "I think this runs counter to the interests of women if you're not careful, because people will perceive that women are in either management or board positions simply to make up the numbers".

# It's time for action

A flurry of activity has recently begun to address boardroom and leadership gender gaps. Several prominent new voices are also speaking up.

- The EEO Trust has launched a cross-company mentoring programme with approximately ten women who will be mentored by men and women from different companies. The programme will run in both the public and private sectors for twelve months and will be rigorously assessed, says EEO Trust chief executive Dr Philippa Reed. The cross-company mentoring programme is similar to one running in the UK.
- Global Women launched Women in Leadership BreakThrough Leaders aimed to build the next generation of female leaders in large public, private and non-profit organisations. The year long programme involves customised mentoring and coaching. Dame Jenny Shipley, said the programme aimed to "ensure New Zealand organisations are maximising the contribution of women at the most senior level."
- A number of sector-based initiatives have also begun this year:
  - A new accelerator programme for women in agribusiness was launched in September 2010 and is reported on in more detail in this report, see page 28.
  - In May 2010 the New Zealand Olympic Committee launched a trial mentoring project called, The Women Governors Mentor Programme, a six month trial programme that develops, implements and supports individual and group mentoring. Susie Simcock, chairperson of the Women in Sport Working Group, said the trial will be reviewed in December 2010.
- Several longer standing sector initiatives are gaining traction. The New Zealand Women in Leadership (NZWIL) programme for senior academic and general staff women in universities is in its fourth year of operation and has an alumni group of approximately 160 women. The New Zealand Vice-Chancellors

Committee agreed to support the programme, which is subject to on-going research and evaluation, for five years.

- The YWCA Future Leaders Programme has mentored over 225 young women from 16 schools representing 20 ethnicities since it began in 2002 and works with women aged 14-18 years. It is reported on in more detail in this report, see page 24.
- The New Zealand Shareholders Association has increased female representation by adding three women to the board of eight giving it 37% women. It made the appointments "on merit", said incoming chairman John Hawkins. The three women, two of them lawyers and one an accountant, and only one with previous board experience, were sourced through the Ministry of Women's Affairs. Hawkins was quoted as saying, "It's a chicken and egg situation - you've got to start somewhere."
- Last year the business case for women on boards was discussed in the publication, *Women on Boards: Why women on company boards are good for business*, a joint initiative between Business New Zealand, the Institute of Directors and the Ministry of Women's Affairs.

All of these activities, and others, are generated from a renewed sense of energy and a degree of frustration around women's progress. Programmes can be life-changing for individual female participants who report increased confidence, skills and personal growth as a result of their involvement. Pipeline development of New Zealand's talent is vital for the country's economic and social progress. The process of capacity building, however, should not become a proxy for actually getting on with merit appointments and promotions of women and for achieving gender balance from the available, qualified female talent pool. New Zealand women want action from board chairs, from appointing Ministers and from governing bodies. They should commit to women's representation now, and in the future.

# The elusive target of 50/50

Successive New Zealand governments since the 1980s have committed to gender balance or 50% on government-appointed boards. New Zealand boasts an impressive 41.5% of women on government-appointed statutory bodies. However, over the years the timetable for gender balance, has been regularly revised but not met. Here's some of what's been said and promised in the past 22 years.

When New Zealand presented its first report on progress on the implementation of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 1986 there was a question from the committee that was answered by the New Zealand Government representative as follows: *There was the question about progress made towards our goal of 50 % representation of women on statutory boards. We have not yet got very far towards that goal, although more than 400 women have been appointed to statutory boards since 1984.*

The New Zealand Government introduced its combined third and fourth periodic reports to CEDAW with personal greetings conveyed from New Zealand's Prime Minister and Minister of Women's Affairs the Rt Hon Jenny Shipley. The report stated: *Substantial gains had been achieved in women's participation with an increase in appointments and reappointments made by the Cabinet Committee on Appointments and Honours from 25 % in 1993 to 31% in 1997. The Government was seeking gender balance on statutory boards by the year 2000.*

New Zealand's response to the Questionnaire to Governments on Implementation of the Beijing Platform for Action, October 1998 stated: *As part of New Zealand's response to the Platform for Action, the Ministry of Women's Affairs is working with other government agencies to enhance women's role in decision-making through a government commitment to gender balance on all government-appointed boards and other relevant official bodies by the year 2000.*

Also in 1998 the Associate Minister of Women's Affairs the Hon Deborah Morris stated: *As part of our response to the Beijing Platform for Action, the Government is aiming for gender balance on statutory boards by the year 2000. That is an ambitious target but one worth striving for."*

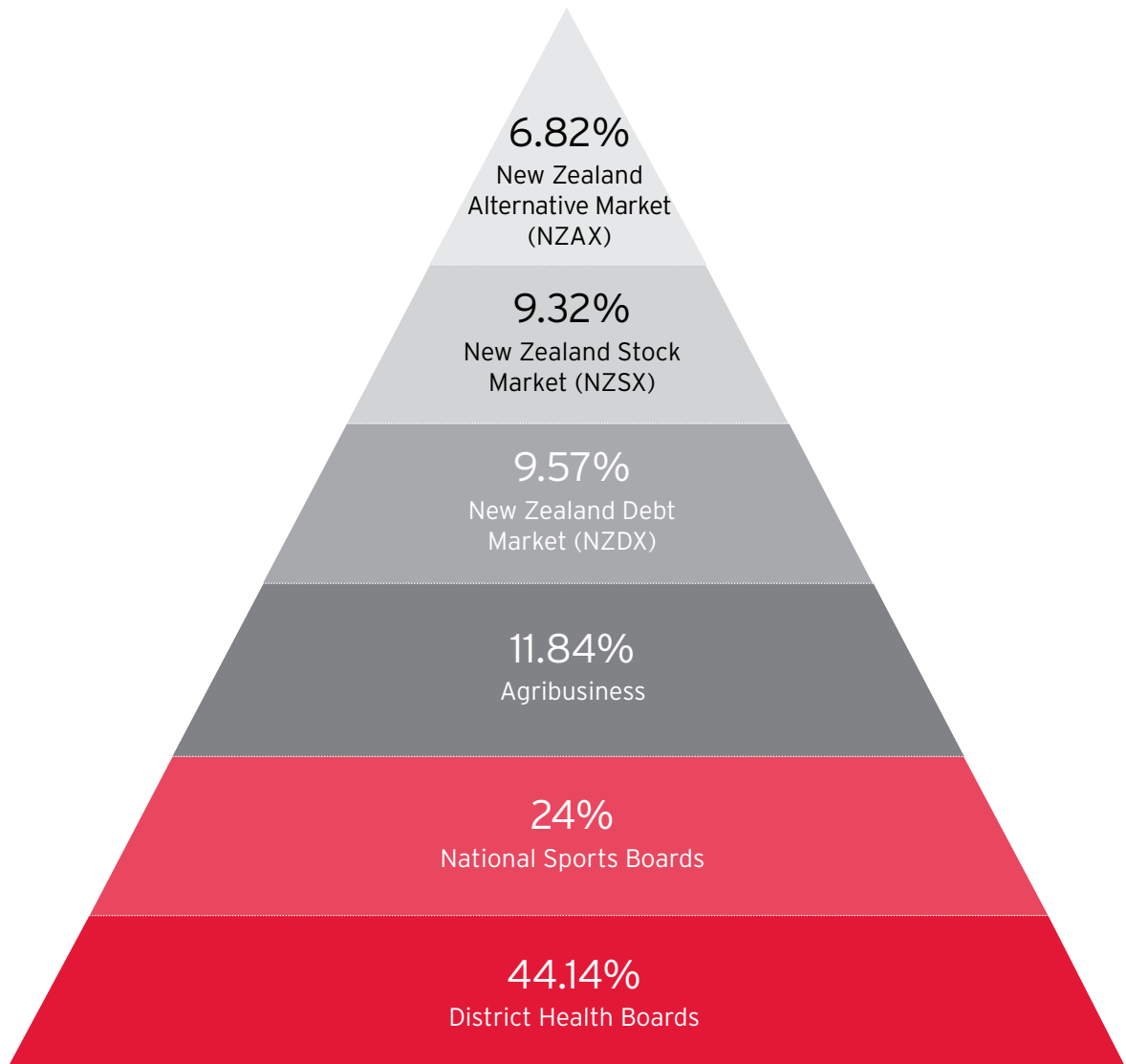
Later the goalposts were shifted as the 2000 target was not met.

The Action Plan for New Zealand Women in March 2004, when the Hon Ruth Dyson was Minister of Women's Affairs, stated: *Improve women's participation in leadership and decision-making roles by monitoring women's representation and participation at senior levels in business and the education sector, and by providing nominations to government boards with an economic focus. Under the Milestones the Action Plan read: Achieve 50/50 representation on government boards by 2010.*

New Zealand's Sixth Report on its Implementation of the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW Report 2006) read: *Women are still under-represented compared with men in Parliament, local government, district health boards, statutory boards and the judiciary. The Government has developed strategies to improve the participation and representation of women, including through the promotion of EEO and a Nominations Service administered by MWA which has the target of achieving 50/50 representation on government boards by 2010.*

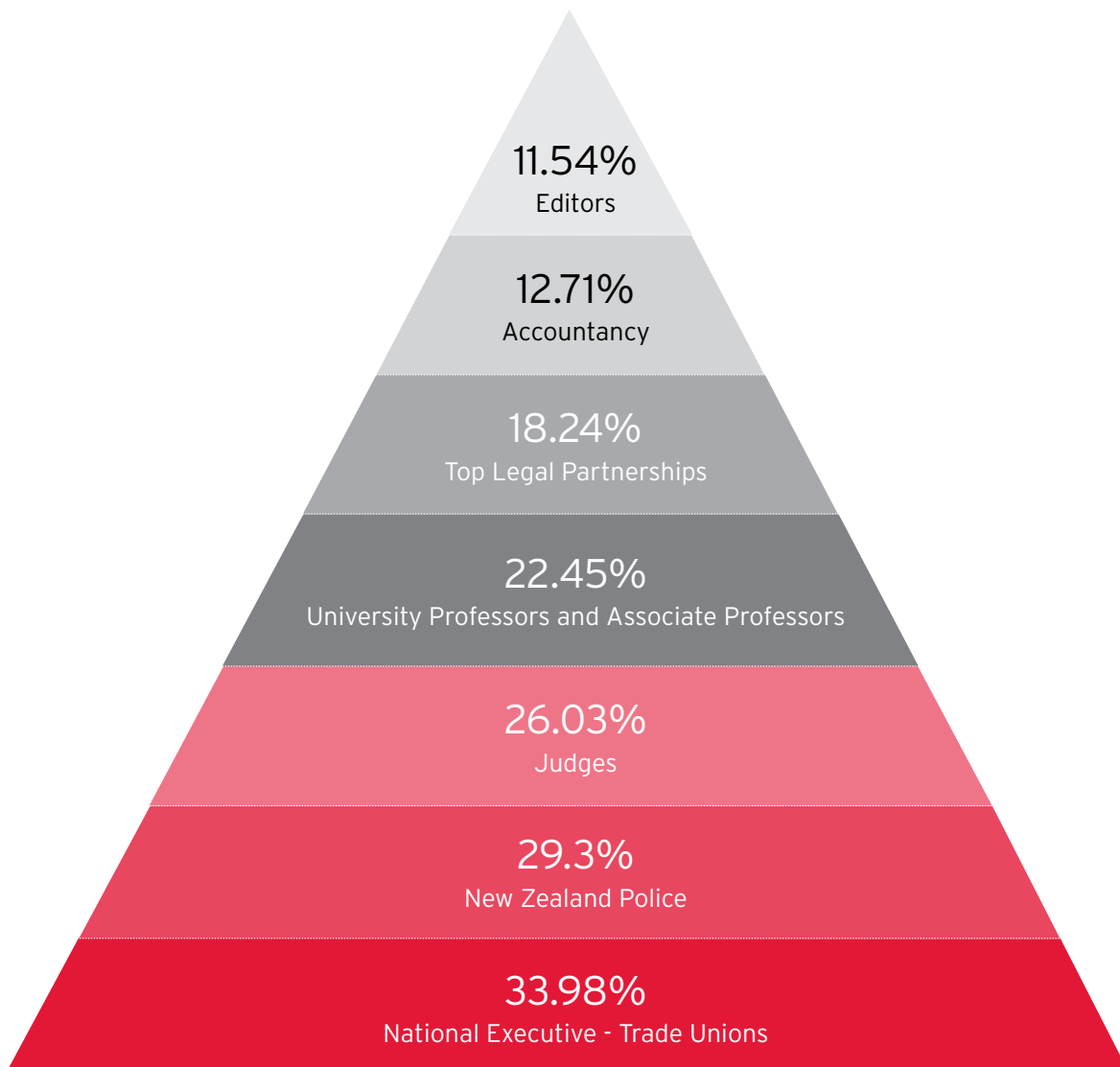
In the email newsletter *On Board* in December 2008 the Hon Pansy Wong the Minister of Women's Affairs said: *One of the goals set in 2004, when the Cabinet endorsed the Action Plan for New Zealand Women, is to reach the target of having 50% of state sector appointments being women by 2010. Currently the result is 41.5%, which I found disappointing because it is unlikely that within two years the 8.5% gap can be achieved. I need to work with you and the Ministry to devise strategies to resolve this predicament."*

## Power Pyramid 1 / Governance - Women's Participation

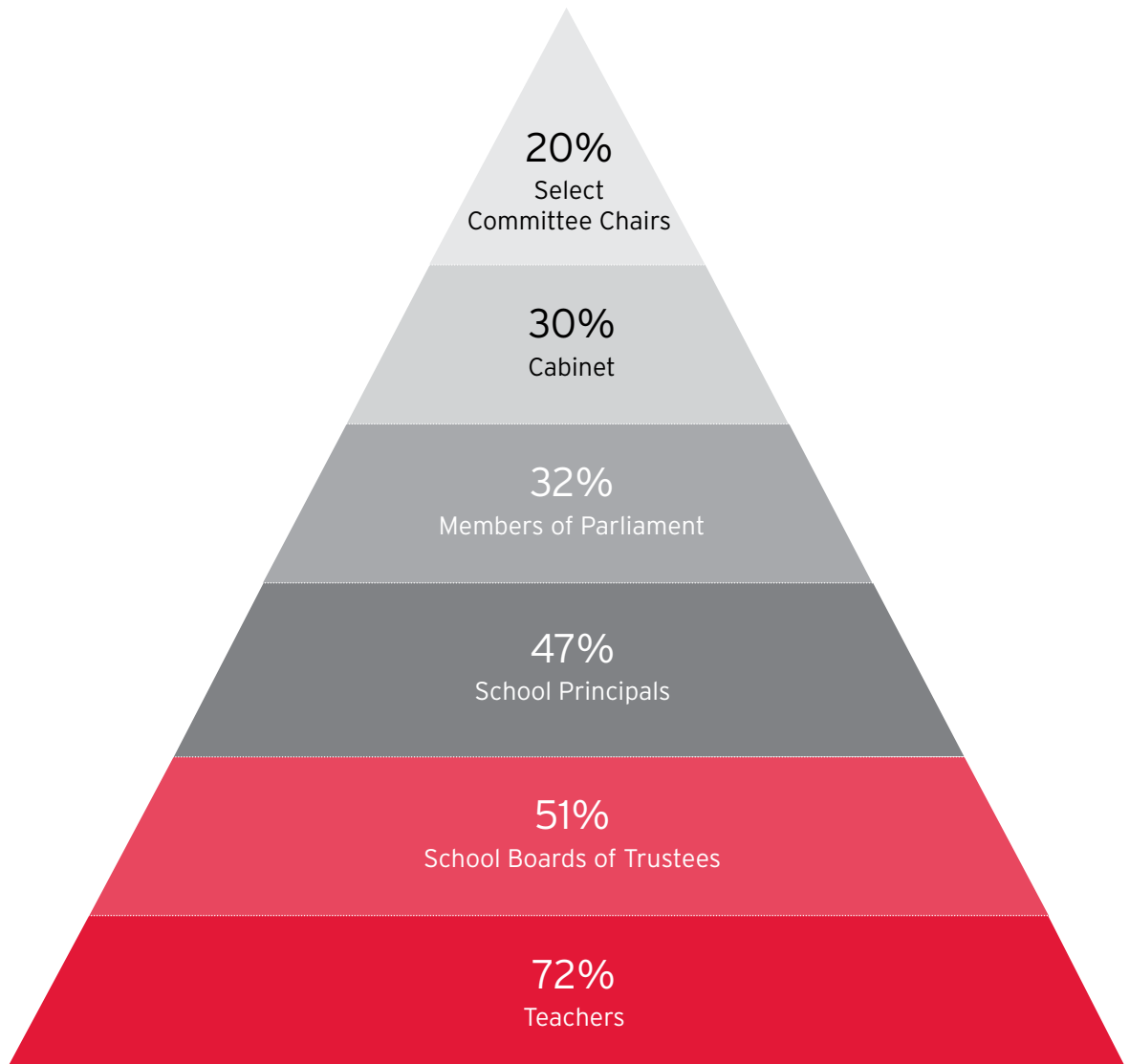




## Power Pyramid 2 / Employment - Women's Participation



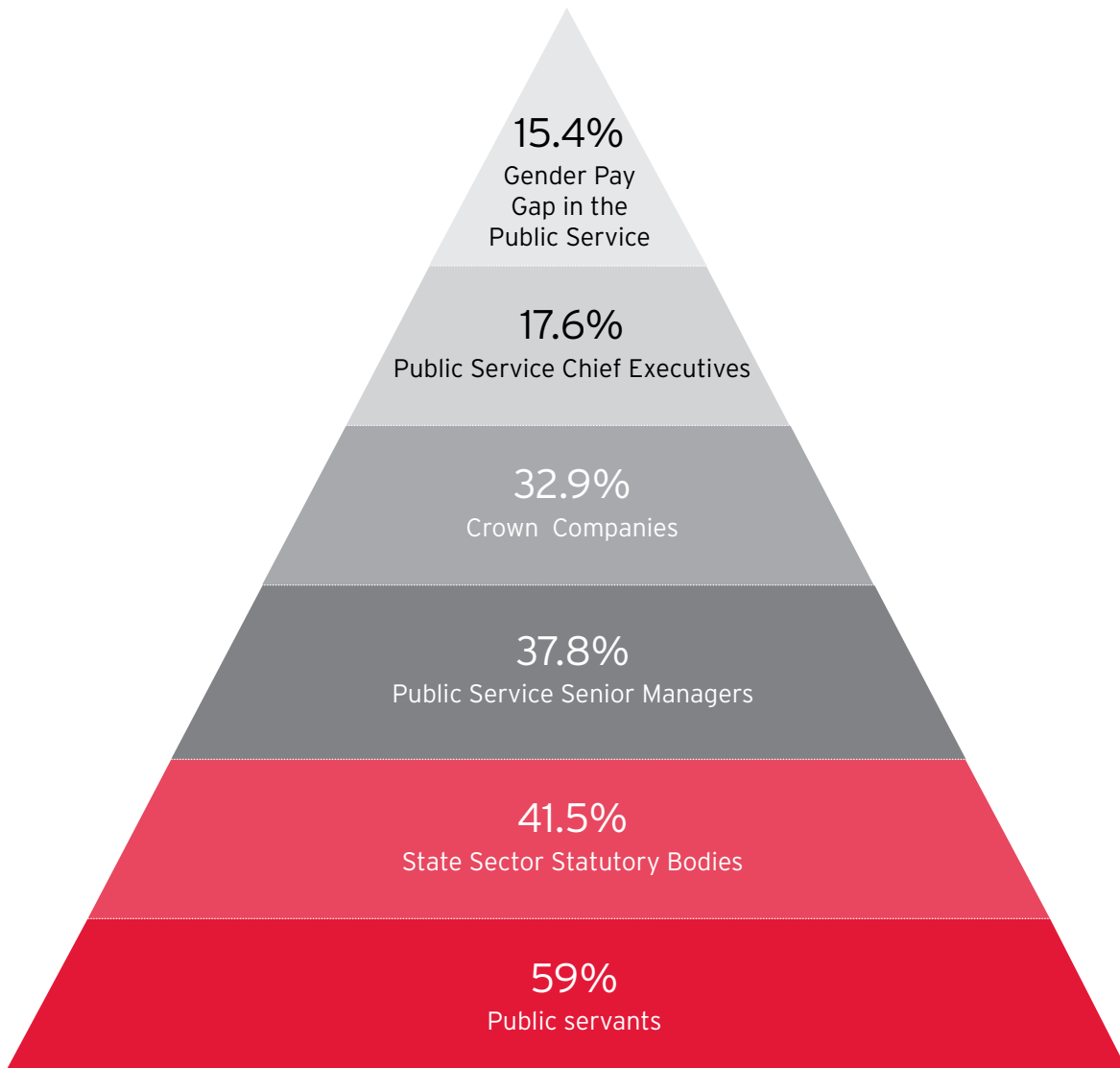
## Power Pyramid 3 / Politics and education - Women's Participation







## Power Pyramid 4 / Public Service - Women's Participation



# New Zealand Exchange

The New Zealand Exchange comprises three securities markets - the New Zealand Stock Market (NZSX), the New Zealand Debt Market (NZDX) and the New Zealand Alternative Market (NZAX).

## New Zealand Stock Market (NZSX)

The top 100 companies listed on the New Zealand Stock Market (NZSX) have made less than a 1% gain in female representation as directors in over two and a half years.

Women hold 9.32% of board directorships of the top 100 companies by market capitalisation. This comprises 58 directorships held by 45 women in 43 companies out of a total of 622 directorships. The number of women holding directorships has not increased from 2008. The 2010 figure of 9.32% compares with 8.65% female-held directorships in October 2007 and 7.13% female-held directorships recorded in 2006.

