

New Zealand Census of Women's Participation

2008



Human Rights
Commission

Te Kāhui Tika Tangata



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It's Time for Equality

If New Zealand aspires to being a highly-skilled economy in the modern, global marketplace we need to maximise the talent pool of men and women at work. We also need both men and women to contribute to building strong and cohesive communities and for both to be well represented in public and political life.

The New Zealand Census of Women's Participation 2008 shows how we are responding to these challenges. The results reveal a worrying report card for women's equality. Some areas of the public sector which have traditionally made positive, incremental progress in the past have now slowed or stalled. The corporate sector's performance in the appointment of women to the boardrooms of major listed New Zealand companies remains dismal.

The data published here shows unequivocally that gender equality is still far from realised in New Zealand's boardrooms and that we lag behind other similar developed nations despite our hard-won reputation for gender progress.

While the public sector reveals better progress for women in governance than the private sector overall, the report is a wake-up call for the Government. It has less than two years to live up to promises made internationally of 50% gender parity in government-appointed bodies by 2010. Women's representation has risen 1% between Census reports to 42%. It will take significant whole-of-government commitment to close the 8% gap in two years.

The third benchmark report undertaken by the New Zealand Human Rights Commission expands the coverage of women in public and professional life. The availability of data on the status of Māori women is reported on where possible and discussed for the first time. The addition of this data responds to calls by the co-leader of the Māori Party Tariana Turia and the Māori Women's Welfare League since the 2004 Census report.

In recognition of its importance to New Zealand's national identity, sport is included along with an analysis of the status of women in the New Zealand Police. More detailed findings of women in local government following the 2007 local body elections are also included.

The Census continues to report on the gender composition of the boards of private companies, of statutory bodies including Crown companies and other Crown entities. Women's representation and status in politics, the judiciary and law, universities, media and public relations, and the trade union movement are also reported on.

An Agenda for Change outlining strategies that stakeholders could use to push for positive change was included in the 2006 Census report. It is evaluated in this report and a new Agenda for Change 2008 is included as a catalyst for debate and action.

The Census report is a benchmarking exercise and provides an objective tool to describe and debate the position of New Zealand women from



a factual vantage at a time when complacency and negativity about women's progress pervades public and media debate. It also provides for international comparison of data where appropriate.

The Census report is increasingly used in New Zealand and overseas as a reference by politicians, policy-makers, academic researchers, non governmental organisations (NGOs) and individual women.

It is published in the wake of New Zealand's sixth periodic report to the United Nations Committee on the Elimination of Discrimination Against Women and the committee's concluding comments which were a mixture of acknowledgement of positive progress and encouragement to do better.

The third Census report provides for time series data and its publication makes transparent women's progress in equality at the top in governance, professional and public life. He tātai tangata ka tāea. What gets counted gets done.

DR JUDY MCGREGOR

EQUAL EMPLOYMENT OPPORTUNITIES COMMISSIONER
HUMAN RIGHTS COMMISSION

Data has been collected from and by a number of public agencies for this report and we are grateful to all those who have supplied information. Special thanks to Emilia Don Silva, Moana Eruera and Sue O'Shea of the Human Rights Commission for their data collection and analysis.

New Zealand's International Obligations and CEDAW

New Zealand is legally obligated to encourage the participation of women in political and public life on equal terms with men under Article 7 of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

New Zealand ratified the Convention in 1985 and in 2007 the Committee on the Elimination of Discrimination Against Women considered New Zealand's sixth periodic report in New York. In general New Zealand's country report on which the Committee commented used data up to 2006. All three alternative reports from the National Council of Women of New Zealand, the Māori Women's Welfare League and Pacific Women's Watch (NZ) raised concerns about the absence of women in leadership positions.

A number of the concluding comments are relevant to this report:

- The Committee recommended that New Zealand "enact and implement comprehensive laws guaranteeing substantive equality of women with men in both the public and private sectors, especially in regard to equal pay and equal opportunity in employment." It also wants to see adequate sanctions and effective remedies for discrimination against women.
- Insufficient statistical data disaggregated by sex in all areas covered by the Convention made it difficult to assess accurately the situation and progress of different groups, the Committee said.
- It called on New Zealand to consider using measures such as "benchmarks, targets, recruitment and support programmes, incentives and quotas with regard to various articles of the Convention and to strengthen its system of data collection in all areas covered by the Convention, in order to enhance its knowledge base about the actual situation of different groups of women and to track trends over time."
- While welcoming women in the highest constitutional positions in New Zealand, the Committee said it was concerned that the number of women in local government and political decision-making positions is actually declining, and that women remain under-represented at most levels of public and political life.
- The Committee requested that New Zealand "take concrete action and establish goals and time frames to increase the number of women in decision-making positions at the local level, in civil service, political parties, district health boards, statutory boards and the judiciary".
- It also urges wide publicity and dissemination of the Convention, the Committee's recommendations and the Beijing Declaration and Platform for Action.