Thirteen companies out of 100 have two or more board members who are women. Only four companies, including three reported similarly in the Census report 2008, have achieved gender parity on their boards. They are children's clothing retailer, Pumpkin Patch Limited which has three women out of a board of six directors, and Carmel Fisher's companies, Kingfish Limited and Barramundi Limited, and a newer company, Marlin Global Limited, with the same female directors.

Westpac Banking Corporation, is the only other company in the top 100 to have three women out of 10 board members. Two of the top 10 companies, Contact Energy Limited and Vector Limited, have two women on their boards and eight others in the top 10 have three women between them. Six other top 100 companies have at least two women on their boards. They are Ebos Group Limited, Michael Hill International Limited, Deleat's Group Limited, Abano Healthcare Group Limited, NZ Windfarms Limited,

and Ecoya Limited. Five top 10 companies do not have any female directors.

Several major companies have lost a female director from their boards and have not replaced them with other women. Telecom Corporation of New Zealand Ltd, Sky City Entertainment Group Limited and Fisher and Paykel Healthcare Corporation Limited, lost women from their boards and as at 14 May 2010 did not have female directors. The two other top 10 companies without a single female director are TrustPower Limited and Sky Network Television Limited. Telecom appointed a woman after 14 May 2010.

Only 43 of the top 100 companies have any female directors, an increase of only 3 from the 2008 census report, which increased by only 3 from 2006. Eight women hold multiple directorships. One woman was chair of four fund companies, and another two women were directors of another three fund companies. One other woman has three directorships, and four women have two directorships each. Ten companies in the 2008 Census Report who had no female directors have added one female each to their boards in 2010.

The 2010 Census Report results are based on a database purchased by the Human Rights Commission on 14 May 2010 from the NZX Limited, which detailed company information including the names of directors of companies listed in the New Zealand Stock Market (NZSX), the New Zealand Debt Market (NZDX) and the New Zealand 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 2010. Companies which did not respond to the letters were emailed, and those who did not reply were followed up by facsimile. Verification also involved checking company websites against the NZX information.



Two companies listed on the NZSX, five on the NZDX and three on the NZAX failed to respond to correspondence confirming gender data. One NZSX company lawyer rang the Commission to ask if the company was required by law to provide verification. Several companies indicated there had been board changes past 14 May 2010 which will be reported in the next Census report.

### New Zealand Debt Market (NZDX)

Women hold 9.57% of directorships in the 61 companies with 25 companies having female directors. The NZDX has almost doubled its percentage of female directorships since the last Census report in 2008. Two companies with three women on their boards are Meridian Energy Limited with three out of eight and Rabobank Nederland with three overseas women out of 16 board members. Four companies had two women, and nineteen had one female director each. Eliminating New Zealand Government Stock and University of Canterbury with no directors, this means that 34 of the companies listed at 14 May 2010 on the NXDX had no women on their boards.

### New Zealand Alternative Market (NZAX)

Women hold 6.82% of directorships in the 27 companies listed on the NZAX, an increase of 1.75% from the 2008 Census report. The total number of female directors has increased by just two from 2008. Widespread Energy Limited is the only company that has gender parity on their board. Oyster Bay Marlborough Vineyards Limited is the only other company on the NZAX that has two women on its board and five other companies have one woman each. Only seven of the 27 companies have any female directors. Both Widespread Energy Limited and Just Water International Ltd are the only two companies that added a woman to their board since the previous Census report. Media Technology Group (known as Forge Media Group from 4 August 2010) and Speirs Group Limited lost a female director each since 2007. The number of companies on the NZAX has decreased by one, and the number of directorships has increased by six. The NZAX has dramatically decreased its proportion of women directors from the first Census report in 2004 when it was 16.39%.

**Table 2 / Female Directors of Top 100 Companies**

NZSX Top 100	2010	2008
Female-held directorships	58	54
Percentage of women on boards	9.32%	8.65%
Percentage increase	0.67%	
Companies with female directors	43	40
Companies with one female director	30	27
Companies with two or more female directors	13	13

**Table 3 / Directors of NZSX Companies (incl. Alternate Directors)**  
as at 14 May 2010

Name of Companies - NZSX	Women 2010	Total Men & Women 2010	Women 2007	Women 2005	Women's progress since 2007
Fletcher Building Limited	1	7	1	1	-
Telecom Corporation of New Zealand Limited (NS)	0	7	1	2	minus 1
Contact Energy Limited	2	7	1	1	plus 1
Auckland International Airport Limited	1	8	1	1	-
TrustPower Limited	0	7	0	0	-
Vector Limited	2	9	2	0	-
Sky Network Television Limited	0	7	0	0	-
Fisher & Paykel Healthcare Corporation Limited	0	7	1	1	minus 1
Sky City Entertainment Group Limited (NS)	0	6	1	1	minus 1
Air New Zealand Limited (NS)	1	7	1	1	-
The Warehouse Group Limited	1	7	1	0	-
Guinness Peat Group PLC	0	4	0	0	-
Ryman Healthcare Limited	1	7	0	0	plus 1
The New Zealand Refining Company Limited	0	9	1	1	minus 1
Westpac Banking Corporation	3	10	2	2	plus 1
Infratil Limited	0	7	0	0	-
Port of Tauranga Limited (NS)	0	7	0	0	-
Goodman Property Trust	1	6	0		plus 1
Goodman Fielder Limited	1	7	0		plus 1
Kiwi Income Property Trust	1	7	1	0	-
APN News & Media Limited	0	10	1	1	minus 1
AMP NZ Office Trust	0	7	0	0	-
Nuplex Industries Limited	1	5	0	0	plus 1
Mainfreight Limited	0	8	0	0	-
New Zealand Oil and Gas Limited	0	8	0	0	-
Australia and New Zealand Banking Group Limited	1	8	1	1	-
Tower Limited	1	7	1	1	-
Freightways Limited	1	7	1	1	-
Fisher & Paykel Appliances Holdings Limited	1	9	0	0	plus 1
PGG Wrightson Limited	0	9	0	1	-
ASB Capital Limited (NS)	0	2	0		-
ING Property Trust	0	5	0	0	-
Sanford Limited	0	7	0	0	-
Pike River Coal Limited	0	7	0		-
Pumpkin Patch Limited	3	6	3	3	-
Pyne Gould Corporation Limited	0	5	0	0	-
Ebos Group Limited	2	8	2	1	-
AMP Limited	1	7	2	2	minus 1

Table 3 / continued...

Name of Companies - NZSX	Women 2010	Total Men & Women 2010	Women 2007	Women 2005	Women's progress since 2007
Michael Hill International Limited	2	7	2	1	-
Briscoe Group Limited	1	5	1	1	-
Lyttelton Port Company Limited (NS)	0	6	1	1	minus 1
Opus International Consultants Limited	0	8	-	-	-
Rubicon Limited	0	4	0	0	-
Metlifecare Limited	0	7	0	0	-
Property for Industry Limited	0	4	0	0	-
Steel & Tube Holdings Limited	1	4	1	1	-
NZX Limited	0	6	0	0	-
Restaurant Brands New Zealand Limited	1	4	1	1	-
Hallenstein Glasson Holdings Limited	1	7	1	1	-
Australian 20 Leaders Fund	1	3	0	1	plus 1
AFFCO Holdings Limited	0	8	0	0	-
AMP Investments' World Index Fund (NS)	0	2	1	1	minus 1
Rakon Limited	0	6	0	-	-
Cavotec MSL Holdings Limited	0	7	0	-	-
ING Medical Properties Trust	0	4	0	-	-
Cavalier Corporation Limited	0	8	0	0	-
Kathmandu Holdings Limited	1	6	-	-	-
Delegat's Group Limited	2	5	2	2	-
Turners & Growers Limited	1	7	0	0	plus 1
Millennium & Copthorne Hotels New Zealand Ltd	0	5	0	-	-
Xero Limited	0	7	-	-	-
Skellerup Holdings Limited	1	5	1	-	-
Allied Farmers Limited	0	6	-	-	-
Abano Healthcare Group Limited	2	6	2	-	-
Templeton Emerging Markets Investment Trust PLC	0	7	0	-	-
Telstra Corporation Limited	1	10	2	2	minus 1
Methven Limited	0	6	0	0	-
Wakefield Health Limited	1	9	1	0	-
The National Property Trust	0	5	0	0	-
NZ Farming Systems Uruguay Limited	0	6	-	-	-
Australian Foundation Investment Company Limited	1	8	1	1	-
Livestock Improvement Corporation Limited (NS)	0	10	0	-	-
Tourism Holdings Limited	0	5	0	0	-
New Image Group Limited	0	5	-	-	-
Marlin Global Limited	2	4	-	-	-
Horizon Energy Distribution Limited	0	4	0	0	-
Hellaby Holdings Limited	0	6	0	0	-

Table 3 / continued...

Name of Companies - NZSX	Women 2010	Total Men & Women 2010	Women 2007	Women 2005	Women's progress since 2007
Kingfish Limited	2	4	2	2	-
NZ Windfarms Limited	2	6	2		
The Colonial Motor Company Limited	0	6	0	0	-
Comvita Limited	0	6	0	0	-
Barramundi Limited	2	4	2		-
NZX 50 Portfolio Index Fund (NS)	1	3	-	-	
South Port New Zealand Limited (NS)	0	6	0		
Northland Port Corporation (NZ) Limited (NS)	1	7	0	0	plus 1
CDL Investments New Zealand Limited	0	6	0	0	-
Foreign & Colonial Investment Trust PLC	0	7	0	0	-
Tenon Limited	0	5	0	0	-
Diligent Board Member Services INC (NS)	1	6	-	-	-
NZX 10 Index Fund (NS)	1	3	0		plus 1
Pan Pacific Petroleum NL	0	5	0	-	-
The NZX Australian MidCap Index Fund (NS)	1	3	0		plus 1
TeamTalk Limited	0	6	0	0	-
Wellington Drive Technologies Limited	0	6	0	0	-
Seeka Kiwifruit Industries Limited	0	7	-	-	-
Turners Auctions Limited	0	4	-	-	-
Kermadec Property Fund Limited	0	3	0		
Ecoya Limited	2	8	-	-	-
The Bankers Investment Trust PLC	0	5	-	-	-
GuocoLeisure Limited	0	6	0	0	
<b>Total:</b>	<b>58</b>	<b>622</b>			





**Table 4 / Directors of NZDX Companies (incl. Alternate Directors)**  
as at 14 May 2010

Issuer	Women 2010	Total Men & Women 2010	Women 2007	Women 2005	Women's progress since 2007
Allied Farmers Limited	0	6	0		-
Allied Nationwide Finance Limited	1	8			
AMP Group Finance Services Limited	0	3			
ANZ National Bank Limited	1	8	0	0	plus 1
Auckland City Council	2	5			
Auckland International Airport Limited	1	8	1	1	-
Bank of New Zealand	2	9	2		-
Blue Star Print Group Limited	0	7	0	0	-
BNZ Income Securities 2 Limited	0	3			
BNZ Income Securities Limited	0	3			
Burns Philp Finance New Zealand Limited	0	4	0		-
CBA Capital Australia Limited	0	3	0	0	-
Contact Energy Limited	2	7			
Credit Agricole S.A.	1	20			
Credit Sail Limited	0	1	0		
Cynotech Holdings Limited	0	5			
Dominion Finance Holdings Limited	1	10	1	1	-
Fairfax New Zealand Finance Limited	1	3	1	1	-
Fidelity Capital Guaranteed Bond Limited	0	3	0		-
Fletcher Building Finance Limited	1	7	1	1	-
Fletcher Building Ltd	1	7	1	-	-
Fonterra Co-operative Group Limited	1	13	0	0	plus 1
Generator Bonds Limited	1	3	0	1	plus 1
GMT Bond Issuer Limited	1	4			
GPG Finance Plc	0	4	0	0	-
Hellaby Holdings Limited	0	6	0	0	-
Infratil Limited	0	7	0	0	-
Irongate Property Limited	0	3			-
Kiwi Capital Securities Limited	0	2			
Macquarie Fortress Investments Limited	0	3	1	1	minus 1
MARAC Finance Limited	1	5			
Meridian Energy Limited	3	8			
Motor Trade Finances Limited	0	6	0	0	-
New Zealand Government Stock	0	0	-	-	-
New Zealand Post Group Finance Limited	0	2	-	-	-
Nufarm Finance (NZ) Limited	0	8	0	-	-
Nuplex Industries Limited	1	5	0	0	plus 1
NZF Group Limited	0	8			
Origin Energy Contact Finance No.2 Ltd	0	4			

Table 4 / continued...

Issuer	Women 2010	Total Men & Women 2010	Women 2007	Women 2005	Women's progress since 2007
PGG Wrightson Finance Limited	0	6	0		
PINs Securities NZ Limited	1	3	0		plus 1
Powerco Limited	1	8	0	0	plus 1
Prime Infrastructure Networks (NZ) Ltd	0	3			
Quayside Holdings Limited	1	5			
Rabo Capital Securities Limited	0	3			
Rabobank Nederland	3	16			
REDgroup Retail Pty Ltd	0	5			
RMB Trustee Ltd	0	3	0		
Rural Portfolio Capital Limited	0	2	0		
Silver Fern Farms Limited	0	8			
Sky City Entertainment Group Ltd (NS)	0	6	1	1	minus 1
Sky Network Television Limited	0	7	0	0	-
South Canterbury Finance Ltd	0	3	0		
TCNZ Finance Limited	0	5	0	1	
The Warehouse Group Limited	1	7			
TOWER Capital Limited	1	7			
TrustPower Limited	0	7	0		
University of Canterbury	0	0			
Vector Limited	2	9	2	0	
Wellington International Airport Limited	1	6			
Works Finance (NZ) Ltd	0	5	1		minus 1
<b>Total:</b>	<b>33</b>	<b>345</b>			



**Table 5 / Directors of NZAX Companies (incl. Alternate Directors)**  
as at 14 May 2010

Issuer	Women 2010	Total Men & Women 2010	Women 2007	Women 2005	Women's progress since 2007
A2 Corporation Limited	0	5	0	0	-
Burger Fuel Worldwide Limited	0	4	0		
Canterbury Building Society (NS)	0	6	0		
Cooks Food Group Ltd	1	3	-	-	-
Cynotech Holdings Limited	0	5	0	0	-
Geneva Finance Ltd	0	5	-	-	-
Glass Earth Gold Limited	0	6	0	0	-
Investment Research Group Ltd	0	3	-	-	-
Jasons Travel Media Limited	0	4	0	0	-
Just Water International Limited	1	5	0	0	plus 1
Livestock Improvement Corporation Limited (NS)	0	10	0	0	-
Media Technology Group Ltd <sup>1</sup>	0	3	1	0	minus 1
New Zealand Wool Services International Limited	0	6	0	0	-
Orion Minerals Group Ltd	1	6	-	-	-
Oyster Bay Marlborough Vineyards Limited	2	6	2	2	-
Property Finance Group Ltd <sup>2</sup>	0	3	0	-	-
Pulse Utilities NZ Ltd	0	4	-	-	-
RIS Group Ltd	0	4	-	-	-
Satara Co-operative Group (NS)	1	7	1	1	-
Solution Dynamics Limited	0	2	0	0	-
Southern Travel Holdings Limited	0	4	0	0	-
Speirs Group Limited	0	6	1	1	minus 1
The New Zealand Wine Company Limited	0	6	0	1	-
Widespread Energy Limited	2	4	1	-	plus 1
Windflow Technology Limited	1	6	1	0	-
Wool Equities Limited	0	6	0	0	-
Zintel Group Limited	0	3	0	0	-
<b>Total:</b>	<b>9</b>	<b>132</b>			

<sup>1</sup> Name changed to Forge Media Group

<sup>2</sup> In liquidation



# Women in senior management of the NZSX Top 100 provided by the EEO Trust

## The top jobs

Two women hold the top jobs as chief executives among the top 100 NZSX companies. Just four of the 93 companies for which accurate data could be secured had female chief executives at time of data collection in May 2010: Barramundi, Marlin Global and Kingfish, headed by New Zealander Carmel Fisher; and Australia and New Zealand Banking Group Limited (ANZ New Zealand), where Australian Jenny Fagg was Chief Executive. Jenny Fagg has subsequently stepped down because of illness.

## Senior management teams

Senior management was defined as managers who report to the CEO. These teams totalled 564 people, 21% of these roles were held by women. When CEOs were included, 19% of the total senior leadership teams were composed of women.

The most common senior management position held by women was human resources (HR) manager/director (17.4%). Overall, one in five senior women held roles in the broader HR area, including posts in organisational development and management.

The second most common role for senior women was marketing manager (9.1%) and the third chief financial officer (6.6%), a group which also included group financial accountants, group financial controllers and finance managers.

The remainder held roles in a range of areas, such as legal counsel, corporate services, public affairs, sales, operations, IT and risk management.

At least 30% of the top 100 NZSX companies had no women in their senior management teams, whether or not the CEO was included in the count. When CEOs were included in the count as well as their senior executive teams, another 26% of companies had just one woman in their senior management teams. Overall, one in five companies had 30% or more women in their senior management teams when CEOs were included in the count.

This is the first year that the Census of Women's Participation has included CEOs and senior management teams of listed companies. The NZX provided a list of the top 100 NZSX-listed companies by market capitalisation as at May 14, 2010 to the Human Rights Commission which was then sent to the Equal Employment Opportunities Trust (EEO Trust). Staff searched websites for information on senior management teams in the top 100 companies, and then made contact to clarify, confirm or correct the information. Information was confirmed for 93 CEOs, and 88 companies confirmed data for senior management teams reporting to the CEO.





**Table 6 / CEOs and Senior Management by Gender of the NZSX Top 100**

as at 14 May 2010

Positions held by women of the top 100	
CEOs	4% (2 women)
Management positions reporting to CEOs	21%
Senior leadership team including CEOs	19%

**Table 7 / Types of Positions Held by Women in Senior Management**

Position	% of women senior managers
<b>HR manager</b> (includes vice-president and director)	17.4
Organisational development manager	3.3
Total human resources	20.7
<b>Marketing manager</b>	9.1
<b>CFO</b> (also includes group financial accountants, group financial controllers and finance managers)	6.6
<b>Legal counsel</b> or head of legal and regulatory affairs or company secretary	5.8
<b>Corporate services manager</b>	4.1
<b>Sales manager</b>	4.1
<b>Corporate relations/public affairs</b> (includes those whose roles cover communications and marketing )	3.3
<b>General manager</b>	3.3
<b>Operations manager</b>	2.5
<b>IT manager</b>	2.5
<b>Risk/loss prevention manager</b>	2.5

**Table 8 / Relative Gender Parity of NZSX Top 100 Companies**

	Senior management team including CEO	Senior management team reporting to CEO
Companies with no women in senior management	30%	30%
Companies with one woman in senior management	26%	28%

# Future Leaders

Future Leaders is for young women between the ages of 14-18 to develop their leadership skills through a four year mentoring programme. It is a flagship initiative of the YWCA Auckland.

Now in its 9th year, Future Leaders is the only mentoring programme which focuses solely on young women in a long-term intervention. Participants are assisted and guided to become successful leaders and role models in their communities. The young women from Decile 1-4 schools work on four key objectives of leadership development, self-esteem and confidence, educational achievements and community responsibility. Through the four year developmental programme the YWCA Future Leaders are empowered to have choice in their lives; in their careers and their relationships, and are resilient in achieving their goals.

Each student is matched with a personal mentor who supports and encourages her consistently. All participants undergo regular assessment and are fully supported by the Future Leaders Programme staff. Over 80% of Future Leaders go onto tertiary education, often being the first in their family to do so.

Chief Executive, YWCA Auckland, Hilary Sumpter said, "Today's job market is not meritocratic, although many may not recognise this.

The YWCA is working to change this through supporting and nurturing young women to give them vision, confidence and resilience to enhance their own lives, strengthen communities and contribute to New Zealand as a country of equality and long term sustainability."

In 2009 the YWCA Auckland conducted an external evaluation of Future Leaders to assess the long term sustained impact of the programme. This research found the programme to be of significant retained value to graduates and current participants who come from over 25 ethnic backgrounds. Supervising reviewer Dr Marilyn Waring of AUT University recently commented; "Future Leaders will enter paid work in an environment where a higher proportion of women have tertiary qualifications. More women than men will graduate from universities. They will change careers; innovation will offer wider choices for them. They will spearhead the continuing efforts to achieve parity, equity and equality."

In response to demand, in 2011 the YWCA will be piloting "MANA", a Mentoring and Active Networking programme for young women and Alumni of Future Leaders in tertiary training and early career, providing ongoing support for young women to achieve their career goals.







## YWCA Future Leaders speak about their ambitions

### **Danielle Fuemana**

Year 13 Auckland Girls Grammar School

"Future Leaders has given me opportunities to do things and put things into practice and to have a mentor. It has helped me to step-out as a young leader and a girl. I want to do law. Eventually I'd like to be in a position of authority so that I can empower young women and be a good role model."



### **Chelcie Harman**

Massey High Year 13

"The best thing about Future Leaders has been all of the different opportunities - the camps, the workshops - I've learnt different things that I don't learn in school. I've met so many new people because of this programme; I can socialise with lots of people (like going to the 125th Gala Dinner and socialising with corporates). I have the confidence to do this now. I will go to tertiary study, I'm not sure where yet - I really like media and would like to work in a TV studio as a director."

### **Tola Adelavo**

Waitakere College, Year 12

"I love my mentor! - having someone more experienced to talk to and someone who can listen. On Future Leaders I meet lots of new people and get skills that I didn't have before - like leadership skills. After I finish my medical imaging course and have done my masters, I would love to open a few clinics. Then I'd like to have a talk show for youth to help them with their problems."



# Accountants

Women in accountancy are a new addition to the Census report in 2010. The 12 firms analysed with 10 or more partners have a total of 12.71% women of their partners or 76 females out of a total number of 598, with one major firm with more than 20% female partners. However, the seven major firms with partner numbers of 50+ ranged from between 7-17% of women as partners.

The proportion of female accountants is rising accompanied by increased international attention on the status of women in the profession and their retention. The majority of students graduating with accountancy degrees are women and this has been the case since 2002, according to Ministry of Education figures.

A study undertaken by the Ministry of Women's Affairs of 12 public practice accounting firms ranging in size from four staff to 900 found

that "the majority of accountancy staff from graduates to senior managers are women, while the majority of partners and associates are men. Many qualified and experienced women 'disappear' long before making the step up to partnership. As partnership is the pipeline to many governance and executive roles in the economy, women may be missing out on these opportunities as a consequence and the economy may be missing out on their skills."

The Institute of Chartered Accountants provided a list of accountancy firms with more than 10 partners and data was gathered first from the websites of firms or by telephone then verified by correspondence. Firms were asked to acknowledge the accuracy of data as at 15 July 2010 and also to provide any additional comment if they wished.

**Table 9 / Women's Representation in Accountancy**  
as at 15 July 2010

Names of firms	Women partners	Total partners	% women
PKF	6	29	20.69%
Markhams	5	28	17.86%
Staples Rodway	9	53	16.98%
KPMG	10	60	16.67%
BDO	10	69	14.49%
Grant Thornton	4	30	13.33%
PriceWaterhouseCoopers	13	110	11.82%
Deloitte	9	81	11.11%
Ernst and Young	5	51	9.80%
Hayes Knight	1	14	7.14%
WHK	4	60	6.67%
Polson Higgs	0	13	0.00%
<b>Total:</b>	<b>76</b>	<b>598</b>	<b>12.71%</b>



In response to an invitation to provide further comment, one firm (Staples Rodway) said that “in the last few years the number of women partners has increased from three to nine and we are actively trying to increase the number of women partners. Every office except one has a women partner and several of the women partners in the various offices serve on the firm’s respective executive committees.”

Another firm (Grant Thornton) said that “of the four female Partners, one is a member of our Board of Directors and another is Director of our biggest service line... with 12 other Partners reporting to her and with responsibility for approximately 40% of the company’s revenues.”

Ernst and Young are confident that more women are in the pipeline, “at the next level down from Partner (Executive Director) we have a total of 44 staff, 17 female and 27 male. So my expectations are that over the next few years we will see the percentage of female Partners increase.”

The Ministry of Women’s Affairs study suggests that one way to retain women is to “change the business model for accounting so that people are able to fit their work responsibilities around their other life responsibilities”, that is adopt more flexible work practices.

“The New Zealand accounting sector faces a demographic challenge and ongoing skill shortages if steps are not taken to stem the flow of younger women leaving the sector, given the large number of men now aged over 50 and,

increasingly, younger men appear to be less prepared to work long hours. Wider adoption of flexible working practices offers a solution that is not only likely to lead to improved staff retention but also to business benefits in relation to the bottom line,” the study said.

The Institute of Chartered Accountants in England and Wales responded to the same issue in 2007 by introducing the Narrowing the Gap programme. *Employment Opportunities Review* reports that the Institute recognised that “there was a clear business case to encourage the sharing of workplace best practice to retain women within accountancy and to increase the proportion of women in senior positions.”

The aim of Narrowing the Gap is to support female finance professionals throughout their career, with a focus on:

- access to the profession – maintaining and increasing the number of women entering
- career breaks - supporting women’s return to the workplace
- career advancement/leadership - raising awareness of the gender pay gap, campaigning to narrow the gap and mentoring the next generation of women leaders; and
- influencing the accountancy profession, employers and the Government to recognise they all have a role to play in shaping the broad and complex cultural issues behind the challenges women face in the financial sector.

# Agribusiness

Women have started to break through at the governance level of agribusiness after being an integral part of agriculture since it began. Fonterra has its first elected female director and Beef + Lamb New Zealand has two women on the board for the first time. Despite these recent gains women are still significantly under-represented on agribusiness boards. It is notable that agribusiness in the public sector has a higher percentage of women at governance level. Recently though, a number of women have been either appointed or elected to boards in the agricultural sector.

The Escalator programme developed by the Agri-Women's Development Trust is the first of two programmes created as a result of extensive research into the role of women in the rural sector and low participation rates at the leadership and governance level. Agriculture Minister, the Hon David Carter, in a speech to launch the Trust at Parliament said: "We need people with the right skills, the right experience, and most importantly the right attitude, regardless of gender. Women have always been integral to New Zealand's agricultural development."

**Table 10 / Gender Representation on Significant Agribusiness Organisations**  
as at 10 August 2010

Organisation	Women at governance level	Total Board Members or governance level	% women
AsureQuality	4	9	44.44%
Landcorp	3	8	37.50%
Plant and Food	3	8	37.50%
Beef + Lamb New Zealand	2	8	25%
AgResearch	2	8	25%
DairyNZ	2	8	25%
HortNZ	1	8	12.50%
Fonterra	1	13	7.69%
PGG Wrightson	0	9	0%
Zespri	0	8	0%
Silver Fern Farms	0	8	0%
Alliance Group	0	9	0%
AFFCO	0	8	0%
Federated Farmers	0	7	0%
Ravensdown Fertiliser	0	13	0%
Ballance Agri-Nutrients	0	10	0%
Livestock Improvement Corporation	0	10	0%
<b>Total</b>	<b>18</b>	<b>152</b>	<b>11.84%</b>



Information about boards of directors was verified by the Crown Ownership Monitoring Unit in the case of public sector companies or Board chairs with the exception of Ravendown Fertiliser which was obtained from the company website as at August 2010.

### **A first for Fonterra**

The first woman elected to Fonterra's board, Massey University's Associate Professor Nicola Shadbolt, believes there is a need for diversity and candidates with different backgrounds on the board of New Zealand's biggest company. However, she says she doesn't see herself as a woman per se in her governance role. Instead she feels she stood and was elected as a credible candidate when she was approached by a number of parties interested in supporting her as a Fonterra board candidate. "It's about contribution, not gender", she says.

"Women have a huge impact on farming in New Zealand and have a big influence on decisions that are made. Women often do the actual voting and run the books on farms while the guys are up to their eyeballs in mud. Women are often not all that fussed about representation as directors because they largely have all the influence they need".



### **Nicola Shadbolt**

Nicola said she knew there was a strong mood for change when she stood for Fonterra's board. She toppled a sitting director by gaining more first preference votes from dairy farmers under the single transferable voting system (STV) used. This farmer sentiment, coupled with her timing, the last of her three sons is finishing secondary school, her background in farm and agribusiness management, and experience in a variety of governance roles led to her historic election. She's been a board member of Transit New Zealand, an appointed member of the Manawatu-Wanganui Regional Council (now Horizons) and a former member of a school board of trustees. The only other woman ever on Fonterra's board, Marise James, was appointed.

### Making it real

Patron of the new Agri-Women's Development Trust and shearing company stalwart Mavis Paewai Mullins has a longstanding commitment to economic development, particularly for Māori and women. In her own business she has identified core values. "We've looked at what makes us special and different. And that is that our staff are family, and it's not just a word, it's real and that's the real challenge, you have to make it real. One thing we found has worked is around whanaungatanga (family) and manaakitanga (caring) and that is that people feel valued, and it doesn't matter who you are or where you are from. What matters is your contribution to the team".

Mavis has extensive interests in agribusiness, particularly the wool sector and has been appointed a Member of the New Zealand Order of Merit for her services to the wool industry. She is executive director of Paewai Mullins Shearing Limited, a fourth generation run business and leader in New Zealand's billion dollar shearing industry. Mavis, her husband and children believe they possess a "secret weapon" when it comes to employment. All agree that the Māori values they operate their business by have given them the edge.



**Mavis Mullins**

Mavis has held other positions on agriculture related boards including the New Zealand Landcare Trust, Landcorp, Wools of Aotearoa and National Animal Welfare Advisory Committee among others. Mavis has an MBA from Massey University.







### Going the extra mile

Helensville sheep and beef farmer Dianne Kidd says that there is no doubt that rural women have to literally and figuratively “go the extra mile” to achieve. Like many rural women she has enjoyed the benefits of a quality farming lifestyle in a close rural community while juggling family (husband Richard and three adult sons), farming and distance to pursue her career and professional interests. “Distance is a significant barrier to participation and continuation of professional careers when you live in rural New Zealand,” she said. “The large talent pool of New Zealand rural women needs assistance to overcome this significant barrier. Whilst efficient broadband can facilitate working from home, the benefit of networking and participating in regional and national organisations including large corporates, provides the necessary challenges, training, professional development opportunities along with stimulation and leadership which are critical to succeed at higher levels”.



**Dianne Kidd**

Dianne has several governance roles for local, regional and national organisations. These include not for profit social enterprises such as the local Helensville Health Trust and IRIS Ltd (a service provider in the health and disability sector), Industry Peak Body Workplace Savings NZ, the PSIS Ltd and AsureQuality Ltd. Dianne says that her voluntary local community governance experience has been invaluable over the years and has provided experience and opportunities to further her professional career in governance.



### Rolling up your sleeves

Eketahuna director and farmer Lindy Nelson formed the Agri-Women's Development Trust as part of her participation in the Kellogg Rural Leadership Programme and her research on the barriers rural women face when wanting to take their existing skills to a new level. Lindy says, "ideas without action are like seeds that are never fertilised or planted." She and a group of women, Mavis Mullins, Jane White and Sue Yerex met over a cup of coffee in Dannevirke and after another two meetings "did what rural women do so well, they rolled their sleeves up and got on with it".

The Trust launched its Escalator programme in September this year. The programme aims to create prospective future leaders with the necessary skills and capability to govern and lead rural organisations and communities. The business of agriculture needs the skills these women have developed, which include complex commercial and financial skills, understanding of global markets, the ability to set strategy and deliver on it, resilience and adaptability," Lindy said.

Escalator is an intensive year long programme of bi-monthly courses, individualised distance learning and professional development learning first hand from industry leader mentors from participating organisations including DairyNZ, Landcorp, meat companies and local government. The eleven women for the first cohort were selected from an application pool of over 40 rural women.



**Lindy Nelson**

At the launch of Escalator Lindy said that "For the Trust this is not about getting more women on boards. It is about the failure to capture 50% of the talent pool".





### Doing something positive

King Country sheep and beef farmer Kirsten Bryant believes that “at some point you’ve got to stop moaning and stand up and do something positive”. Kirsten was elected to the Western North Island ward of Meat and Wool Board (now Beef + Lamb New Zealand) this year as one of two women elected to the Board for the first time. The Dominion Post’s agriculture editor Jon Morgan commented “Suddenly after 88 years of having no women on its boards, the organisation had two.” Anne Munro is the Central South Island Director.

Kirsten and her husband Paul farm three properties in the King Country-Whanganui area and in 1998 were awarded King Country farmer of the year. Kirsten grew up in Lower Hutt, and studied Japanese, French and German at Massey University. She travelled in Japan and Europe before marrying Paul and buying a hill country farm near Taumaranui.



### Kirsten Bryant

Kirsten began her foray into farming politics in 2007 when she began to speak up about proposed changes to the regional council plan. She gained a national profile in Federated Farmers as the chair of the meat and fibre section of the Ruapehu branch. She is also chair of the local school board of trustees. When a position on the Meat and Wool Board became vacant she was encouraged by a “posse of farmers” to stand for election. She says she was voted in because of what she stood for “greater accountability and transparency.”



# Defence

The number of women in the New Zealand Defence Force (NZDF) continues to rise annually. In 2010 the total percentage of women in the Navy, Army and Air Force was 16.6%. The Navy has the highest representation of women in its ranks at 22.5%, followed by the Air Force with 18% and the Army with 13.3%.

All three branches are actively recruiting more women. Initiatives such as a flexible working policy, including part-time work, have been introduced to attract women in greater numbers. The process of integration has been a string of phased initiatives.

Since 2000, barriers impeding the employment of women in combat roles have been removed and since then there has been a steady increase in the number of women in senior ranks and a steady increase in the retention of women.

In 2009 there were 92 female officers in the Navy of which 31 were ranked Lieutenant Commander and above. While this is encouraging to other women, there is still a preponderance of women in certain roles at lower ranks.

The Army says it has very successful females from all walks of life, across all trades and all ranks. In its recruitment material the Army in its efforts to attract women states, "If you have a young family or are thinking of having kids, you should know the Army is very family oriented. The Army is flexible enough to work in with your family commitments".

The Air Force Women's Development Forum aims to support, encourage and contribute to the development of women, to help them realise their full potential and ultimately lead to more women at senior rank levels.

**Table 11 / Defence Forces**  
as at July 2010

Representation of Women in Regular Force				
Year	Navy	Army	Air	Total
1990	12.3%	7.9%	15.4%	11.5%
1995	12.8%	10.3%	16.6%	12.9%
2000	18.1%	12.4%	15.0%	14.4%
2004	20.9%	13.3%	16.9%	15.9%
2005	21.3%	13.6%	16.5%	16.1%
2010	22.5%	13.3%	18.0%	16.6%
<b>Total increase in proportion of women since 2000</b>	<b>4.4%</b>	<b>0.9%</b>	<b>3.0%</b>	<b>2.2%</b>

**Table 12 / All Defence Force Services Distribution of Female Officers**  
as at July 2010

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

# District Health Boards



Women's representation on District Health Boards (DHBs) is relatively high but remains relatively unchanged in three years. Figures provided by the Ministry of Health show a tiny increase of 0.76% in women's representation.

As of July 2010 there were 222 DHB board members in office, 124 men (55.86%) and 98 women (44.14%). In 2007 the figures were 124 men (56.62%) and 95 women (43.38%).

DHBs have seven elected members and up to four can be appointed by the Minister. Increases in female representation are therefore dependent on women being elected as well as ministerial appointments. Between September 2009 and January 2010 nine women were appointed by the current Minister of Health to DHB boards.

The Wairarapa DHB has the strongest representation of women at 81.82% or 9 out of 11 board members. Nelson Marlborough DHB continues to have strong representation at 63.64% or 7 out of 11 board members and Capital and Coast ranks the next highest with 55.56%.

In 2010 there were 20 DHBs with the former Otago and Southland DHBs merging to become Southern DHB. Of the 20, twelve DHBs show women are well represented on their boards from 45.45 to 81.82%. These include Lakes, Waitemata, Counties Manukau, Bay of Plenty, Tairāwhiti, Taranaki,

Hutt, Capital and Coast, Wairarapa, Nelson Marlborough, Canterbury and Southern.

The DHBs with the lowest representation of women on boards at 27.27% were Northland, Auckland and Hawke's Bay. Of these DHBs only Northland decreased its representation, with Auckland remaining static and Hawke's Bay increasing its representation by 7.27%.

In 2009 the former Pay and Employment Equity Unit (PEEU) of the Department of Labour reported "a significant gender pay gap" in the health sector. The report found that women in the public health sector were over-represented in lower-paid occupations and under-represented in higher paid jobs. The report also found that there were gender issues relating to job security, staff development, training and career progression for administrative support staff and part-timers. This is a significant finding given that half of all female staff in the health sector are employed on a part-time basis.

In 2010 a Commission review of Crown entity annual reports showed that only three DHBs specifically mentioned pay and employment equity. One DHB said it was undertaking a Pay and Equity in Employment review to identify anomalies. No DHB indicated ongoing work to implement their response plans.

## Table 13 / District Health Boards by Gender

as at 26 July 2010 compiled by Strategy and System Performance Directorate, Ministry of Health

Members	Female		Male	
	Number	Percentage	Number	Percentage
<b>Total</b>	<b>98</b>	<b>44.14</b>	<b>124</b>	<b>55.86</b>

\*NB The totals include five males jointly appointed to two boards each.

## Table 14 / Members of District Health Boards

as at 26 July 2010 compiled by Strategy and System Performance Directorate,  
Ministry of Health

DHB	Women 2010	Men 2010	Total Men & Women 2010	% Women 2010	Women 2007	% Women 2007
Wairarapa	9	2	11	81.82%	8	80.00%
Nelson Marlborough	7	4	11	63.64%	7	63.64%
Capital & Coast*	5	4	9	55.56%	5	45.45%
Waitemata	5	5	10	50.00%	5	54.55%
Canterbury*	5	5	10	50.00%	4	40.00%
Southern	10	10	20	50.00%	11	50.00%
Counties Manukau	5	6	11	45.45%	4	40.00%
Lakes	5	6	11	45.45%	5	45.45%
Bay of Plenty	5	6	11	45.45%	5	45.45%
Tairāwhiti	5	6	11	45.45%	5	50.00%
Taranaki	5	6	11	45.45%	4	40.00%
Hutt	5	6	11	45.45%	4	36.36%
Waikato	4	7	11	36.36%	4	36.36%
Whanganui	4	7	11	36.36%	4	40.00%
West Coast	4	7	11	36.36%	5	45.45%
MidCentral*	3	6	9	33.33%	3	30.00%
South Canterbury	3	7	10	30.00%	3	30.00%
Northland	3	8	11	27.27%	4	36.36%
Auckland	3	8	11	27.27%	3	27.27%
Hawke's Bay	3	8	11	27.27%	2	20.00%
<b>Total</b>	<b>98</b>	<b>124</b>	<b>222</b>	<b>44.14%</b>	<b>95</b>	<b>43.38%</b>

NB: Southern DHB figures for 2007 are those of the former Otago and Southland DHBs combined

\*These boards have men appointed to more than one board but the men have only been counted once in these totals.  
Capital & Coast, Canterbury and MidCentral all have eleven board members in total.

# Judiciary



The judiciary is another area where very little progress has been made for women. Figures from the Ministry of Justice show an increase in the representation of women on the bench of just 0.27 % since the last census. Overall numbers of judges have increased and so have the number of women judges, but at about the same rate. Women continue to be better represented as judges in the Family Court, reflecting the number of women in the profession working in this sphere.

In the last Census report in 2008, the Human Rights Commission included the concluding comments of the Committee on the Elimination of Discrimination Against Women (CEDAW) in regard to the judiciary. In 2007 the CEDAW Committee requested that New Zealand take “concrete action and establish goals and time frames to increase the number of women in decision-making positions” in the judiciary. New Zealand presents its report to CEDAW again in 2011. The need for concrete action and the establishment of goals and time frames is compelling three years on.

Data on the representation of women in the judiciary was gathered from the Courts of New Zealand website as at 12 July 2010 and verified by the Ministry of Justice.

Barrister Jane Glover, in a series looking at gender inequality of New Zealand’s bench said, “In New Zealand, 74% of our judges are men, yet it seems unlikely that 74% of our best legal minds in this country belong to men. With all due respect to its current members, therefore, our judiciary is not as good as it could be under a true meritocracy”.

Glover argued that “one of the most important steps which should be taken to address the under-representation of women on the judiciary in New Zealand would be to establish a Judicial Appointments Commission. New Zealand is lagging well behind international best practice in this area - Judicial Appointments Commissions have been established in Scotland, France, Germany, Italy, the Netherlands, Portugal and Spain, Canada, most states of the United States of America, Israel and South Africa”.

**Table 15 / Women’s Representation in the Judiciary**  
as at 12 July 2010

Court	Number	Women	Percentage
Chief Justice	1	1	100.00%
Supreme Court excl. Chief Justice	5	0	0.00%
Court of Appeal	10	2	20.00%
High Court	34	9	26.47%
Associate Judges of High Court	8	1	12.5%
Employment Court	4	0	0.00%
Māori Land Court	11	3	27.27%
District Court*	146	41	28.08%
Family Court	48	19	39.58%
Environment Court	8	2	25%
<b>Total</b>	<b>219</b>	<b>57</b>	<b>26.03%</b>

\*These totals include the Judges of the Family Court and the Environment Court. To be appointed to these courts, a Judge must be appointed as a District Court Judge.

# Law

Since the last Census report in 2008 there has been glacial progress of less than 2% increase in the number of women partners in some of New Zealand's biggest law firms. Women represent 18.24% of partners in these law firms and none of the 28 law firms with more than 10 partners has achieved gender parity. This is despite the increasing numbers of women graduating in law. The Female Law Practitioners' Act was passed in New Zealand in 1896, one of the first countries in the Commonwealth to do so.

Latest figures by the New Zealand Law Society show there were 10,945 active practising certificates issued in New Zealand as at 3 August 2010. Women held 43% or 4,744 of those certificates in comparison to men who held the remaining 6,201.

Analysis of the data shows the proportion of women in practice varies widely around the country. In Wellington for instance 47.4% of practising certificates are held by women, while in Whanganui only 27.9% of practising certificates are held by women.

As in previous years the New Zealand Law Society provided a list of legal partnerships with ten or more partners and data was gathered first from the websites of law firms then verified by correspondence, email and by telephone. Two new firms Glaister Ennor and Tompkins Wake have been added to the list since the last Census report in 2008.

Figures show a small 1.43% increase in the overall number of women partners appointed to firms. Twelve firms increased their number of women partners since last reported in 2008, five firms decreased their number of female partners and nine showed no change.

Anderson Lloyd has the greatest number of women partners with 43.3% or 13 of their 30 partners being female. Other firms that show high levels of gender representation at partner level are Martelli McKegg Wells and Cormack (36.36%), Brookfields (35.29%) and Wynn Williams and Co. (33.33%). Those firms with the least number of women partners are McVeagh Fleming (5.88%), Anthony Harper (6.25%) and Morrison Kent (6.25%).