International Comparison



A number of countries evaluate women on boards using similar methodologies. For example, in Australia, the United Kingdom, and the United States public agencies or researchers regularly publish benchmark reports using the top publicly listed companies by market capitalisation.

In the United States the research organisation Catalyst analyses the Fortune 500 board seats. Catalyst’s methodology is used by the Equal Opportunity for Women in the Workplace Agency (EOWA) which uses the ASX200 Index of the Australian Stock Exchange. EOWA will produce its next Australian Census of Women in Leadership later in 2008. Professor Susan Vinnicombe, Dr Val Singh and Ruth Sealy of the International Centre for Women Business Leaders at Cranfield School of Management in Great Britain use the FTSE100. The New Zealand Census report on women’s leadership follows the same pattern and uses stock exchange data from the NZSX (top 100), the NZAX and the NZDX.

Norway has legislation mandating 40% of women on boards so listed companies are transparent in terms of female representation because the state is monitoring compliance with the legislation.

Other organisations, particularly international commercial companies specialising in information services and human resources, report on women in boardrooms in different ways and therefore report either more pessimistic or optimistic

figures depending on what’s counted. For example, the Experian Female Directors Report 2007, which analyses the five million businesses recorded on its National Business Database, reported that well over one quarter, 28%, of UK directors are women and that the number of female directorships in the UK has now broken through the one million mark. However, only 12% of directors within businesses of more than 250 employees are female and just 11% of directors within organisations with a turnover of more than 22.8 million pounds are female.

Table 1 compares studies that similarly use public listings data, to show New Zealand’s relative standing. New Zealand’s poor position is compounded by the number of companies that have no women on the board, 60 of the top 100, compared with only 24 in Britain. There is also an emerging polarisation in Britain between the cluster of 24 companies which are entirely male-led and the newly emerging cluster of 35 companies with multiple women directors, according to the Female FTSE Report, 2007. Sainsbury, for example, has three female non-executive directors making 30% of its board while British Airways and ITV also have three women at 27.3% of their boards. Britain has reached the high water mark in women’s advancement onto the FTSE 100 corporate boards with 100 women on the boards occupying 123 directorships.

Table 1 / International Comparison of Women as Company Directors

Country	Female percentage
Norway	37% of listed companies (legislation)
United States	14.8% Fortune 500 board seats (2007)
Great Britain	11% FTSE 100 (2007)
Australia	8.7% ASX 200 Board Directors (2006)
New Zealand	8.65% (2008)

Norway's gender experiment

Norway's startling improvement in women on boards, the highest proportion in the world, follows controversial legislation in 2003. In six years the number of women on publicly listed companies in Norway has increased 600% from 6% in 2001 to 37% currently as a result of legislation. Even so, almost a quarter of Norway's 487 public limited companies, including 175 companies listed on the Oslo stock exchange, have failed to comply with the law that requires 40% of women directors and need to improve in 2008, according to the *Guardian Weekly*.

The Norwegian government believes legislative compliance has worked. "This trend would not have happened without regulation," said the gender equality minister, Manuela Ramin-Osmundsend. "Business organisations have tried for 20 years to boost the number of women on boards, but they have been unsuccessful".

The quota law was the brainchild of an unlikely feminist, a 52 year-old Conservative trade and industry secretary and former businessman, Ansgar Gabrielsen, who served in a previous cabinet. Gabrielsen's focus was less about gender equality and more about "the fact that diversity is a value in itself, that it creates wealth."

"I could not see why, after 25 to 30 years of having an equal ratio of women and men in universities and with having so many educated women with experience, there were so few of them on boards", he said. "From my time in the business world, I saw how board members were picked, they come from the same small circle of people. They go hunting and fishing together. They're buddies."

When the law was announced four years ago, business critics said it was too harsh to close a company because its board was one woman short. The Confederation of Norwegian Enterprise is no longer campaigning against the law but wants the state to impose fines, rather than closures, as a penalty.

Other international measures

New Zealand is highly ranked in other international measurements of gender parity. The *Global Gender Gap Report 2007* ranks New Zealand in fifth place in the world, ahead of Germany and the Philippines. The report produced by the World Economic Forum measures economic participation and opportunity, educational attainment, health and survival and political empowerment.