When verifying their data, firms were asked to make any further comment about women in the legal profession. Three firms signalled they had strong numbers of women in succession for future partner roles. Kensington Swan stated, "Gender representation is strong within the succession pool of senior associates for potential partnership, with 50% being women. These women are coached and supported on their development via a senior women's leadership group within the firm".

One firm pointed out that they are open to having more women partners and would welcome this. However, in the past women within the firm who have achieved the level to be partner have either started a family and therefore taken maternity leave or have followed their spouses overseas.





**Table 16 / Women's Representation in Legal Partnerships**  
as at 17 August 2010

Names of Firms	Women 2010	Total Men & Women Partners 2010	% of Women 2010	% Change from 2007	Women/Total no. of Partners 2007
Anderson Lloyd	13	30	43.33%	2.59%	11/27
Martelli McKegg Wells & Cormack	4	11	36.36%	11.36%	3/12
Brookfields	6	17	35.29%	0.00%	6/17
Wynn Williams & Co	4	12	33.33%	3.33%	3/10
AWS Legal	4	14	28.57%	0.00%	4/14
Meredith Connell	6	25	24.00%	1.27%	5/22
Minter Ellison Rudd Watts	9	41	21.95%	-6.62%	10/35
Kensington Swan	7	33	21.21%	9.78%	4/35
Simpson Grierson	9	46	19.57%	1.39%	8/44
DLA Phillips Fox	4	21	19.05%	-6.88%	7/27
Tompkins Wake	2	11	18.18%	-	-
Russell McVeagh	7	40	17.50%	6.69%	4/37
Buddle Findlay	7	42	16.67%	5.24%	4/35
Gallaway Cook Allan	2	12	16.67%	-4.76%	3/14
Glaister Ennor	2	12	16.67%	-	-
Chapman Tripp	8	54	14.81%	3.05%	6/51
Hesketh Henry	2	14	14.29%	-3.10%	4/23
Bell Gully	6	47	12.77%	3.47%	4/43
Cavell Leitch Pringle & Boyle	2	16	12.50%	-0.83%	2/15
Duncan Cotterill	4	32	12.50%	2.16%	3/29
A J Park	2	17	11.76%	1.23%	2/19
Lane Neave	2	18	11.11%	-3.18%	2/14
Harman & Co	1	10	10.00%	0.00%	1/10
Cooney Lees Morgan	1	11	9.09%	-0.91%	1/10
Gibson Sheat Lawyers	1	12	8.33%	0.64%	1/13
Morrison Kent	1	16	6.25%	-5.51%	2/17
Anthony Harper	1	16	6.25%	6.25%	0/13
McVeagh Fleming	1	17	5.88%	-0.79%	1/15
<b>Total</b>	<b>118</b>	<b>647</b>	<b>18.24%</b>	<b>1.43%</b>	<b>101/601</b>

# Local Government

New Zealand has yet to break the Commonwealth target of 30% women's representation in local government. The 2010 local government elections show the percentage of women elected remains relatively unchanged at 28.6%, a slight decrease since last reported.

Voter turnout for the 2010 local body elections increased 4.8% since 2007 but is still short of 50%. Participation this time has been buoyed by the interest surrounding the election of New Zealand's first super city council in Auckland.

This year New Zealand's female representation in local government translates to 252 women serving as city, regional and district councillors including mayors. At the time of this report regional council chairs had not been appointed.

In 2010 there were 1,878 positions to which candidates could be elected in regional councils, territorial authorities, community boards, district health boards and licensing trusts. In 2007 there were 2,078 positions. The reduction of almost 200 electable positions can be attributed in some part to the formation of the Auckland council which has subsumed seven councils. In 2009 the Commission raised concerns about the effect the super city would have on the representation of women. Provisional results at the time of this report show there were eight women (40%) elected to the council.

Twelve women mayors have been elected in 2010 which is one less than in the last Census report and represents a small increase from 17.8% in 2007 to 17.9%.

Five women have become mayors for the first time in 2010. In Wellington, Celia Wade-Brown narrowly defeated three term mayor Kerry Prendergast after special votes were counted. Ms Wade-Brown won by 176 votes.

In the Mackenzie District, Claire Barlow is moving from her role as the council's receptionist, where she has been for the last seven years, to become the district's first woman mayor.

Hamilton has a new mayor in Julie Hardaker who edged out one-term mayor Bob Simcock saying that New Zealand's fourth largest city voted for her because she was younger and "more dynamic" than her opponent. Annette Main, a former councillor on the Horizons regional council has been elected mayor of Whanganui and the Queenstown Lakes district has also elected its first female mayor, Vanessa Van Uden who received twice as many votes as her nearest rival.

New Zealand's longest serving female mayor Frana Cardno has been re-elected in her seventh term as mayor of Southland. Mrs Cardno was first elected as mayor in 1992.





Other female mayors to be returned to office include Barbara Arnott in Napier, Janie Annear in Timaru, Jenny Rowan on the Kapiti Coast, Sue Morris in Ruapehu, Maureen Pugh in Westland and Adrienne Staples in the South Wairarapa.

In total 581 women candidates stood for council positions with 252 being elected according to provisional results. This shows that almost one in every two (43%) women who stood for office was elected. Women comprised only 18% of mayoral candidates and 29% of other council positions. Just under one in five (18%) female mayoral candidates were elected.

Five councils have achieved gender parity of at least 50% female representation. They are Matamata-Piako, Carterton, Rotorua and South Waikato district councils and the Upper Hutt City Council.

Results show the West Coast regional council is the only all male council in New Zealand. Seven other councils have less than 10% women's representation. They are the West Coast, Southland, Taranaki, Westland, Waimakariri, Tauranga and Central Otago councils.

This year's election data shows that women candidates had an even chance of being elected and were elected in the same proportion as they stood for office. To achieve equal representation in local government, women need to be encouraged to stand.

Candidate data was compiled from the Elections 2010 website [www.elections2010.co.nz](http://www.elections2010.co.nz) maintained by Local Government New Zealand. Results data was gathered from the elections website as at 14 October 2010 as well as from the Department of Internal Affairs, councils (where available) and the media following the elections.

**Table 17 / Female Representation in Local Government**

Type of Councillor	2010	2007	2004
Regional councillors	25	37	34
City councillors	62	78	72
District councillors	153	165	155
Mayors	12 (out of 67) 17.9%	13 (out of 73) 17.8%	14 (out of 74) 18.9%
<b>% of Women elected</b>	<b>28.3%</b>	<b>29.4%</b>	<b>26.8%</b>



**Table 18 / Female Councillors**

Council	No. of female Council candidates	Total Council candidates	% Female Council candidates	No. of elected female councillors	Total councillors	% Elected female councillors
Matamata-Piako District Council	6	17	35.29%	6	11	54.55%
Carterton District Council	4	12	33.33%	4	8	50.00%
Rotorua District Council	9	28	32.14%	6	12	50.00%
South Waikato District Council	9	22	40.91%	5	10	50.00%
Upper Hutt City Council	8	23	34.78%	5	10	50.00%
Christchurch City Council	16	57	28.07%	6	13	46.15%
Greater Wellington Regional Council	11	30	36.67%	6	13	46.15%
Porirua City Council	11	24	45.83%	6	13	46.15%
Ruapehu District Council	9	16	56.25%	5	11	45.45%
Far North District Council	7	26	26.92%	4	9	44.44%
Wellington City Council	14	44	31.82%	6	14	42.86%
Hutt City Council	13	35	37.14%	5	12	41.67%
Napier City Council	8	26	30.77%	5	12	41.67%
Nelson City Council	8	37	21.62%	5	12	41.67%
Western Bay of Plenty District Council	5	19	26.32%	5	12	41.67%
Auckland Council	34	101	33.66%	8	20	40.00%
Manawatu District Council	7	21	33.33%	4	10	40.00%
Masterton District Council	6	23	26.09%	4	10	40.00%
Kawerau District Council	9	20	45.00%	3	8	37.50%
Thames-Coromandel District Council	10	23	43.48%	3	8	37.50%
Rangitikei District Council	11	19	57.89%	4	11	36.36%
Ashburton District Council	7	22	31.82%	4	12	33.33%
Environment Waikato	9	26	34.62%	4	12	33.33%
Hamilton City Council	15	39	38.46%	4	12	33.33%
Hawke's Bay Regional Council	4	18	22.22%	3	9	33.33%
South Taranaki District Council	7	15	46.67%	4	12	33.33%
Waipa District Council	7	25	28.00%	4	12	33.33%
Wairoa District Council	5	15	33.33%	2	6	33.33%
Waitomo District Council	4	10	40.00%	2	6	33.33%
Tasman District Council	5	24	20.83%	4	13	30.77%
Horowhenua District Council	7	24	29.17%	3	10	30.00%
Kapiti Coast District Council	12	35	34.29%	3	10	30.00%
Taupo District Council	7	24	29.17%	3	10	30.00%
Timaru District Council	4	22	18.18%	3	10	30.00%
Clutha District Council	6	21	28.57%	4	14	28.57%
Dunedin City Council	9	47	19.15%	4	14	28.57%
Gisborne District Council	11	28	39.29%	4	14	28.57%
Hastings District Council	9	22	40.91%	4	14	28.57%
New Plymouth District Council	14	44	31.82%	4	14	28.57%

Table 18 / continued...

Council	No. of female Council candidates	Total Council candidates	% Female Council candidates	No. of elected female councillors	Total councillors	% Elected female councillors
Otorohanga District Council	3	8	37.50%	2	7	28.57%
Waikato District Council	7	31	22.58%	4	14	28.57%
Palmerston North City Council	12	33	36.36%	4	15	26.67%
Central Hawke's Bay District Council	3	12	25.00%	2	8	25.00%
Chatham Islands Council	5	14	35.71%	2	8	25.00%
Environment Southland	7	22	31.82%	3	12	25.00%
Invercargill City Council	8	32	25.00%	3	12	25.00%
Kaipara District Council	4	25	16.00%	2	8	25.00%
Taranua District Council	4	14	28.57%	2	8	25.00%
Waimate District Council	5	15	33.33%	2	8	25.00%
Whanganui District Council	11	32	34.38%	3	12	25.00%
Bay of Plenty Regional Council	6	35	17.14%	3	13	23.08%
Hauraki District Council	7	28	25.00%	3	13	23.08%
Hurunui District Council	3	17	17.65%	2	9	22.22%
South Wairarapa District Council	4	12	33.33%	2	9	22.22%
Stratford District Council	2	14	14.29%	2	9	22.22%
Buller District Council	6	24	25.00%	2	10	20.00%
Queenstown Lakes District Council	5	20	25.00%	2	10	20.00%
Waitaki District Council	3	25	12.00%	2	10	20.00%
Whakatane District Council	6	30	20.00%	2	10	20.00%
Gore District Council	5	16	31.25%	2	11	18.18%
Otago Regional Council	2	15	13.33%	2	11	18.18%
Selwyn District Council	2	21	9.52%	2	11	18.18%
Horizons Regional Council	7	28	25.00%	2	12	16.67%
Mackenzie District Council	1	12	8.33%	1	6	16.67%
Opotiki District Council	4	14	28.57%	1	6	16.67%
Marlborough District Council	5	31	16.13%	2	13	15.38%
Whangarei District Council	6	25	24.00%	2	13	15.38%
Kaikoura District Council	1	10	10.00%	1	7	14.29%
Grey District Council	2	10	20.00%	1	8	12.50%
Northland Regional Council	6	25	24.00%	1	8	12.50%
Central Otago District Council	1	11	9.09%	1	10	10.00%
Tauranga City Council	9	44	20.45%	1	10	10.00%
Waimakariri District Council	7	19	36.84%	1	10	10.00%
Westland District Council	6	16	37.50%	1	10	10.00%
Taranaki Regional Council	1	17	5.88%	1	11	9.09%
Southland District Council	1	12	8.33%	1	12	8.33%
West Coast Regional Council	0	15	0.00%	0	7	0.00%
<b>Total:</b>	<b>534*</b>	<b>1868</b>	<b>28.59%</b>	<b>240</b>	<b>824*</b>	<b>29.12%</b>

\*excludes mayors

# Women on Auckland CCOs

Corporate-style service delivery structures (Council Controlled Organisations) or CCOs as they are known, are a controversial feature of Auckland's local body restructuring process.

Concern was expressed by the Human Rights Commission and others about the non-elected nature of CCOs with ministerial appointees making decisions on major services such as transport, water, tourism and economic development, regional facilities (art, culture, sport and entertainment) and the development of the waterfront. These services will use up to 60% of the region's rates.

The Commission also commented about female representation and the diversity of representation at the select committee stage when legislation was being introduced. The Commission noted that the CEDAW committee in its concluding comments on New Zealand's sixth periodic report in 2007 had recommended that New Zealand should take concrete action to increase the number of women in decision-making positions at the local level. It expressed concern about the number of women in local government.

Over 200 nominations were received by the Auckland Transition Agency and forwarded to Ministers after initial assessment by a search company.

The Minister of Local Government, the Hon Rodney Hide said that those chosen were the elite in their respective fields, "The Government has been fortunate in being able to appoint men and women of such high calibre. In New Zealand, we have a small, but rich, pool of talent, and these are people whose talents would be welcome anywhere in the world. What is more, they are all Aucklanders."

The Transport Minister, the Hon Steven Joyce also welcomed the appointments to Auckland Transport which will replace the nine separate existing transport entities." Given the role and functions of Auckland Transport, it is imperative to ensure the board has a good mix of commercial, infrastructure and local government experience."

So how did the Minister of Local Government Rodney Hide and the Transport Minister Steven Joyce fare in relation to women's representation with their appointments to Auckland's CCOs?





Here's what the female representation on Auckland's CCOs looks like in terms of ministerial appointments:

**Table 19 / Women's Representation on Auckland CCOs (Ministerial appointments)**

Super city CCO	Female appointees	Male Appointees	
Auckland Council Investments Ltd & Auckland International Airport Ltd	2	1	
Auckland Tourism, Events and Economic Development Ltd	1	4	
Regional Facilities Auckland	2	4	
Auckland Council Property Ltd	1	4	
Auckland Waterfront Development Agency Ltd	1	4	
Auckland Transport	1	4	
<b>Total</b>	<b>8</b>	<b>21</b>	<b>27.6% female</b>

One of the female appointees is of Ngati Whatua descent and another of Tainiu descent.

In the 2008 Census report, the first to analyse CCOs by women's representation, 37 of 85 Councils provided data on their CCOs. Of the 591 total board members, 118 were female at 20%. Clearly, at 27.6% the ratio for Auckland is better. Disappointingly, it is still below the Commonwealth target of 30% of women's representation in local government.



# Media and Public Relations

Only three women are editors out of 26 New Zealand metropolitan, provincial daily and Sunday newspapers despite women accounting for 54% of all newspaper industry employees. Women now edit one metropolitan, *The Dominion Post*, and two other newspapers, *The Ashburton Guardian* and *The Oamaru Mail*. This is a reduction of one female editor since the Census report in 2008.

By contrast, the New Zealand Journalists Training Organisation reported a significantly high percentage of female newspaper or periodical editors in 2009. These women edit community newspapers, in-house magazines, periodicals, industry publications and other print-related material.

The overall gender split for the newspaper industry is 54% female and 46% male. Across all other media disciplines, bar internet publishing and broadcasting, women are fairly evenly represented. At *The Ashburton Guardian*, five of seven staff in the newsroom are women including the editor, chief reporter and two general reporters. According to staff this has been the case over the last eight years.

Women represent 49% of free-to-air broadcast employees. In 2010 Television New Zealand (TVNZ) underwent a major restructure which resulted in the loss of jobs in the News and Current Affairs area. Almost eight roles occupied by women were disestablished. Three of these roles were senior producers.

The current gender split across the whole of News and Current Affairs in TVNZ is 140 female (43%) and 184 male (57%). The split of senior positions is 53 (39%) female and 83 (61%) male. TVNZ states it is part of its long term strategy to achieve greater diversity (both in gender and ethnicity) in its senior leaders and on air talent.

Despite PR and communications being highly feminised, women are disadvantaged when it comes to pay. The Trends Survey 2010 conducted by the Public Relations Institute of New Zealand (PRiNZ) of members shows women receive less pay in all sectors of PR and communications irrespective of the time they have spent in the industry.

The greatest variance the survey shows is for those working in a consultancy role or who have 15-19 years experience. For consulting work women earn \$102,261 while men earn \$141,687 a take home pay difference of almost \$40,000. Women who have worked in the industry for 15-19 years earn on average \$41,539 less than men with the same experience.

Women with 1-2 years experience earn on average \$342 more than their male counterparts, which contrasts with the Census report in 2008 which had early female entrants earning less than men. However, after this initial period men's salaries begin to outstrip women. Within 3-4 years the difference in pay is \$5,705 and within 5-9 years the pay difference is more than \$20,000.

Of the 678 members surveyed, 496 or 73.2% of respondents were women and 182 or 26.8% were men. There are less women than men in the industry who have 20 years or more experience.





**Table 20 / Newspaper Editors**  
as at July 2010

<b>Metropolitans</b>	<b>Male 2010</b>	<b>Female 2010</b>	<b>Female 2007</b>
New Zealand Herald	1		
Waikato Times	1		
Dominion Post		1	
The Press	1		
Otago Daily Times	1		
<b>Dailies</b>	<b>Male</b>	<b>Female</b>	<b>Female</b>
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
Ashburton Guardian		1	1
The Greymouth Star	1		
The Marlborough Express	1		
The Nelson Mail	1		
The Oamaru Mail		1	
The Southland Times	1		
The Timaru Herald	1		
Hokitika Guardian	1		
The Westport News	1		
<b>Sunday Papers</b>	<b>Male</b>	<b>Female</b>	<b>Female</b>
Sunday Star-Times	1		1
Sunday News	1		
Herald on Sunday	1		
<b>Total</b>	<b>23</b>	<b>3</b>	<b>4</b>
<b>% Newspaper Editors</b>	<b>88.46%</b>	<b>11.54%</b>	<b>14.81%</b>

**Table 21 / Gender Split in Media Industries**

Industry description	Percentage of male employees	Percentage of female employees
Newspaper publishing	46%	54%
Magazine and other periodical publishing	46%	54%
Radio broadcasting	51%	49%
Free-to-air television broadcasting	51%	49%
Cable and other subscription programming	52%	48%
Internet publishing and broadcasting	63%	37%

Source: Journalists Training Organisation: Overview of Journalism Training requirements prepared for Tertiary Education Commission, September 2009

**Table 22 / Public Relations Income by Gender**

Sector	Female	Male	Variance
Consultancy	\$102,261	\$141,687	\$39,426
Teaching or academic role	\$86,590	\$96,000	\$9,410
In-house Not for profit	\$68,581	\$90,000	\$21,419
In-house Private sector (incl. SOEs)	\$104,166	\$105,250	\$1,083
In-house Public sector	\$85,000	\$101,383	\$16,384

**Table 23 / Time in the PR Industry**

Period in PR/Communications	Female		Male	
	n=	%	n=	%
Less than 1 year	13	2.6%	5	2.75%
1-4 years	109	22.0%	32	17.58%
5-9 years	111	22.4%	31	17.03%
10-14 years	102	20.6%	31	17.03%
15-19 years	67	13.5%	24	13.19%
20 years or more	94	19.0%	59	32.42%
<b>Total</b>	<b>496</b>	<b>100.0%</b>	<b>182</b>	<b>100.00%</b>

**Table 24 / Average Annual Earning in Public Relations**

Period in PR/Communications	Female	Male	Variance
1-2 yrs	\$51,730	\$51,388	-\$342
3-4 yrs	\$64,487	\$70,192	\$5,705
5-9 yrs	\$80,882	\$102,500	\$21,618
10-14 yrs	\$100,774	\$105,384	\$4,610
15-19 yrs	\$96,960	\$138,500	\$41,539
20+ yrs	\$119,280	\$134,293	\$15,013

# Pacific women



In 2010 the Ministry of Pacific Island Affairs produced its second report on Pacific peoples successfully appointed or reappointed to boards from 1 January to 30 June 2010. Data was gathered from the Appointments and Honours (APH) Cabinet Committee minutes.

The Ministry of Pacific Island Affairs identified 18 Pacific people appointed or reappointed to 14 boards. Seven of the 18 appointees or 39% are women.

Ethnicity of appointees is identified either through information noted in APH Cabinet Committee papers, or relies on staff members' knowledge or familiarity with the ethnicity associated with an appointee's name.

The report noted that Pacific appointments are concentrated on boards with a community focus. Pacific people are less prevalent on boards with an economic, business or financial focus.

Pacific women were appointed to the following boards:

- Broadcasting Commission (NZ On Air)
- The Eastern Central and Community Trust
- Community Trust of Wellington
- National Pacific Radio Trust
- Upper South B Regional Ethics Committee
- Pacific Development & Conservation Trust

**Table 25 / Pacific Appointments and Reappointments to Government Boards (1 January to 30 June 2010)**

Pacific appointments and reappointments	Number
Female appointments	7
Male appointments	11
Total Pacific appointments*	18
Total boards Pacific people appointed to	14
Endorsed by the Ministry or Minister	9
Endorsed by other agency or appointing Minister	9
New appointments	14
Reappointments	4

\*The total number of Pacific People appointed or reappointed includes one Pacific woman appointed to two boards.

# Police

In 2010 the New Zealand Police introduced a positive action programme to improve female representation across its ranks. This is timely as the number of women increased by only 0.1% since last reported in the Census report 2008 from 29.2% to 29.3%. In 2010 a 30% gender equity target was set for training, recruitment and management representation including at executive management level. National police managers will report on how they will work towards and reach the target including clear timeframes for change.

According to Police, this initiative meets both the Human Rights Act section 73 'Measures to ensure equality' and the New Zealand Bill of Rights Act section 19-(2). Both of these "affirmative action" provisions reflect New Zealand's commitment under the Convention on the Elimination of all forms of Discrimination against Women (CEDAW).