WOMEN'S REPRESENTATION (%)

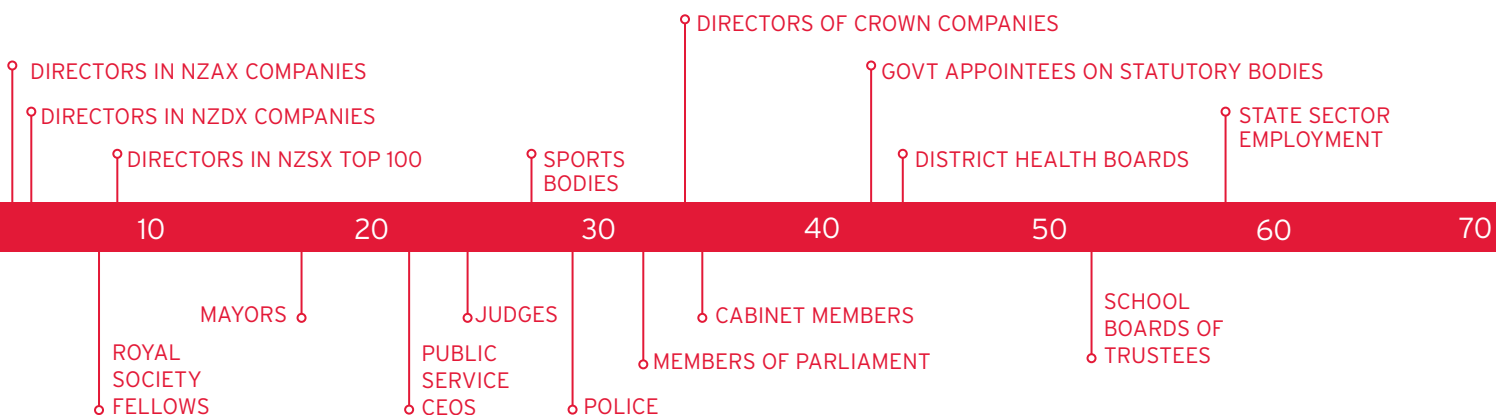




Table 2 / Global Gender Gap Index 2007

Rank 2007	Country	Score*	Rank 2006
1	Sweden	0.814	1
2	Norway	0.805	2
3	Finland	0.804	3
4	Iceland	0.783	4
5	New Zealand	0.764	7
6	Philippines	0.762	6
7	Germany	0.761	5
8	Denmark	0.751	8
9	Ireland	0.745	10
10	Spain	0.744	11

*0 to 1 scale: 0 = inequality, 1 = equality

In the Human Development Report published by the United Nations Development Programme in 2007/08 New Zealand is ranked 18th in the Gender-related Development Index (GDI) and 11th in the Gender Empowerment Measure (GEM). The GDI measures achievement in three dimensions of human development: a long and healthy life, education and a decent standard of living and focuses on inequality of achievement between women and men.

The GEM is an index measuring the level of women's participation in political and economic decision-making. It is calculated using data on the percentage of female parliamentary members, the percentage of women among professional and technical workers, the percentage of women in administrative positions and estimated earned income of men and women.



80

90

100

Our Salute to Trailblazers

Women have made significant strides in the workplace and in public life. The achievements of groundbreaking women, and the choices they make, inspire other women to reach for the top.

Here we salute five very different trailblazers.

Frana Cardno, in her sixth consecutive term as mayor of Southland District, was a founding member of the Mayoral Taskforce for Jobs initiative and takes a particular interest in youth issues. Frana, who lives at Te Anau, champions rural causes such as access to Broadband in rural schools. She has strongly supported community boards, where women often start their careers in local government representation.



Carmel Fisher, who began Fisher Funds in 1998 when she was having her first child, which she describes as "the catalyst to starting the business". Carmel's listed funds, Kingfish and Barramundi, are two of three companies in the NZSX top 100 that have gender balance in their boardrooms.

Helen Kelly, the first-ever female president of the Council of Trade Unions (CTU), is a former teacher and lawyer. She has a long history in the union movement, primarily in the education sector, and is a vigorous campaigner for pay equity. Helen is urging the Government, as a large employer, to get its own house in order by paying women fairly for what they do.

Dr Cindy Kiro, (Nga Puhi, Ngati Kahu, Ngati Hine) the first female Commissioner for Children, tirelessly speaks up for New Zealand's children. She believes that parents and caregivers have the foremost responsibility for their children's wellbeing. Dr Kiro has two sons and has worked since her high school days in little and large ways to make children's lives better.