In 2010 there were 3,484 women in sworn and non-sworn roles, an increase of 303 since the last Census report. This equates to a tiny increase in the overall percentage of women in the Police from 29.2% to 29.3%. The Police state they are experiencing a low overall attrition rate which severely limits their ability to change female representation.

Since the last Census the percentage of sworn female officers rose from 16.7% to 17.3%. The greatest variance in numbers were those ranked Inspector which increased from 10 to 18, Sergeant which increased from 111 to 135 and Constable up from 1,150 to 1,311 in 2010. The number of women in non-sworn roles decreased from 65.8% in 2008 to 63.1% in 2010.

When viewed over a five year period the percentage increase of female sworn officers is more positive. Female Inspectors between 2005 and 2010 increased 63.6% from 11 to 18. Those ranked Senior Sergeant increased 127.8% from 18 to 41, and at the rank of Sergeant the increase

was 53.4% from 88 female officers to 135 in 2010. Constable numbers increased by 27% over that same period.

The New Zealand Police capture gender and ethnicity data by having staff complete a census form when they join. New staff can self-select multiple ethnicities. This is broadly in line with best practice data collection defined by the State Services Commission and Statistics New Zealand. Almost 74% of women in the Police identified themselves as being New Zealand European. The least visible group are Asian at 1.8%.

Although movements in real numbers and percentages of women in the New Zealand Police are slow, the Police continue to strengthen the position of women among their ranks.

Dame Margaret Bazley's recommendation, in the Report of the Commission of Inquiry into Police Conduct 2007, that police increase diversity including the recruitment and retention of more women is currently being realised through initiatives such as:

- 30% Gender Equity Positive Action Programme
- Women in Policing networks
- Women's Development Programme
- Northland Women's Mentoring Programme
- Auckland-based female recruitment advertising campaign
- Overseas deployments meeting UN targets

The advertising campaign in Auckland features pictures of young officers in different policing scenes with the slogan "Find Yourself in Better Work Stories". The campaign also pushed the "family friendly" aspect of a career with the police. Its impact has been evident through increased registrations and applications to the Police from Auckland-based women.



**Table 26 / New Zealand Police Staff by Gender**  
as at 30 June 2010

	Sworn	Non-sworn	Total	2008 Census
Female	1525	1959	3484	3181
Male	7265	1143	8408	7702
Total	8790	3102	11892	10883
Female	17.3%	63.2%	29.3%	29.2%

**Table 27 / Constabulary\* Staff by Rank and Gender**  
as at 30 June 2010

	Males	Females	Total	% Female	2008 Census
Commissioner	1	0	1	0%	0%
Deputy Commissioner	2	0	2	0%	0%
Assistant Commissioner	4	0	4	0%	0%
Superintendent	39	3	42	7.1%	6.7%
Inspector	240	18	258	7.0%	4.6%
Senior Sergeant	385	41	426	9.6%	7.3%
Sergeant	1238	135	1373	9.8%	9.3%
Constable	5286	1311	6597	19.9%	19%
Recruits	69	16	85	18.8%	25.8%
<b>Total</b>	<b>7264</b>	<b>1524</b>	<b>8788</b>	<b>17.3%</b>	<b>16.7%</b>

\*Sworn staff are those front-line police who are required to take an oath of office from the rank of Constable.

**Table 28 / Ethnicity Profile of Women in the New Zealand Police 2010**

	% Female
New Zealand European	73.6%
New Zealand Māori	11.9%
European	14.3%
Pacific Peoples	4.8%
Asian Peoples	1.8%
Other	0.5%

\*Some staff indicate more than one ethnicity

# Politics

Women in politics have suddenly come of age internationally. In 2008 the Cabinet in Spain had nine women and eight men. In 2010 Switzerland's Cabinet for the first time has a majority of females; women only gained the vote at national level in 1971. In 2010 Australia elected its first female Prime Minister.

New Zealand has been a world leader and has a positive record of political rights for women. So will it continue to lead the way? The achievement of Kate Sheppard and of other suffragists is a critical start point in any analysis of women's political representation and women's rights to vote and take part in political life.

New Zealand has 32% of women Members of Parliament (MPs) in 2010 from a total of 122 MPs, a decrease of 1% from the 2008 Census report. The world average of women MPs is 19.2% women calculated by the Inter-Parliamentary Union as at 31 July 2010. There are currently 39 female MPs in New Zealand, mostly in the two dominant parties, National with 17 and Labour with 15. The Māori Party and ACT have the highest proportion of women MPs (two out of five, or 40.0%) now that list MP Hilary Calvert has replaced David Garrett in ACT. Other parties, including the major parties, fall far short of gender balance.

The number of women in Cabinet has decreased to six in 2010 from seven in 2008 and the number of females in Cabinet has remained much the same for over a decade with six women in 1999. There are 20 MPs who represent ministerial portfolios (this excludes the three ministers from outside Cabinet and five support party ministers (two from ACT, two from Māori party and one from United Future). Of the 20 ministers inside Cabinet, six are women and only two are in the bottom half of top 10. They are Judith Collins at

7 and Anne Tolley at 8. The other women are Georgina te Heuheu at 15, Paula Bennett at 16, Pansy Wong at 18 and Kate Wilkinson at 20. One woman, Tariana Turia is a support party minister (outside Cabinet). Two parties have Māori female co-leaders, the Green Party's Metiria Turei and Māori party co-leader, Tariana Turia.

Of the 20 select committees, four are chaired by women and eight have a female deputy chair. Only two of the 20 committees achieve gender parity. Electoral legislation and Social services both have a female chair and deputy chair. Education and Science is the only select committee that has more female members than male members while Commerce is the only select committee that has a gender balance of members. Both Māori affairs and Standing orders have no female members.

## The Influence of MMP

A Suffrage Day study prepared for Women for MMP by Ana Gilling and Dr Sandra Grey called *Representing Women* is generally positive about the influence of the Mixed Member Proportional (MMP) electoral system on the number of female politicians and the increased diversity of Members of Parliament. However, as the figures show New Zealand appears to have levelled out after early gains in women's representation for MMP. New Zealand has not moved past 6 or 7 women in Cabinet in the past decade and women in New Zealand appear to be in a holding pattern of about a third in terms of female MPs. Gilling and Grey (2010) state that it is political parties who are still the main barrier to women's political representation. "It is political parties that are responsible for what has been termed the 'gender gerrymander', the fact that women are far less likely than men to be pre-selected for the safe seats controlled by such parties".



**Table 29 / Key Dates for women in New Zealand Politics**

<b>1893</b>	Women's right to vote
<b>1919</b>	Women's right to stand for Parliament
<b>1933</b>	First woman elected to Parliament
<b>1947</b>	First woman in Cabinet
<b>1972</b>	First female Māori Cabinet Minister
<b>1993</b>	First female party leader
<b>1996</b>	MMP electoral system, 29% women
<b>1997</b>	First female Prime Minister
<b>1999</b>	First elected female Prime Minister
<b>2004</b>	First female Māori Party leader
<b>2005</b>	First female Pacific Minister
<b>2008</b>	First female Asian Cabinet Minister

**Table 30 / Members of Parliament**

as at 27 September 2010

Party	Women MPs	Total MPs	% of women 2010	% of women 2007	% of women 2005	% of change from 2005	% of change from 2007
Māori	2	5	40.0	25.0	25.0	15.0	15.0
ACT	2	5	40.0	50.0	50.0	-10.0	-10.0
Labour	15	42	35.7	38.8	38.0	-2.3	-3.1
Green	3	9	33.3	66.7	66.7	-33.4	-33.4
National	17	58	29.3	27.1	25.0	4.3	2.2
Independent	0.0	1	0.0	0.0	0.0	0.0	0.0
Progressive	0.0	1	0.0	0.0	0.0	0.0	0.0
United Future	0.0	1	0.0	50	33.3	-33.3	-50.0
<b>Total</b>	<b>39</b>	<b>122</b>	<b>32.0</b>	<b>33.0</b>	<b>32.2</b>	<b>-0.2</b>	<b>-1.0</b>

## Table 31 / Select Committee Members and Chairs

as at 23 September 2010

Select Committee	No. of male members	No. of female members	% of women	Gender of chairperson	Gender of deputy chair
Education and Science	4	5	55.56%	M	N/A
Commerce	5	5	50.00%	F	M
Local Government & Environment*	6	5	45.45%	M	F
Health	5	4	44.44%	M	F
Transport & Industrial Relations	5	4	44.44%	M	F
Social Services	5	4	44.44%	F	F
Regulations Review	4	3	42.86%	M	M
Electoral Legislation	7	5	41.67%	F	F
Justice & Electoral	6	3	33.33%	M	M
Government Administration	5	2	28.57%	M	F
Officers of Parliament	6	2	25.00%	M	M
Law & Order*	7	2	22.22%	F	M
Foreign Affairs, Defence & Trade	7	2	22.22%	M	F
Auckland Governance Legislation	10	2	16.67%	M	M
Finance and Expenditure	10	2	16.67%	M	F
Business	7	1	12.50%	M	N/A
Primary Production	7	1	12.50%	M	M
Privileges*	9	1	10.00%	M	M
Māori Affairs	7	0	0.00%	M	M
Standing Orders	10	0	0.00%	M	M

\*Prior to the departure of David Garrett

New thinking is required to maintain New Zealand's outstanding international record in advancing women's rights. A cross-party parliamentary caucus on women's issues could provide a forum for debate and discussion about gender equality policies amongst interested male and female MPs. It could be a catalyst to build a broad political consensus about systemic gender issues such as bridging the gender pay gap and women's segregation in low paid occupations. Such a caucus could mentor and support new parliamentarians and it could also provide an opportunity to discuss work/life issues within Parliament.



# Public Service



A new feature of the Census report 2010 is an analysis of pay and employment equity in public service departments. This section focuses on women's representation in leadership and pay equity. Across the public service gender equity indicators tell a story of slippage or little progress. In the case of women's representation at the highest level of the public service, there are fewer women chief executives than the last 2008 Census report and no change in the level of women's representation in senior management positions. Women make up 59% of all public servants, but only 17.6% of chief executives and 37.8% of senior management positions. The gender pay gap across the public service is 15.4%.

A number of individual departments are reporting changes to Human Resource practices to improve pay and employment equity. Some changes are not specifically designed to address gender disparities but are nevertheless indicative of good employment practice.

Pay and employment equity reviews across the public service and the public health and public education sectors, as well as two local councils and three Crown entities were carried out in 2004 -2009.

The reviews found gender pay gaps for all but one of the public service departments. The pay gaps were reported as being between 3 - 35%. Common findings included:

- unequal starting salaries for the same job
- female dominated jobs being lower paid than male dominated jobs
- gender disparities in pay progression and performance pay

- women predominating among the lowest paid staff and forming a minority of those in the best paid jobs
- women having a smaller share of additional rewards
- significant gender differences in opportunities to participate in all roles and at all levels.

Reviews and response plans were not made public. In the interest of transparency and the role of the Commission in monitoring equal employment opportunities including pay equity, all departments were written to and asked the following questions for inclusion in this report.

1. What is the overall gender pay gap as at June 2010?
2. What action have you taken to address gender disparities in starting salaries?
3. What action has been taken to increase representation of women in senior management positions?
4. What other actions have been taken to implement recommendations in your pay and employment equity response plan?

Information for this update has been collated from three sources, information provided by each department, the Human Resource Capability Survey 2009, published by the State Services Commission (SSC) and the list of chief executives as at June 2010 from the SSC website.

The table has a hard bar at the gender pay gap of 13% to indicate which departments have gaps greater than in the total labour force. This mean (average) was calculated by using average hourly wage and salary earnings from the latest New Zealand Income Survey June 2010.

**Table 32 / Gender Pay Gap in the Public Service as at June 2010**

Department	Gender Pay gap	Gender Chief Executive	% women in senior management	% women staff
Serious Fraud Office	-12.03%	M	33%	43%
Archives	1.65%	M (acting)	48%	59%
Corrections	2.30%	M	41%	40%
Pacific Island Affairs	5.54%	M	50%	56%
Conservation	6.00%	M	18%	37%
Women's Affairs	7.80%*	F	67%	82%
Social Development	11%	M	53%	73%
Education Review Office	11.10%	M	55%	72%
Māori Development	12%	M	57%	60%
Statistics	12.24%	M	43%	54%
Agriculture & Forestry	13.74%	M	17%	46%
Justice	13.90%	F	38%	66%
Land Information New Zealand	13.90%	M	30%	45%
Fisheries	14%	M	21%	35%
Labour	14.90%	M	50%	58%
Customs	15.18%	M	15%	39%
Research, Science & Technology	15.23%	F (acting)	43%	60%
Culture & Heritage	15.50%	M	45%	59%
Environment	16.10%	M	41%	64%
National Library	16.37%	F	55%	69%
Health	18.34%	M	37%	64%
Transport	18.45%	M	37%	51%
Government Communications Security Bureau	20.38%	M	18%	29%
Inland Revenue	20.56%	M	32%	65%
Internal Affairs	20.60%	M	40%	57%
Foreign Affairs & Trade	21.20%	M	28%	54%
Economic Development	23.20%	M	33%	55%
Building & Housing	25%	F	34%	57%
State Services Commission	26%	M	47%	56%
Crown Law Office	26.09%	M	60%	68%
Prime Minister & Cabinet	27.50%	M	33%	55%
Treasury	29%	M	36%	50%
Education	30.65%**	F	57%	81%
Defence	38.81%	M	17%	32%
<b>Total Public Service</b>	<b>15.40%</b>	<b>17.60%</b>	<b>37.80%</b>	<b>59%</b>

\* The Ministry of Women's Affairs advised that their preferred formula for calculating the gender pay gap is median hourly rates (compared to average or mean, which is the method used by SSC). The Ministry's median pay gap is 4.4%

\*\* Data from the Ministry of Education relates to all employees including casual, fixed term and permanent staff. "It is important to note approximately 1139 staff are engaged on a part-time fixed term employment or casual basis as Support Workers in Special Education who are paid an average salary for part -time hours of \$30,254."

## Q1 What is the overall gender pay gap as at June 2010?

The overall gender pay gap in the public service remained the same between 2008 and 2009 at 15.4%, with a slight improvement from 2007 (16%) according to the Human Resource Capability surveys of the public service collated by SSC.

As the table shows the range of the gender pay gap across government departments is wide. Only one department, the Serious Fraud Office has a gender pay gap in favour of women. Ten departments of a total of 34 have a gender pay gap less than or equal to the gap in the total labour force of 13%.

A number of departments reported the dollar amount of the gap. For example a 23.2% pay gap at the Ministry of Economic Development amounts to an average dollar amount of \$19,636.51 difference in annual pay.

Comments on the gender pay gap mainly focused on occupational segregation effects, that is, of women predominating among the lowest paid staff and forming a minority of those in the best paid jobs:

- "This (the gap) reflects the roles dominated by each gender, with women more significantly represented in our administrative and contact centre roles" *Building and Housing*.
- "The major driver for the pay gap between men and women in the Department is the over-representation of women in lower graded roles and under-representation in the high graded roles. Women tend to dominate administration, secretarial and a number of other business support /clerical type roles with the Department." *Internal Affairs*.
- "However, we believe this (the gender pay gap) somewhat overstates the gap given that currently our senior management team is primarily male and that we have a large cohort of support staff (primarily employed as personal assistants) who are exclusively female. If the senior executive (including both sexes) and the support group are extracted from the data this reduces the gap to 18.9%". *Treasury*.

## Q2 What action has your department taken to address gender disparities in starting salaries?

Monitoring starting salaries and determining the salary for the role based on gender neutral job sizing were the most frequent response to this question. Some departments reported that the pay and employment equity review had not identified starting salaries as an issue. They were Ministry of Foreign Affairs and Trade, Ministry of Women's Affairs, Department of Corrections, Ministry for Culture and Heritage, Department of Prime Minister and Cabinet, Statistics New Zealand Archives and Ministry of Fisheries.

- "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."
- "(We) now include additional actions to our recruitment process to ensure we maintain our lack of bias in recruitment and remuneration. Some examples include: checking gender mix on short-listed applicants, moderation to ensure internal equity for salaries, and a decision justification on starting salary included in a personnel file." *Agriculture and Forestry*.
- "... any graduate will be appointed at 80% of the pay range for the role and they will automatically progress every 6 months until they reach 84% of the pay range." *Government Communications Security Bureau*.
- "The Ministry regularly monitors starting salaries and is pleased to report that the gender gap for starting salaries has reduced in size... there is little difference by gender between where new employees are appointed within the salary bands." *Justice*.
- "The Ministry has undertaken a job size exercise to ensure roles are banded by activity size, and ...recruits to the average salary, band by band, rather than applicant by applicant. This means the appointee, regardless of gender, is paid relative to the role band, not their gender." *Health*.

- “The Department has continued to monitor gender disparities in starting salaries by job size since the 2006 Pay and Employment Equity Review. We are satisfied that there is currently no significant gender disparity in starting rates.” *Labour*.
- “(Education Review Office) identified an equity issue for those review officers who have been recruited from the early childhood education sector. It now recruits all review officers within a reduced salary range.”
- “Over the past year *Treasury* has undertaken a complete review of our remuneration framework and associated performance management system. While this work was not exclusively targeted at gender equity the issue of how any changes may impact women in negotiating starting salaries or pay rises was included.”

### Q3 What action has your department taken to increase the representation of women in senior management positions?

Less than one fifth (17.6%) of public service chief executives are women. This is a decline from figures reported in the last 2008 Census report when 23% of chief executives were women.

Women continue to be under-represented in senior management roles, with the proportion of women in tier 2 and 3 management positions at 37.8%. This is the same level as reported in the last Census report. Over the last five years the proportion of women senior managers has increased slightly from a low of 35.6 % in 2005 to a high of 38.4% in 2008. There is a high proportion (59%) of women employed in the public service. Only one department, the Department of Corrections, has women in management positions proportional to their representation within the staff.

Women from ethnic groups other than European are also under-represented. Of the women in senior management positions 10.3% are Māori, 1.5% are Asian, 1.5% are Pacific people, 0.3% are MELAA (Middle Eastern, Latin American & African), 84.2% are European and 4.0% are other.

The overview report of the reviews published by the Department of Labour said, “All but one of the pay and employment equity reviews that provided information on women’s participation at senior levels found that women were under-represented in senior management compared with their representation in the organisation as a whole.”

A number of departments referred to career development programmes and the identification and development of talent in relation to women in management. These programmes were not specifically targeted at women, but women were participating. Specific strategies include identifying barriers to women’s representation in senior management positions, actively supporting talented women and rethinking management roles. Other departments reported that women were well represented in senior management positions and that this was not an identified issue for them. This group included Women’s Affairs, Archives, Culture and Heritage, Statistics, Department of Prime Minister and Cabinet, Transport and Fisheries.

- “We are currently undergoing a large organisational change, which has provided increased opportunities for women to act in senior positions. Any potential barriers to women undertaking these roles have been identified at the initial discussion phase and plans created to overcome them, such as providing flexible working opportunities.” *Ministry of Agriculture and Forestry*.
- “One of the goals which influenced the decision to expand the focus of leadership development beyond the Department’s traditional strengths in technical and people leadership was to provide opportunities for the development and progression of greater numbers of women leaders in the Department.” *Conservation*.
- Actions include: “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 (Australia New Zealand School of Government) and Learning Development Centre offerings and

support appointment to roles based on merit and encourage a gender and ethnic mix on appointment panels." *Justice*.

- The Ministry encourages inclusion of senior female staff in senior leadership/ management programmes. Female employees demonstrating potential are also encouraged to apply for scholarships." *Education*.
- "We are also supporting the new EEO Trust Cross-Company Mentoring Programme that is designed to give career enhancement opportunity to senior women managers." The Ministry is also planning a women in leadership summit in early 2011. *Social Development*.
- "Another issue (in the review) was the under-representation of women as managers. *Land Information New Zealand* reorganised its business group structure in 2009 and as a result 3 of the 6 members of the Senior Leadership team are female."
- "As much as possible, the Department ensures that work life balance and family or personal commitments are accommodated in the design of roles and the provision of development. Women are well represented in the talent management of higher potential senior managers." *Corrections*.
- "Senior women in the Ministry have started a Women Directors informal staff network to support senior women. The Ministry has also developed a Flexible Working Arrangements policy." *Foreign Affairs and Trade*.

#### Q4 What other actions have been taken to implement recommendations detailed in your department's pay and employment equity review response plan?

Common responses to this question included changes to human resource practices such as revision of the recruitment process, resizing jobs, revising remuneration systems and policies, increased monitoring and reporting within the department, professional development programmes, flexible work practices and creating a positive work environment.

- "HR take an active role in the recruitment process to ensure the absence of gender bias in candidate short-listing and selection and to see that recruitment panels are presented with a fair and representative mix of candidates at interview." *Prime Minister and Cabinet*.
- The *State Services Commission* identified the need to address a number of concerns related to the Administration job family in the response plan. Actions taken include "updated job evaluations for Administration roles, researched pay comparisons for Administration roles across the Public Service and moved to narrow banding for the Administration job family."
- "The Ministry has conducted an audit of the current Performance Management System to ensure that it does not perpetuate any gender bias in its outcome." *Education*.
- "Groups and Services identify appropriate training and career opportunities for administrative staff with a view towards providing a career path within Administration and across the Department." *Corrections*.
- "Recruitment data trends are monitored and reported; special notice is taken of remuneration equity issues, all job descriptions outline performance expectations with behavioural competencies that include an equity focus; all of which are assessed in the performance review process." ... "special notice is taken of remuneration equity issues and proactive adjustment taken when required" during the annual review of remuneration data at which performance based remuneration adjustments are made. *Defence*.
- "The Department recently refreshed its Harassment Policy and procedures and promoted training on creating a positive working environment across business groups." *Internal Affairs*.
- "Update the Department's Management of Change process to ensure that changes arising from flexible working arrangements and other drivers such as the use of part-time work are considered in the design of jobs to ensure reasonable work-life balance." *Corrections*.

Overall, it is clear that there is a wide-range of activities advancing equal employment opportunities in public service departments. However, a declining percentage of female chief executives and the large number of departments with significant gender pay gaps is unacceptable and requires a whole of government commitment and stronger accountabilities for public service chief executives.

### Mean or median?

The calculation of the gender pay gap is controversial both here and internationally. The Commission has reported the gender pay gap between the mean full time equivalent salaries of men and women in the public service because this is the methodology used by the State Services Commission in the annual Human Resource Capability Survey.

The mean refers to the average, calculated by summing all the salaries and dividing by the number of people. The median is the middle salary, half the people in the data set earn more and half earn less. The gender pay gap in SSC reporting is calculated by the following formula: Gender Pay Gap (%) = (Average male salary - average female salary)/average male salary X 100. Salaries are fulltime equivalent in order to control for the effect of working time. Another way to achieve this is to compare hourly rates.

During the pay and employment equity reviews in the state sector, both the median and mean gaps were calculated and sometimes the median indicated a wider gap, whereas other times the gap was wider using the mean. In this report we have compared the mean pay gap across the labour market from the New Zealand Income Survey data with the public service mean gap to ensure consistency and comparability.

Over the years reporting of the gender pay gap has been inconsistent in relation to the methodology used to calculate the gap. The figure used has often been selected to make a point. Further discussion of this issue can be found in the chapter on women's rights in the forthcoming Review of Human Rights in New Zealand.

The Commission has published an on-line tool for monitoring pay and employment equity, which draws on the work of the pay and employment equity unit. The pay equity monitoring tool is designed to provide organisations with a framework with which they can measure current performance and monitor progress towards gender equity. It is available at <http://www.neon.org.nz/payequitymonitoringtool/>





# School Boards of Trustees



Latest figures from the Ministry of Education show women account for 51% of members on School Boards of Trustees as at August 2010. This is a decrease of 1% since the last Census report in 2008.

The data shows women are three times more likely to be elected as staff representatives than men. Staff representatives are currently 1,455 women and 408 men. The gap between men and women in principal or acting principal roles on School Boards of Trustees has closed from 289 in 2008 to 165 in 2010. Similarly Ministerial appointed members has also closed from 33 in 2008 to 14.

Figures as at December 2009 show there were 1,983 Māori women on boards of trustees compared to 1,125 Māori men. One hundred and eighty one Māori women chair boards and one Māori women Commissioner has been appointed.

Pacific women accounted for 387 member positions in comparison to 290 for Pacific men. Thirty Pacific women chair boards. In 2009 there

were 72 Asian women on boards of trustees, four of whom were chairs. European/Pakeha women account for the largest share of member positions at 6,824 with 697 chairs.

Māori and Pacific women are less likely to be represented on school boards from wealthier urban areas. Māori women are overly represented as members in Decile 1 to 5 schools. Of the total 1,983 Māori women members, 1,667 are on boards in low decile schools. Only 29 Māori women were on Decile 10 school boards of trustees.

The situation is similar for Pacific women who have 329 members on Decile 1 to 5 school boards of trustees and only 4 members in Decile 10 schools. Asian women number 34 on Decile 1 to 5 school boards of trustees and 12 on Decile 10. European/Pakeha women are evenly spread across all Deciles. However, their lowest representation is on Decile 1 school boards of trustees.

Overall women occupy 38.5% of the total number of chairs according to 2010 data supplied by the Ministry of Education.

**Table 33 / School Boards of Trustees**

Type of member/representative by gender	Female	Male
Parent elected representative	5,288	5,570
Co-opted member	305	279
Principal/acting principal	1,110	1,275
Staff representative	1,455	408
Student representative	184	173
Ministerial appointed member	63	77
Proprietor's representative	484	614
Other organisational appointment	0	0
Unknown*	0	0
<b>Total</b>	<b>8,889</b>	<b>8,396</b>
<b>% by gender</b>	<b>51%</b>	<b>48%</b>
<b>Board position - Chairperson</b>	<b>38.5%</b>	<b>61.5%</b>

\*59 members are of unknown gender and therefore the percentages do not equal 100% exactly

# Science

Women are making slow gains at the top in terms of science, technology, and humanities but have yet to crack 10% of elite positions as Royal Society Fellows.

Fellowship of the Royal Society of New Zealand (FRSNZ) is an honour conferred for distinction in research or the advancement of science, or technology, or the humanities. At present there are 365 Fellows and 55 Honorary Fellows, who are elected from overseas institutions. An increased number of women have been made Fellows of the Royal Society of New Zealand, and this increase has raised the overall percentage of female Fellows to 9.04%

The process of selection is rigorous, and takes almost a year. The call for nominations occurs in December and final election takes place in the following October at the Fellows' AGM. The New Zealand Royal Society has a female Chief Executive.

Nominations for Fellows are made by two Fellows or by one Fellow and a senior office bearer of a scientific organisation. Nominations are sent to one of twelve Fellowship Selection panels. Each panel consists of at least five members who have collective experience in a particular discipline, and where needed other panellists may be co-opted. The recommendations of the Fellowship panels alongside any recommendations of the President's Panel (which reviews nominations that do not fit the twelve panels) are considered by the Fellowship Selection Committee that presents its list of recommended candidates for election at the Fellows AGM.

The table on the following page suggests that women are elected at about the same rate as they are nominated. That is, women who are nominated are just as likely to be accepted as men. This appears to be a more recent feature of the data.

Candidates are selected on individual merit alone - there is no quota allocation between the different discipline and geographical areas, or gender. As reported previously an affirmative action programme which actively sought nominations from women who were then considered by the President's Panel was discontinued in 2006.

International studies show women are still significantly under-represented in science, technology, engineering and mathematics, at least at the top level. Universities in particular are attempting to address these shortcomings and are concentrating their efforts on increasing the number of female candidates, addressing family and flexibility issues including tenure that currently impede the progress of women, providing mentoring for women and learning lessons from industry.

In another study, worldwide many scientists seem satisfied with their jobs and most are paid reasonably well although the data shows that gender inequities in salaries persist. In Australia, Germany, Italy, Spain, the United Kingdom, India, Japan, Canada and the United States men's salaries were 18% to 40% higher than women's. In Europe men's salaries start to increase noticeably in relation to women's in the 3-5 year range, and in the 6-10 year range in North America. Despite this, overall job satisfaction levels among male and female researchers were similar.





**Table 34 / Fellows of the Royal Society of New Zealand**

	2010	2007	2005
Number of female Fellows	33	25	25
Total number of Fellows	365	338	321
<b>% female Fellows</b>	<b>9.04%</b>	<b>7.39%</b>	<b>7.78%</b>

**Table 35 / Numbers Nominated and Elected as Royal Society Fellows**  
as at 10 August 2010

	Nominations				Elected			
	Male	Female	Total	% female	Male	Female	Total	% female
2004	89	10	99	10.1%	11	1	12	8.3%
2005	74	6	80	7.5%	8	1	9	11.1%
2006	79	8	87	9.2%	10	0	10	0%
2007	66	11	77	14%	9	1	10	10%
2008	66	11	77	14%	10	0	10	0%
2009	78	20	98	20.4%	28	7	35	20%

A number of employment issues for women in science in New Zealand are highlighted in recent employment-related reports.

In the Human Rights Commission's *National Conversation about Work* women working in a number of Crown Research Institutes were generally positive about their working conditions, in particular access to flexible working arrangements. Concerns were raised, however, about traditional pathways for women in science with one manager noticing the "largest proportion of those leaving science are women".

The Public Sector Pay and Employment Equity Overview Report 2009 conducted by the Department of Labour's Pay and Employment Equity Unit showed the gender pay gap, performance pay, participation, training and development, career progression, representation, job flexibility and respect and fairness were critical issues facing women in science.

It was reported that women are under-represented in higher grade positions, and over-represented in lower grade positions in science. Women were less likely to be employed as scientists, especially senior scientists. Women were also less likely to view the promotions process as fair. More men than women were satisfied with training and development opportunities. Significantly more women than men mentioned that they did not know about opportunities, had never discussed them with their manager and that their work hours restricted their ability to participate in developmental opportunities.

# Sport

Sport is an integral part of the national psyche and the role women play in sports and administration is significant. Latest figures show that women represent 24% of National Sports Organisation (NSO) board members.

**Table 36 / National Sporting Organisations**

Board Members	Number	Percentage
Men	463	76%
Women	150	24%
<b>Total</b>	<b>613</b>	<b>100%</b>

Research provided by Massey University Doctoral student Ryan Holland.

In 2010 the New Zealand Olympic Committee (NZOC) released its latest findings on the degree of gender representation in leadership and decision-making positions within New Zealand sports.

According to the NZOC women continue to be under-represented at the Executive Board level within NZOC member and affiliated sports. Results of their research show:

- Most boards (85%) have less than 50% female representation.
- Fifty three per cent of NZOC member or affiliated sporting organisations meet the 2005 IOC target of 20% female representation of the boards of sports.
- Of New Zealand boards, 18% have no women on them. This includes popular New Zealand sports that have strong levels of female participation including biking, paralympics and rugby.

Increases in the gender balance of women on boards have occurred in the following sports:

**Table 37 / Increases in Gender Balance**

Sport	Women 2007	Women 2008	Women 2009
Archery	1	1	2
Badminton	2	1	2
Gymnastics	1	2	3
Ice Skating	6	7	8
Ice Speed Skating	3	4	5
Rowing	0	0	1
Snowboarding	2	0	1
Squash	0	0	2
Synchronised swimming	5	2	5



Decreases in the gender balance of women on boards have occurred in the following sports:

**Table 38 / Decreases in Gender Balance**

Sport	Women 2007	Women 2008	Women 2009
Bike	0	1	0
Bob Sleigh & Skeleton	2	3	1
Canoeing	3	3	1
Dance Sports	8	7	4
Equestrian	3	3	2
Paralympics	3	1	0
Softball	2	2	1
Tennis	1	1	0

Men coach most national teams in New Zealand. Two-thirds of all personnel working with senior women's teams are male. Nearly all of the full-time paid personnel working with men's teams are male.

Team management is also more professionalised for men, with more men in these roles, and women typically volunteers or working with women's teams. Women are more prevalent in volunteer coaching positions and as coaches of individuals or small teams.

**Table 39 / Coaches of National Teams by Gender**

National teams	Females	Males	Total	% Women coaches
Women's teams	16	27	43	37.20%
Men's teams	2	40	42	4.76%
<b>Total</b>	<b>18</b>	<b>67</b>	<b>85</b>	<b>21.17%</b>

Massey University doctoral student Ryan Holland is researching Māori and Pacific participation in sports management. His aim is to identify any barriers to participation and how they might be overcome.

In 2010, Holland analysed 84 NSO boards, and found that of 613 board positions, only 6% were held by people of Māori or Pacific heritage.

**Table 40 / Māori and Pacific on NSO Boards**

Board Members	Number	% total board positions
Pacific	4	0.65%
Māori	33	5.38%
<b>Total</b>	<b>37</b>	<b>6.03%</b>

There are 33 Māori board members on NSOs, 10 of whom are women. Māori women represent 1.63% of all total NSO board members. There are only four Pacific people on NSO boards, or 0.65% of total NSO board members, none are women.

**Table 41 / Māori Women and Men on NSO Boards**

Board Members	Number	% total board positions
Māori Women	10	1.63%
Māori Men	23	3.75%

**Table 42 / Pacific Women and Men on NSO Boards**

Board Members	Number	% total board positions
Pacific Women	0	0%
Pacific Men	4	0.65%

Some Māori and Pacific people feel that they can't put themselves forward for leadership as their background teaches them that people must be born into leadership, or that such a role is bestowed by others, says Holland.

He also asks whether diversity policies and committees exist, whether there are programmes to boost Māori and Pacific representation, and what barriers might stand in their way. These might include unconscious discrimination, lack of confidence, selection bias, practical barriers such as lack of childcare, a lack of role models, and the expectations of others.

**Table 43 / Sports Governance**

Sport	Number of women on board	2009	Number of women on board	2007
Synchronised Swimming	5	100%	5	100%
Ice Skating	8	88%	6	67%
Netball	6	75%	5	63%
Roller Sport	4	67%	5	63%
Biathlon	2	59%		No board
Bowls	4	57%	2	43%
Ice Speed Skating	5	55%	3	33%
Softball	3	43%	3	43%
Gymnastics	3	43%	1	17%
Hockey	3	38%	4	50%
Dance Sports	4	36%	8	73%
Diving	2	33%		No data
Water polo	2	33%	2	33%
Orienteering	2	29%	3	43%
Squash	2	29%	0	0%
Equestrian	2	25%	3	33%
Fencing	2	25%	2	25%
Badminton	2	25%	2	25%
Archery	2	25%	1	13%
Bobsleigh & Skeleton	1	20%	2	40%
Judo	1	20%	1	20%
Tenpin Bowling	1	20%	1	20%
Snowboarding	1	20%	2	40%
Cross Country Skiing	1	20%	4	57%
Triathlon	1	17%	1	17%
Softball	1	16%	2	33%
Canoeing	1	14%	3	43%
Volleyball	1	14%	0	0%
Athletics	1	14%	1	14%
Ice Hockey	1	14%	1	14%
Boxing	1	14%	1	14%
Basketball	1	13%	1	13%
Luge	1	13%	0	0%
Swimming	1	13%	2	25%
Yachting	1	13%	1	13%
Football	1	13%	1	13%
Rowing	1	13%	0	0%
Paralympics	0	0%	3	38%
Bike	0	0%	0	0%
Tennis	0	0%	1	13%
Curling	0	0%	0	0%
Rugby	0	0%	0	0%
Shooting	0	0%	0	0%
Ski Racing	0	0%	1	17%
Table Tennis	0	0%	1	14%
Modern Pentathlon		No data		No board

\*Source: NZOC

# State Sector Boards

Regression appears to be the pattern of women's representation on state sector boards. This slight dip in the percentage of women appointed to State Sector Boards and Committees to 41.5%, is of concern given that female representation in ministerial appointments had previously been incrementally improving. For example, the 2006 stock-take of ministerial appointments showed a 1% increase to 42% between the 2004 and the 2006 Census Report data. The half a per cent change is worrying given that 2010 was the year that successive governments have indicated New Zealand would achieve gender parity of 50%.

There are 419 state sector boards with 2,690 ministerial appointees of which 1,117 are women. This compares with 1,131 women in 2006.

The good news is that for the first time ever, one administering agency, the Ministry of Consumer Affairs, has 75% women of its ministerial appointments on its five boards. Six of eight ministerial appointees are women. Of the 31 agencies covered by the latest stock-take, 29 agencies have previously been analysed. Eleven of these agencies have improved their female representation, 15 are reporting a decrease, and three agencies remain the same.

Those agencies that have increased their percentage of female appointees include the Ministry of Social Development, Ministry of Pacific Island Affairs and the Department of Internal Affairs. Decreases are reported by the Defence Force from 27% to 9.1%, the Ministries of Culture and Heritage, Education, Research, Science and Technology, and Transport.

Only seven government administering agencies from a total of 31 (6 from 30 in 2006) have greater than 50% women as ministerial appointments. These include the Ministry of Consumer Affairs, Ministry of Social Development

(57.1%), the Ministry of Pacific Island Affairs (55.6%), the Department of Internal Affairs (54.1%), the Accident Compensation Corporation (54.5%) which is new to this list, the Ministry of Health at 53.7% and the Department of Labour (52.4%).

Of the agencies with a large number of boards such as the Ministry of Health which has 69, the Department of Internal Affairs with 46 and the Ministry of Justice with 56 boards, both Health and Internal Affairs have achieved gender parity while the Ministry of Justice is at 30.1% female board representation.

This publication of the stock-take undertaken by the Ministry of Women's Affairs includes only ministerial appointments that are approved by the Cabinet Appointments and Honours Committee (APH) or other Cabinet committees. It does not report on women who may have been elected, appointed as members of professional groups without ministerial involvement and ex-officio members, or current Members of Parliament. The data reported here, with the exception of the summary table (Table 44) differs from other presentations of the Ministry's stock-take because District Health Boards (DHBs) and boards monitored by the Crown Ownership Monitoring Unit (COMU) are broken out separately in this report to allow for more up to date reporting in 2010. Latest figures provided by the Crown Ownership Monitoring Unit (COMU, which was previously known as CCMAU), shows a drop from 34.07% of women to 32.9% in 2010.

Stock-take data was provided by the Ministry of Women's Affairs, the Crown Ownership Monitoring Unit provided its own data and the Ministry of Health provided information on District Health Boards prior to the 2010 local body elections.



**Table 44 / Gender Stock take of State Sector Boards and Committees**  
(as at 20 Dec 2009 compiled by the Ministry of Women's Affairs)

Administering Agency	No. of Boards	No. of Ministerial Appointees	No. of Women Ministerial Appointees	% of Women
Accident Compensation Corporation (ACC)	1	22	12	54.5%
Ministry of Agriculture and Forestry	14	72	26	36.1%
Archives New Zealand	1	7	2	28.6%
Department of Building and Housing	8	57	16	28.1%
Crown Ownership Monitoring Unit (COMU)	48	283	93	32.9%
Department of Conservation	20	166	63	38.0%
Ministry of Consumer Affairs	5	8	6	75.0%
Ministry of Culture and Heritage	15	97	33	34.0%
Defence Force	1	11	1	9.1%
Ministry of Economic Development	15	89	27	30.3%
Ministry of Education	11	75	34	45.3%
Ministry for the Environment	5	38	11	28.9%
Ministry of Fisheries	1	6	2	33.3%
Ministry of Foreign Affairs and Trade	11	51	12	23.5%
Ministry of Health	69	611	328	53.7%
Department of Internal Affairs	46	307	166	54.1%
Ministry of Justice	56	335	101	30.1%
Department of Labour	11	84	44	52.4%
Land Information New Zealand	3	19	4	21.1%
National Library	2	11	4	36.4%
New Zealand Qualifications Authority	2	2	0	0.0%
Ministry of Pacific Island Affairs	2	18	10	55.6%
Ministry of Research, Science and Technology	3	20	5	25.0%
Ministry of Social Development	16	49	28	57.1%
SPARC	1	9	4	44.4%
Statistics New Zealand	1	12	2	16.7%
Te Puni Kōkiri	5	34	15	44.1%
Tertiary Education Commission	32	125	51	40.8%
Ministry of Tourism	2	15	4	26.7%
Ministry of Transport	9	43	10	23.3%
Veterans' Affairs New Zealand	3	14	3	21.4%
	<b>419</b>	<b>2690</b>	<b>1117</b>	<b>41.5%</b>

- Totals include District Health Boards and Crown companies
- Table 46 reports COMU Crown companies as at 1 August 2010 and Tables 13 and 14 reports District Health Boards as at 26 July 2010 to provide the most up to date information
- The remaining statutory bodies are reported in Table 45 as at 2009.

## Table 45 / Ministerial Appointments on Statutory Bodies (excluding DHBs and Crown Companies)

as at 20 Dec 2009 compiled by the Ministry of Women's Affairs

Statutory Body (by Agency)	No. of Min Apptees	No. of Female Min Apptees	% of Female Min Apptees
<b>Accident Compensation Corporation (ACC)</b>			
New Zealand Injury Prevention Strategy Stakeholder Reference Group (formerly listed as Stakeholder Reference Group)	22	12	55%
<b>Ministry of Agriculture and Forestry</b>			
Agricultural and Marketing Research and Development Trust (AGMARDT)	4	1	25%
Animal Health Board Representatives Committee	1	0	0%
Biosecurity Ministerial Advisory Committee	13	6	46%
National Animal Ethics Advisory Committee (NAEAC)	9	3	33%
National Animal Welfare Advisory Committee (NAWAC)	10	5	50%
New Zealand Dairy Core Database Panel	3	1	33%
New Zealand Horticulture Export Authority (NZHEA)	5	2	40%
New Zealand Meat Board	2	0	0%
New Zealand Pork Industry Board	1	0	0%
New Zealand Walking Access Commission	8	3	38%
Primary Growth Partnership Investment Advisory Panel	6	1	17%
Taratahi Agricultural Training Centre (Wairarapa) Trust Board	6	1	17%
Telford Farm Training Institute Board of Management	1	1	100%
Veterinary Council of New Zealand	3	2	67%
<b>Archives New Zealand</b>			
Archives Council	7	2	29%
<b>Department of Building and Housing</b>			
Building Practitioners Board	8	1	13%
Chartered Professional Engineers Council	8	3	38%
Electrical Workers Registration Board	7	1	14%
Engineering Associates Registration Board	8	2	25%
Housing New Zealand Corporation	4	1	25%
New Zealand Registered Architects Board	8	4	50%
Plumbers, Gasfitters and Drainlayers Board	9	2	22%
State Housing Appeal Authority	5	2	40%
<b>Department of Conservation</b>			
Auckland Conservation Board	10	4	40%
Canterbury Aoraki Conservation Board	10	4	40%
Chatham Islands Conservation Board	8	6	75%
East Coast/Bay of Plenty Conservation Board	11	4	36%
Hauraki Gulf Forum	6	3	50%
Nature Heritage Fund	5	2	40%
Nelson/Marlborough Conservation Board	9	4	44%
New Zealand Conservation Authority	13	5	38%
New Zealand Game Bird Habitat Trust Board	6	1	17%
Nga Whenua Rahui Fund	6	2	33%
Northland Conservation Board	11	4	36%
Otago Conservation Board	11	2	18%
Queen Elizabeth II National Trust Board	4	1	25%
Southland Conservation Board	9	3	33%



Table 45 / continued...

Statutory Body (by Agency)	No. of Min Apptees	No. of Female Min Apptees	% of Female Min Apptees
Taranaki/Whanganui Conservation Board	10	3	30%
Te Poari Whakahaere o Taupo-nui-a-Tia / Taupo-nui-a-Tia Management Board	2	1	50%
Tongariro/Taupo Conservation Board	7	2	29%
Waikato Conservation Board	10	7	70%
Wellington/Hawke's Bay Conservation Board	8	3	38%
West Coast/Tai Poutini Conservation Board	10	2	20%
<b>Ministry of Consumer Affairs</b>			
Banking Ombudsman Commission	1	1	100%
Electricity and Gas Complaints Commission	2	2	100%
Insurance and Savings Ombudsman Commission	2	1	50%
Motor Vehicle Disputes Tribunal	2	1	50%
Telecommunications Dispute Resolution Service Council	1	1	100%
<b>Ministry of Culture and Heritage</b>			
Arts Board of Creative New Zealand	7	2	29%
Arts Council of New Zealand Toi Aotearoa	7	3	43%
Broadcasting Commission (NZ on Air)	6	2	33%
Broadcasting Standards Authority	4	3	75%
Drug Free Sport New Zealand	5	2	40%
Māori Heritage Council (of the New Zealand Historic Places Trust)	7	1	14%
Museum of New Zealand Te Papa Tongarewa	8	3	38%
National Pacific Radio Trust (NPRT)	7	3	43%
National War Memorial Advisory Council	4	1	25%
New Zealand Film Commission	8	2	25%
New Zealand Historic Places Trust	6	1	17%
New Zealand Symphony Orchestra (NZSO)	7	3	43%
SPARC (Sport and Recreation New Zealand)	9	3	33%
Te Māori Manaaki Taonga Trust	5	2	40%
Te Waka Toi Board	7	2	29%
<b>Defence Force</b>			
Territorial Forces Employer Support Council	11	1	9%
<b>Ministry of Economic Development</b>			
Accounting Standards Review Board (ASRB)	7	1	14%
Commerce Commission	9	2	22%
Commerce Commission - Cease and Desist Commissioners	2	1	50%
Copyright Tribunal	3	2	67%
Eden Park Trust Board	5	1	20%
Electricity Commission	6	1	17%
Gas Industry Rulings Panel	1	0	0%
Governing Board of the Joint Accreditation System of Australia and New Zealand (JAS-ANZ)	2	0	0%
New Zealand Trade and Enterprise	7	2	29%
Securities Commission	10	5	50%
Small Business Advisory Group	11	5	45%
Standards Council	8	3	38%
Takeovers Panel	11	2	18%
Temporary Safeguard Authority	2	0	0%
Testing Laboratory Registration Council of New Zealand (TELARC)	5	2	40%

Table 45 / continued...

Statutory Body (by Agency)	No. of Min Apptees	No. of Female Min Apptees	% of Female Min Apptees
<b>Ministry of Education</b>			
Board of the Ngarimu VC and 28th (Māori) Battalion Memorial Scholarship Fund	8	5	63%
Career Services (Rapuara) Board	7	4	57%
The Correspondence School	8	4	50%
New Zealand Council for Educational Research	1	0	0%
New Zealand National Commission for UNESCO	3	1	33%
New Zealand Qualifications Authority Board	9	5	56%
New Zealand Teachers Council	7	6	86%
Otaki and Porirua Trusts Board	9	3	33%
Pacific Islands Polynesian Education Foundation	6	2	33%
Papawai and Kaikokirikiri Trusts Board	9	2	22%
Tertiary Education Commission	8	2	25%
<b>Ministry for the Environment</b>			
The Energy Efficiency and Conservation Authority (EECA)	8	2	25%
The Environmental Risk Management Authority (ERMA)	8	3	38%
Fiordland Marine Guardians	8	1	13%
Guardians Establishment Committee	7	2	29%
Waste Advisory Board	7	3	43%
<b>Ministry of Fisheries</b>			
Amateur Fishing Ministerial Advisory Committee (AFMAC) (formerly Recreational Fishing Ministerial Advisory Committee)	6	2	33%
<b>Ministry of Foreign Affairs and Trade</b>			
APEC Business Advisory Council (ABAC)	2	0	0%
Asia New Zealand Foundation	14	4	29%
Fulbright New Zealand Board	4	1	25%
New Zealand Commissioner to the International Whaling Commission	1	0	0%
National Group in the Permanent Court of Arbitration	4	1	25%
New Zealand Antarctic Institute Board of Management	6	2	33%
New Zealand/France Friendship Fund (New Zealand Board)	3	1	33%
Pacific Cooperation Foundation	8	2	25%
Pacific Forum Line	1	0	0%
Public Advisory Committee on Disarmament and Arms Control	7	1	14%
Tokelau International Trust Fund Board of Trustees	1	0	0%
<b>Ministry of Health</b>			
Advisory Committee on Assisted Reproductive Technologies (ACART)	12	3	25%
Alcohol Advisory Council of New Zealand	7	3	43%
Cancer Control Council (CCC)	11	3	27%
Central Regional Ethics Committee	9	5	56%
Child and Youth Mortality Review Committee (CYMRC)	10	5	50%
Chiropractic Board	8	1	13%
Clinical Training Agency Board	7	2	29%
Crown Health Financing Agency	5	2	40%
Dental Council	10	5	50%
Dietitians Board	7	5	71%
Ethics Committee on Assisted Reproductive Technologies (ECART)	9	7	78%
Family Violence Death Review Committee	7	5	71%

Table 45 / continued...

Statutory Body (by Agency)	No. of Min Apptees	No. of Female Min Apptees	% of Female Min Apptees
Health and Disability Commissioner	3	2	67%
Health Practitioners' Disciplinary Tribunal	117	61	52%
Health Research Council	10	5	50%
Health Sponsorship Council	6	3	50%
Lower Southern Regional Ethics Committee	11	8	73%
Medical Council of New Zealand	12	5	42%
Medical Laboratory Science Board	10	6	60%
Medical Radiation Technologists Board	10	9	90%
Mental Health Commission	3	1	33%
Mental Health Review Tribunal	16	6	38%
Midwifery Council	8	8	100%
Multi-Region Ethics Committee	13	6	46%
National Advisory Committee on Health and Disability (National Health Committee, NHC)	12	5	42%
National Advisory Committee on Health and Disability Support Services Ethics (National Ethics Advisory Committee, NEAC)	12	4	33%
National Cervical Screening Programme Review Committee	3	2	67%
National Health Board	11	5	45%
National Health Epidemiology and Quality Assurance Advisory Committee (aka Quality Improvement Committee (QIC))	9	6	67%
National Health IT Board	8	3	38%
National Kaitiaki Group	6	6	100%
New Zealand Blood Service	6	3	50%
Northern X Regional Ethics Committee	12	9	75%
Northern Y Regional Ethics Committee	11	6	55%
Nursing Council of New Zealand	9	9	100%
Occupational Therapy Board	8	7	88%
Optometrists and Dispensing Opticians Board	11	5	45%
Osteopathic Council	8	5	63%
Perinatal and Maternal Mortality Review Committee (PMMRC)	10	10	100%
PHARMAC	6	2	33%
Pharmacy Council	8	3	38%
Physiotherapy Board	8	6	75%
Podiatrists Board	7	4	57%
Psychologists Board	8	5	63%
Psychotherapists Board	7	4	57%
Radiation Protection Advisory Council	5	2	40%
Upper Southern A Regional Ethics Committee	11	8	73%
Upper Southern B Regional Ethics Committee	11	9	82%
<b>Department of Internal Affairs</b>			
ASB Community Trust	15	8	53%
Bay of Plenty Community Trust	12	7	58%
Charities Commission	7	3	43%
Chinese Poll Tax Heritage Trust	8	2	25%
The Community Trust (of Canterbury)	12	7	58%
The Community Trust of Mid and South Canterbury Inc.	10	6	60%
Community Trust of Otago	12	7	58%
Community Trust of Southland	10	6	60%
The Community Trust of Wellington	9	6	67%
Confidential Listening and Assistance Service	1	1	100%
Eastern and Central Community Trust	12	8	67%

Table 45 / continued...

Statutory Body (by Agency)	No. of Min Apptees	No. of Female Min Apptees	% of Female Min Apptees
Film and Literature Board of Review	9	7	78%
Film and Video Labelling Body	8	8	100%
Gambling Commission	4	1	25%
Local Government Commission	3	2	67%
Lottery Auckland Community Distribution Committee	5	3	60%
Lottery Bay of Plenty/Gisborne Community Distribution Committee	5	4	80%
Lottery Canterbury/Kaikoura Community Distribution Committee	4	3	75%
Lottery Community Sector Research Committee	5	3	60%
Lottery Community Facilities Distribution Committee	5	3	60%
Lottery Environment and Heritage Distribution Committee	5	3	60%
Lottery Hawke's Bay Community Distribution Committee	5	1	20%
Lottery Health Research Distribution Committee	5	3	60%
Lottery Individuals with Disabilities Distribution Committee	5	3	60%
Lottery Manawatu/Wanganui Community Distribution Committee	4	3	75%
Lottery Marae Heritage and Facilities Distribution Committee	4	1	25%
Lottery National Community Distribution Committee	5	2	40%
Lottery Northland Community Distribution Committee	5	5	100%
Lottery Otago/Southland Community Distribution Committee	5	3	60%
Lottery Outdoor Safety Committee	5	2	40%
Lottery Significant Projects Fund	5	3	60%
Lottery Taranaki Community Committee	4	2	50%
Lottery Waikato Community Distribution Committee	3	2	67%
Lottery Wellington/Wairarapa Community Distribution Committee	5	1	20%
Lottery West Coast/Nelson/Marlborough Community Distribution Committee	5	2	40%
New Zealand Fire Service Commission	5	2	40%
New Zealand Lottery Grants Board	3	1	33%
New Zealand Racing Board	7	1	14%
Office of Film and Literature Classification	2	1	50%
Pacific Development and Conservation Trust	7	3	43%
Racing Safety Development Fund Industry Working Group	5	0	0%
Trust Waikato	14	7	50%
TSB Community Trust	10	3	30%
West Coast Community Trust	9	4	44%
Whanganui Community Foundation	10	7	70%
Winston Churchill Memorial Trust	9	6	67%
<b>Ministry of Justice</b>			
Abortion Supervisory Committee	3	3	100%
Accident Compensation Appeal Authority	1	0	0%
Additional Members of the High Court - Land Valuation	2	0	0%
Chief Coroner	1	0	0%
Coroners	15	4	27%
Criminal Justice Reimbursement Assessor	1	0	0%
Customs Appeal Authority	1	0	0%
Deportation Review Tribunal	6	4	67%
Director, Human Rights Proceedings	1	0	0%
Electoral Commission	2	0	0%
Environment Court	32	10	31%
Human Rights Commission	8	5	63%
Human Rights Review Tribunal	14	7	50%
Independent Police Conduct Authority	2	1	50%

Table 45 / continued...

Statutory Body (by Agency)	No. of Min Apptees	No. of Female Min Apptees	% of Female Min Apptees
International Centre for Settlement of Investment Disputes	2	0	0%
Judicial Complaints Lay Observer	0	0	0%
Judicial Conduct Commissioner	1	0	0%
Land Valuation Tribunal Auckland	5	0	0%
Land Valuation Tribunal Gisborne	3	0	0%
Land Valuation Tribunal Hawke's Bay	3	1	33%
Land Valuation Tribunal Marlborough	3	0	0%
Land Valuation Tribunal Nelson	3	0	0%
Land Valuation Tribunal North Auckland	3	0	0%
Land Valuation Tribunal North Canterbury	3	0	0%
Land Valuation Tribunal Otago	3	0	0%
Land Valuation Tribunal Palmerston North	3	0	0%
Land Valuation Tribunal South Canterbury	3	0	0%
Land Valuation Tribunal Southland	4	0	0%
Land Valuation Tribunal Taranaki	3	0	0%
Land Valuation Tribunal Waikato No 1	3	0	0%
Land Valuation Tribunal Waikato No 2	3	0	0%
Land Valuation Tribunal Waikato No 4	3	0	0%
Land Valuation Tribunal Wanganui	3	0	0%
Land Valuation Tribunal Wellington No 1	4	1	25%
Land Valuation Tribunal Wellington No 2	5	0	0%
Land Valuation Tribunal Westland	3	0	0%
Law Commission	5	1	20%
Legal Aid Review Panel	32	16	50%
Legal Complaints Review Officer	2	1	50%
Legal Services Agency Board	4	1	25%
Legislation Advisory Committee	14	1	7%
Liquor Licensing Authority	4	2	50%
New Zealand Law Practitioners and Conveyancers Disciplinary Tribunal	14	7	50%
New Zealand Parole Board	39	13	33%
Principal Disputes Referee	1	0	0%
Principal Tenancy Adjudicator	1	0	0%
Privacy Commissioner	1	1	100%
Real Estate Agents Authority	7	3	43%
Real Estate Agents Disciplinary Tribunal	5	2	40%
Registrar of Private Investigators and Security Guards	1	0	0%
Representation Commission	5	1	20%
Secondhand Dealers and Pawnbrokers' Licensing Authority	1	0	0%
Taxation Review Authorities	1	0	0%
Trans-Tasman Occupational Appeal Authority	10	4	40%
Visiting Justices	25	10	40%
Weathertight Homes Tribunal	8	2	25%
<b>Department of Labour</b>			
Accident Compensation Corporation (ACC) Board	8	3	38%
Employment Relations Authority	17	6	35%
Employment Relations Education Ministerial Advisory Committee	11	6	55%
Equal Employment Opportunities Trust	3	2	67%
Injury Surveillance Ministerial Advisory Panel	4	2	50%
National Advisory Council on the Employment of Women (NACEW)	8	8	100%
Refugee Status Appeals Authority	10	5	50%
Removal Review Authority	8	6	75%

Table 45 / continued...

Statutory Body (by Agency)	No. of Min Apptees	No. of Female Min Apptees	% of Female Min Apptees
Remuneration Authority	3	1	33%
Residence Review Board	8	5	63%
Workplace Health and Safety Council	4	0	0%
<b>Land Information New Zealand</b>			
Cadastral Surveyors Licensing Board of New Zealand	7	2	29%
New Zealand Geographic Board	8	2	25%
Valuers Registration Board	4	0	0%
<b>National Library</b>			
Guardians Kaitiaki of the Alexander Turnbull Library	5	2	40%
Library and Information Advisory Commission	6	2	33%
<b>New Zealand Qualifications Authority</b>			
Scholarship Processes Advisory Group	1	0	0%
Technical Overview Group Assessment (TOGA)	1	0	0%
<b>Ministry of Pacific Island Affairs</b>			
Minister of Pacific Island Affairs' Advisory Council	13	7	54%
Pacific Business Trust	5	3	60%
<b>Ministry of Research, Science and Technology</b>			
Foundation for Research, Science and Technology	9	2	22%
New Zealand Co-ordinator of the New Zealand / Germany Scientific and Technological Cooperation Agreement	1	0	0%
Marsden Fund Council	10	3	30%
<b>Ministry of Social Development</b>			
Children's Commissioner	1	0	0%
Epuni Grievance Panel	2	2	100%
Families Commission	7	3	43%
Korowai Manaaki Grievance Panel	2	1	50%
Lower North Youth Justice Grievance Panel	3	2	67%
New Zealand Artificial Limb Board	6	3	50%
Puketai Grievance Panel	3	1	33%
Retirement Commissioner	1	1	100%
Social Security Appeal Authority	4	2	50%
Social Workers Complaints and Disciplinary Tribunal	2	1	50%
Social Workers Registration Board	7	5	71%
Student Allowance Appeal Authority	1	0	0%
Te Oranga Grievance Panel	1	1	100%
Te Poutama Arahi Rangatahi Grievance Panel	3	1	33%
Te Puna Wai o Tuhinapo Grievance Panel	3	2	67%
Whakatakāpokai Grievance Panel	3	3	100%
<b>SPARC</b>			
Sports Tribunal of New Zealand	9	4	44%
<b>Statistics New Zealand</b>			
Advisory Committee on Official Statistics	12	2	17%
<b>Te Puni Kōkiri</b>			
Māori Television Service	3	1	33%
Māori Trustee	1	0	0%
Te Reo Whakapuaki Irirangi (Te Māngai Pāho)	5	4	80%
Te Taura Whiri I Te Reo Māori (the Māori Language Commission)	5	2	40%
Waitangi Tribunal	20	8	40%

Table 45 / continued...

Statutory Body (by Agency)	No. of Min Apptees	No. of Female Min Apptees	% of Female Apptees
<b>Tertiary Education Commission</b>			
Aoraki Polytechnic Council (Timaru)	4	1	25%
Auckland University of Technology Council	3	1	33%
Bay of Plenty Polytechnic Council	4	2	50%
Christchurch Polytechnic Institute of Technology Council	4	2	50%
Eastern Institute of Technology	4	2	50%
Lincoln University Council	4	1	25%
Manukau Institute of Technology Council	3	3	100%
Massey University Council	4	0	0%
Nelson Marlborough Institute of Technology Council	4	1	25%
Northland Polytechnic Council	4	1	25%
The Open Polytechnic of New Zealand Council	4	0	0%
Otago Polytechnic Council	4	1	25%
Pasifika Education Centre (formerly PIERC Education) Board of Trustees	5	1	20%
Southern Institute of Technology Council	4	1	25%
Tai Poutini Polytechnic Council	4	1	25%
Tairāwhiti Polytechnic Council	4	3	75%
Te Wānanga o Aotearoa Council	4	3	75%
Te Wānanga o Raukawa Council (Otaki)	3	1	33%
Te Whare Wānanga o Awanuiārangi Council (Whakatane)	4	3	75%
Telford Rural Polytechnic Council	4	1	25%
UNITEC Institute of Technology Council	4	4	100%
Universal College of Learning Council (Palmerston North)	4	0	0%
University of Auckland Council	4	1	25%
University of Canterbury Council	4	3	75%
University of Otago Council	4	2	50%
University of Waikato Council	4	1	25%
Victoria University of Wellington Council	4	2	50%
Wairariki Institute of Technology (Rotorua)	4	2	50%
Waikato Institute of Technology Council	4	1	25%
Wellington Institute of Technology Council (Weltec)	4	2	50%
Western Institute of Technology at Taranaki Council	3	2	67%
Whitireia Community Polytechnic Council (Porirua)	4	2	50%
<b>Ministry of Tourism</b>			
New Zealand Māori Arts and Crafts Institute Board	6	1	17%
Tourism New Zealand Board	9	3	33%
<b>Ministry of Transport</b>			
Aviation Security Service	5	1	20%
Civil Aviation Authority	5	1	20%
Civil Aviation Authority - Medical Convener and Deputy Convener	2	0	0%
Maritime Appeal Authority	1	0	0%
Maritime New Zealand	5	2	40%
New Zealand Transport Agency	7	1	14%
Oil Pollution Advisory Committee	12	2	17%
Road Safety Trust	3	2	67%
Transport Accident Investigation Commission	3	1	33%
<b>Veterans Affairs New Zealand</b>			
Ministerial Advisory Group on Veterans Health	8	2	25%
War Pensions Advisory Board	1	0	0%
War Pensions Appeal Board	5	1	20%

## Table 46 / Directors of New Zealand Crown Companies

as at 1 August 2010 compiled by COMU

Company	Women 2010	Total Men & Women 2010	% Women 2010	Women 2008	Women's progress since 2008
Genesis Power Ltd	5	8	62.5%	4	plus 1
Public Trust	5	8	62.5%	3	plus 2
Earthquake Commission <sup>6</sup>	3	5	60.0%		
Institute of Environmental Science & Research Ltd	4	7	57.1%	3	plus 1
Dunedin International Airport Ltd <sup>2</sup>	1	2	50.0%	1	-
Learning Media Ltd	3	6	50.0%	2	plus 1
Meteorological Service of New Zealand Ltd	3	6	50.0%	3	-
Industrial Research Ltd	3	6	50.0%	2	plus 1
Television New Zealand Ltd	3	6	50.0%	2	plus 1
National Provident Fund <sup>6</sup>	3	6	50.0%		
Mighty River Power Ltd	4	9	44.4%	3	plus 1
AsureQuality Ltd	4	9	44.4%	2	plus 2
Kordia Group Limited	3	7	42.9%	2	plus 1
Government Superannuation Appeals Board <sup>6</sup>	2	5	40.0%		
Landcare Research New Zealand Ltd	3	8	37.5%	3	-
Meridian Energy Ltd	3	8	37.5%	4	minus 1
Landcorp Farming Ltd	3	8	37.5%	3	-
Airways Corporation of New Zealand Ltd	3	8	37.5%	2	plus 1
Health Benefits Ltd <sup>3</sup>	3	8	37.5%	-	-
The New Zealand Institute for Plant & Food Research Ltd <sup>1</sup>	3	8	37.5%	-	-
Radio New Zealand Ltd	2	6	33.3%	3	minus 1
Research & Education Advanced Network NZ Ltd	2	6	33.3%	2	-
ECNZ (The Residual Company) Ltd	1	3	33.3%	1	-
Timberlands West Coast Ltd	1	3	33.3%	2	minus 1
Crown Forestry Rental Trust <sup>6</sup>	1	3	33.3%		-
National Institute of Water & Atmospheric Research Ltd	2	7	28.6%	2	-
Reserve Bank of New Zealand <sup>6</sup>	2	7	28.6%		
Scion	2	8	25.0%	3	minus 1
NZ Lotteries Commission	1	4	25.0%	2	minus 1
New Zealand Post Ltd	2	8	25.0%	3	minus 1
AgResearch Ltd	2	8	25.0%	2	-
Institute of Geological & Nuclear Sciences Ltd	2	8	25.0%	2	-
Solid Energy New Zealand Ltd	2	8	25.0%	2	-
2025 Taskforce <sup>3</sup>	1	4	25.0%		-
Transpower New Zealand Ltd	2	9	22.2%	2	-
New Zealand Venture Investment Fund Ltd	1	5	20.0%	1	-
Nominating Committee for the Guardians of New Zealand Superannuation <sup>6</sup>	1	5	20.0%		
Crown Fibre Holdings Ltd <sup>3</sup>	1	6	16.7%		-
Government Superannuation Fund Authority <sup>6</sup>	1	6	16.7%		
Guardians of New Zealand Superannuation <sup>6</sup>	1	7	14.3%		
Quotable Value Ltd	0	6	0.0%	4	minus 4



Table 46 / continued...

Company	Women 2010	Total Men & Women 2010	% Women 2010	Women 2008	Women's progress since 2008
Animal Control Products Ltd	0	2	0.0%	0	-
Christchurch International Airport Ltd <sup>2</sup>	0	2	0.0%	0	-
Invercargill Airport Ltd <sup>2</sup>	0	2	0.0%	0	-
Hawke's Bay Airport Ltd <sup>2,3</sup>	0	2	0.0%		
National Infrastructure Advisory Board <sup>3</sup>	0	6	0.0%		-
Rugby NZ 2011 Ltd <sup>2</sup>	0	3	0.0%		-
New Zealand Institute for Crop & Food Research Ltd <sup>4</sup>	-			4	
The Horticulture & Food Research Institute of NZ Ltd <sup>4</sup>	-			2	
<b>Total</b>	<b>95</b>	<b>289</b>	<b>32.9%</b>	<b>77</b>	

<sup>1</sup> formed 1 Dec 2008 from merger of Crop & Food Research and HortResearch

<sup>2</sup> Crown appointees

<sup>3</sup> new since 2008 Census

<sup>4</sup> ceased since 2008 Census

<sup>5</sup> was ONTRACK (New Zealand Railways Corporation), replaced by New Zealand Railways Corporation (trading as KiwiRail Group)

<sup>6</sup> ex Treasury agencies

Table 47 / Director Breakdown by Gender and Ethnic Origin

as at 1 August 2010 compiled by COMU

Ethnic Origin	Number	Percentage
European male	168	58%
European female	81	28%
Māori male	17	6%
Māori female	10	3.5%
Pacific Island male	1	0.5%
Pacific Island female	0	0
Other male	8	2.5%
Other female	4	1.5%
<b>Total:</b>	<b>289</b>	<b>100</b>

Table 48 / Director Breakdown by Place of Residence

as at 1 August 2010 compiled by COMU

Ethnic Origin	Number	Percentage
Northland/Auckland	101	35%
Wellington	77	27%
Canterbury	35	12%
Otago/Southland	16	5.5%
Waikato	16	5.5%
Other North Island	27	9
Other South Island	8	3%
Overseas	9	3%
<b>Total:</b>	<b>289</b>	<b>100</b>

# Teachers

Teaching has traditionally been a female-dominated profession with almost three quarters of teachers being female. So how do female teachers fare in terms of senior jobs? Teaching is a new category of gender analysis in this report.

Ministry of Education data shows that less than half of all principals are women. Women are represented in senior management roles at the same level as their representation in the teaching profession overall. Between 2004 and 2010 there was an increase of 111 female principals and a decrease of 182 male principals.

Over the period the number of schools went from 2,493 to 2,422, a drop of 71 schools.

One of the key findings of pay and employment reviews in the public education sector (both the public school sector and kindergartens) was that “overall, women do not participate in the most senior roles to the same extent as men.” This was consistent with earlier research that found 40% of primary school principal positions were occupied by women despite women making up 82% of the primary school teaching workforce.

**Table 49 / Female Teachers 2004-2010**

as at April 2010 Education Counts, Ministry of Education

Position	Total	Men	Women	% 2010	% 2008	% 2006	% 2004
Principals	2422	1283	1139	47%	45%	43%	41%
Snr Mgmt	2929	828	2101	72%	71%	71%	71%
Middle Mgmt	8722	3252	5470	63%	60%	58%	58%
Teachers	37322	8939	28383	76%	76%	76%	76%
Other*	1168	208	960	82%	82%	83%	83%
All positions	52563	14510	38053	72%	72%	72%	71%

\*as at April 2010 Education Counts, Ministry of Education

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

This table refers to teaching staff in the compulsory state education sector, primary and secondary schools. Figures include integrated schools but not private schools.



# Trade Unions



Trade unions are another area in which women appear to be slipping in terms of elected positions with a 9.2% drop in women as national executive members. Women as national executive members represented 33.98% or 176 out of 518 of the total compared with 43.2% in the 2008 Census report. Data was supplied by the New Zealand Council of Trade Unions (NZCTU) collected from 26 major unions this year compared with 30 unions last time figures were reported.

Women continue to dominate union membership at 59.84% of the respondent unions, slightly up on 57% in 2008. The three biggest unions by membership numbers, the Public Service Association (PSA) the New Zealand Educational Institute (NZEI) and the New Zealand Nurses Organisation (NZNO) are predominately female and all have increased memberships from 2008 from between approximately 3,000 (PSA and NZEI) to 5,000 (NZNO).

The under-representation of women in leadership positions in the New Zealand trade union movement remains a challenge when membership growth is likely to continue to be largely reliant on women's unionisation. There is no problem at the very top of the union movement in New Zealand, which is led by Helen Kelly, its first-ever female president. Two other women in NZCTU leadership positions are Bronwynn Maxwell as Director of Organising and Sharon Clair was Vice-President Māori from 2005 until very recently.

NZCTU President Helen Kelly, said "Trade unions make a difference to the lives of women. While we have done a good job over recent years identifying working women's issues and making some real improvements, there is a lot more work ahead. Proposed changes to employment law will make things worse for women. It is critical that gender equality is on the union executive agenda. Women are attracted to union membership and more women are needed in union leadership roles."

Women continue to be well represented in leadership positions at the workplace level with 62.34% of workplace delegates being women. This represents a small decrease from 65% in 2008. Of the top ten unions by membership numbers, the number of women delegates reflects the proportion of women members in nine unions. The PSA has about 10% fewer female delegates at 59.74% than its proportion of members at 68.83%

Of the 27 president positions of the 26 unions (NZNO has two), eight were female representing 29.63% up from 27.6% in 2008. The percentage of female vice-presidents remains much the same at 38.71% compared with 38.5% in 2008. However, the percentage of national secretaries who are women has been dropping across successive Census reports. Four of the 26 national secretaries in 2010 were women representing 15.38%, compared to 22.2% in 2008 and 34.4% in 2006.

Only one union in the top 10, the Engineering, Printing and Manufacturing Union, has no women in its national executive of 16. This represents a drop from 2008 when 8% of the National Executive was female. Nearly a quarter or 23.6% of its membership is female, 9,223 women out of a total membership of 38,941.

The data reported in the tables was obtained from a questionnaire sent to all NZCTU affiliated unions in July 2010. Affiliated unions make up over 90% of total union membership in New Zealand. Of the 38 affiliated unions 26 of the major unions responded within the deadline, representing 92% of a membership of 350,000.

The NZCTU Affiliates Council endorsed an international gender equality action plan in August 2010 which is regarded as a positive step towards unions developing strategies to ensure women are fairly represented at all levels of the union movement.

**Table 50 / Individual Unions by Gender**

Union	Total Members	% Women	Delegates % women	National Executive % women
PSA (Public Service Association)	58,339	68.83%	59.74%	30.00%
NZEI (New Zealand Educational Institute)	50,000	88.57%	87.78%	75.00%
NZNO (New Zealand Nurses Organisation)	45,391	93.65%	93.01%	94.59%
EPMU (Engineering, Printing and Manufacturing Union)	38,941	23.68%	22.68%	0.00%
SFWU (Service and Food Workers Union)	22,626	67.00%	68.25%	66.67%
New Zealand Meat Workers Union	22,000	13.00%	14.07%	5.66%
NDU(National Distribution Union)	21,036	45.00%	42.51%	33.33%
PPTA (Post Primary Teachers Association)	18,219	59.20%	46.01%	56.00%
TEU (Tertiary Education Union)	10,329	54.70%	N/A	66.67%
DWU (Dairy Workers Union)	6,876	21.15%	20.75%	22.22%

**Table 51 / Women in Elected Positions**

Position	No. unions	Women	Men	Total	% Women
National Executive	26	176	342	518	33.98%
President	26	8	19	27	29.63%
Vice-President	26	12	19	31	38.71%

**Table 52 / Women in National Secretary Positions**

National secretaries	Women	Men	Total	% Women
Unions with one	3	21	24	12.5%
Unions with more than one	1	1	2	50%
<b>Total National secretaries</b>	<b>4</b>	<b>22</b>	<b>26</b>	<b>15.38%</b>



# Universities



New Zealand universities are continuing to make better and steady progress for women at a time when improvements in other areas of professional and public life have stalled. At a time of profound change in the tertiary sector which could have negatively influenced women's progression in senior academic positions, the eight universities have for the first time cracked the 20% mark overall with women holding 22.45% of professors and associate professors.

Seven of the eight universities range from 28%-21% of women holding top academic posts and only one university, the smallest, is under 20%. Even the lowest ranking university has doubled its percentage of women at the top in academe since reporting began. Across the four Census reports which have monitored tertiary progress since 2003, there has been a 6.63% improvement. Canterbury University has made the most significant gain, improving the female percentage of senior academic staff by 17.93%, albeit from a low starting point.

Women hold 22.45% of senior academic positions in New Zealand's eight universities, up 3.26% since the previous Census (2007 data) and up 5.54% since the 2006 Census (2005 data). The proportion of women professors (17.22%) is up slightly from 2007 while female associate professors increased to 28.02%, an increase of 8.15% since 2005. Six universities improved their proportions of senior women since the last census (Waikato, Massey, Canterbury, Auckland, Otago and Lincoln) while two lost ground (AUT and Victoria).

A new leader, Waikato University, has jumped ahead of AUT and Victoria University in 2010 with females at 28.57% of professors and associate professors. AUT previously had the highest proportion of female professors and associate professors, reflecting its newer university status and the ability to appoint more women at higher levels rather than rely more heavily on promotion. AUT is the only university to have a negative percentage change of -4.62% over the period of census reporting since 2003.

Waikato increased its proportion of female professors since the last census by 6.11% to 25%, and female associate professors by 6.80% to 32.89%, which is the highest proportion of female professors and associate professors across all the universities.

AUT dropped to second place with its proportion of female professors increasing by 2.81% to 18.03%, while its proportion of female associate professors decreased by 6.50% to 32.14%, the only university which showed a decrease in female associate professors since the last census.

Massey University moved up to third place (23.25%) from fifth place by increasing its proportion of associate female professors since the last census by 7.06% to 31.20%.

Victoria University dropped to fourth place (22.71%) decreasing its proportion of female professors by 3.14% to 17.69% while increasing its proportion of female associate professors by 2.50% to 29.29%.

Canterbury University has continued to significantly improve its female senior academic staff since ranking last in the first Census report in 2004. Currently at fifth place (22.43%) from seventh place, Canterbury has had the highest increase of female professors at 16.50%, compared to 7.25% in the last census.

Auckland University dropped to sixth place, just slightly increasing its proportion of female professors by 1.29% to 18.10% from 16.81% in the last census.

Otago University currently at seventh place at 20.58% has had a small increase in its proportion of female professors by 1.25% to 14.55% while increasing its proportion of female associate professors by 8.92% to 27.46% since the last census.

Lincoln University again ranked 8th out of 8th for senior academic women representation although its proportion of female associate professors almost doubled to 24% from 13.04% in 2007.

During the past five years a number of initiatives to improve women's leadership in universities have been developed both nationally and within individual institutions. These have increased the cohort of senior academic women seeking

promotion and have stimulated leadership alumni groups working across and within the sector that support female academic advancement. Many of these initiatives have the backing of Vice-Chancellors who have taken a positive leadership stance to develop, retain and promote their highly skilled female talent pool.

Information about professors and associate professors was gathered from the staff listings provided in the 2010 university calendars. University of Canterbury did not publish its staff listings and provided it electronically. As in the previous Census report, universities were asked to verify calendar data. 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 professors/associate professors. Honorary, adjunct, emeritus, and visiting professors/associate professors 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 three previous Census reports.

Eight New Zealand Women in Leadership (NZWIL) programmes have been run for senior female academic and general staff from all of New Zealand's universities since 2007. The NZWIL programme complements individual university development initiatives for women. Approximately 160 women have been involved with the nationwide programme that addresses issues such as the tertiary education environment, career development, leadership styles, internal and external networking, change management and research leadership. The programme specifically aims to boost academic promotions for university women and to strengthen the potential pool of academic and administrative leadership within the eight institutions.

**Table 53 / University Professors & Associate Professors (2010)**

University	Women Professors (2010)	Women Assoc Professors (2010)	Total Women (2010)	Female % of Senior Academic Staff (2010)	Female % of Senior Academic Staff (2007)	Female % of Senior Academic Staff (2005)	Female % of Senior Academic Staff (2003)	Percentage Change From 2003
<b>Total Senior Academic Positions</b>								
Waikato	23	25	48	28.57%	22.01%	20.63%	20.68%	7.89%
AUT	11	18	29	24.79%	26.67%	30.36%	29.41%	-4.62%
Massey	24	39	63	23.25%	19.03%	19.31%	13.59%	9.66%
Victoria	23	29	52	22.71%	24.04%	21.47%	18.36%	4.35%
Canterbury	17	31	48	22.43%	12.43%	6.29%	4.50%	17.93%
Auckland	42	68	110	21.70%	20.81%	17.72%	19.59%	2.11%
Otago	32	53	85	20.58%	15.63%	13.45%	13.83%	6.75%
Lincoln	4	6	10	15.87%	10.00%	6.82%	7.50%	8.37%
<b>Total</b>	<b>176</b>	<b>269</b>	<b>445</b>	<b>22.45%</b>	<b>19.19%</b>	<b>16.91%</b>	<b>15.82%</b>	<b>6.63%</b>

University	Female (2010)	Male (2010)	Total 2010	% Female (2010)	% Female (2007)	% Female (2005)	% Female (2003)	Percentage Change From 2003
<b>Professors</b>								
Waikato	23	69	92	25.00%	18.89%	15.15%	22.22%	2.78%
Auckland	42	190	232	18.10%	16.81%	15.23%	21.78%	-3.68%
AUT	11	50	61	18.03%	15.22%	17.86%	15.00%	3.03%
Victoria	23	107	130	17.69%	20.83%	15.48%	15.71%	1.98%
Canterbury	17	86	103	16.50%	7.25%	6.15%	3.33%	13.17%
Massey	24	122	146	16.44%	14.50%	17.80%	15.11%	1.33%
Otago	32	188	220	14.55%	13.30%	10.69%	12.50%	2.05%
Lincoln	4	34	38	10.53%	8.11%	8.33%	8.69%	1.84%
<b>Total</b>	<b>176</b>	<b>846</b>	<b>1022</b>	<b>17.22%</b>	<b>15.18%</b>	<b>13.77%</b>	<b>15.65%</b>	<b>1.57%</b>
<b>Associate Professors</b>								
Waikato	25	51	76	32.89%	26.09%	26.67%	19.60%	13.29%
AUT	18	38	56	32.14%	38.64%	42.86%	50.00%	-17.86%
Massey	39	86	125	31.20%	24.14%	20.87%	12.50%	18.70%
Victoria	29	70	99	29.29%	26.79%	26.88%	20.77%	8.52%
Canterbury	31	80	111	27.93%	16.00%	6.41%	5.47%	22.46%
Otago	53	140	193	27.46%	18.54%	16.79%	15.38%	12.08%
Auckland	68	207	275	24.73%	24.16%	19.62%	17.75%	6.98%
Lincoln	6	19	25	24.00%	13.04%	5.00%	5.88%	18.12%
<b>Total</b>	<b>269</b>	<b>691</b>	<b>960</b>	<b>28.02%</b>	<b>23.19%</b>	<b>19.87%</b>	<b>15.97%</b>	<b>12.05%</b>

# Agenda for Change Score Card

Eleven recommendations were made in the Census report 2008 aimed at acting as a catalyst for implementation by stakeholders.

The eleven are identified and assessed in this section.

Agenda for Change 2008	Results
Government's promise to achieve 50/50 gender parity on statutory bodies.	The Government has reached 41.5% female appointments, down from 42%, and 8.5% shy of the target.
Sixty top 100 companies appoint their first woman on the board.	Only three more companies have appointed their first woman. 57 have all-male boards.
Forty companies on the NZDX and 22 companies on the NZAX appoint their first woman on the board.	Thirty four NZDX companies and 20 NZAX companies have no women at their boardroom tables.
The Attorney-General increases the number of female judges.	A tiny, 0.27%, increase in women's representation as 21 more judges are appointed overall.
Availability of gender-disaggregated data to show ethnicity of government appointments.	Some progress with Pacific women reported for the first time, improved data for School Boards of Trustees and COMU but needs whole-of-government impetus.
Police set gender targets to increase the number of women recruited.	Police claim low turnover as a barrier to women's progress. A 30% gender equity target set in 2010.
State Services Minister sets target to achieve gender parity in chief executives in five years.	A fall in gender representation of female chief executives is of considerable concern.
State Services Commissioner makes CEs accountable for boosting numbers of women in senior management.	Departmental gender pay gap figures provided to Chief Executives by State Services Commissioner. Needs stronger accountabilities to boost women in senior management.
Local government better promotes to members the benefits of female appointments to Council Controlled Organisations (CCOs).	Women are 27.6 % of Ministerial appointments to CCOs in Auckland's restructure. No female chairs of the new CCOs.
NZ Olympic Committee develops a plan of action for to boost women's leadership in sport.	Congratulations to the NZ Olympic Committee and Women in Sport Working group for analysis, promotion and its trial mentoring programme.
Women's NGOs and agencies commit to promoting women's leadership.	A flurry of initiatives from Global Women, EEO Trust, Agri-Women's Development Trust, New Zealand Women and Leadership, YWCA Future Leaders among others.



# Agenda for Change 2010



A key finding of this report is that New Zealand has started to slide backwards in a number of areas of female participation in governance, professional and public life. Gains made incrementally over the years are now being reversed. Pride in women's progress has been an important element in our national identity. New Zealand has a reputation for being better than similar developed countries in its representation and participation of women and has in the past been praised as a world leader. Women's continuing advancement in governance, professional and public life in New Zealand now requires greater leadership and commitment from both men and women to prevent regression.

The corporate sector remains an embarrassment for New Zealand in terms of diversity of governance at a time when women are increasingly consumers, customers, clients, employers, employees, and investors. It is perplexing that boardroom doors are shut to women at a time when global business requires transformation.

The following recommendations in the Agenda for Change 2010 are intended as a catalyst for action for stakeholders such as the corporate sector, the New Zealand Exchange, the Government, public and private sector organisations with the power to make a difference, and women organised in civil society groups or as individuals. Individual sectors, professions and areas of public life where women's representation is falling require specific analysis and further action at sector level.

However, if the following were implemented there would be significant systemic change for New Zealand women for the ultimate benefit of our economic and social wellbeing.

- The New Zealand Exchange monitors the Australian Stock Exchange's new gender diversity reporting regime with the aim of following suit by 2012.
- 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.
- The Government agrees to establish a Judicial Appointments Commission by 2012.
- 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 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.
- Political party leaders establish a cross-party parliamentary caucus to provide a forum to advance women's progress inside and outside of Parliament.
- The Minister of State Services requires the State Services Commissioner to timetable gender parity in the appointments of chief executives.
- 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.

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Women's equal participation and representation in the workplace features in newsletters, tools and guidance on the NEON website, a partnership between the Human Rights Commission and the EEO Trust. Equality issues for women in the workplace were a major feature of the recent *National Conversation about Work* project undertaken in 16 regions of New Zealand recently. Check out the website at [www.neon.org.nz](http://www.neon.org.nz).

**T**here is still no fundamental recognition that equality means equality of difference not equality for women to be like men.....

**Professor Margaret Wilson, former Attorney-General.**

**W**e are committed to investing in a generation of women leaders who can help drive growth.....

**Dame Jenny Shipley, Global Women.**

**I**n the next four years I hope the New Zealand Rugby Union will start putting some resources back into women's rugby.....

**Former Black Ferns captain, Farah Palmer.**

**I**n this day and age it is appalling that just 8.6% of the directors of our top 100 companies are women and I am determined to put this abysmal record behind us so New Zealand can move forward with confidence.....

**Hon Pansy Wong, Minister of Women's Affairs.**

**T**here is no doubt that any discrimination based on the perceived inability of women to lead is inherently invalid.....

**Justice Susan Glazebrook.**

**I**f we are serious about achieving a more representative judiciary perhaps we have to tackle the culture of the profession... and the cultural impediments women face in our societies more generally.....

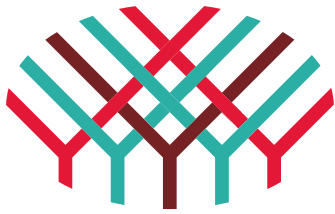
**Dame Sian Elias, Chief Justice.**

**F**or the average person that I work with, Māori or otherwise, some of them don't even know what a damehood is. But that's OK.....

**Dame June Jackson.**

**W**e're stroppy, we're impressive, we'll take over the world. We're untouchable, untouchable girls.....

**Topp Twins, Kiwi icons.**



Human Rights  
Commission

*Te Kāhui Tika Tangata*



[www.neon.org.nz](http://www.neon.org.nz)