Di Humphries, who made it to the top of Glassons fashion retailer in 2006 and left the company 15 months later to spend more time with daughter Sophia Rose. Di said of her resignation that it was the most difficult decision of her life. "It's my dream job, but I really wanted to be an influence in my daughter's life."

Changing the Dynamics

A female board member has changed the dynamics around the board table of Invest South Ltd, a 100% Southland owned equity and debt investment company. This is the view of director John Prendergast following the appointment of the first woman, chartered accountant and professional director, Anne Urlwin, to the company's board in 2006.

"Men and women think differently and provide different perspectives at board meetings and that diversity is healthy and valuable," he says. Mr Prendergast says the 2006 Census Report confirmed for Invest South the value of gender equity in appointments to the board.

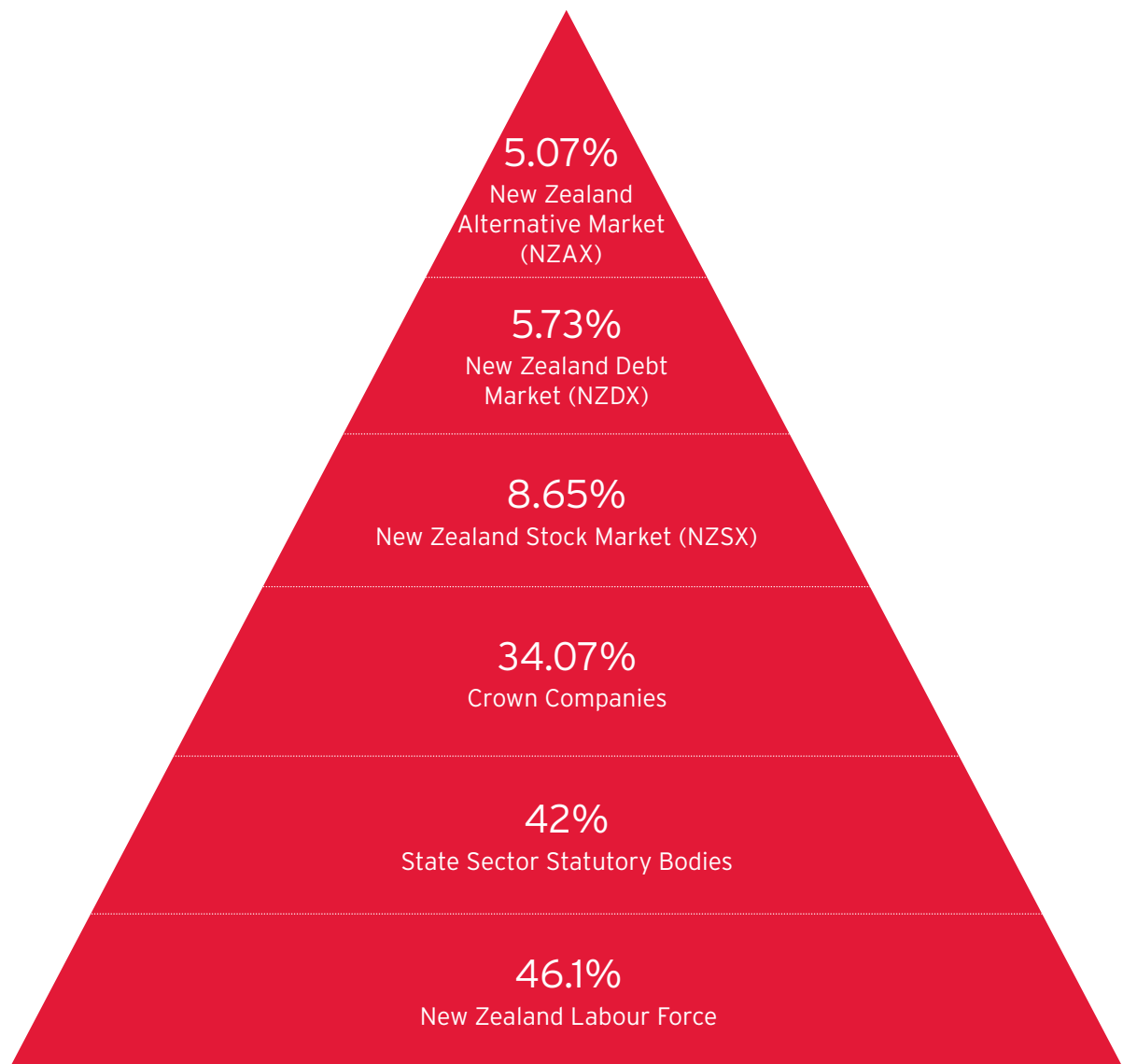
Invest South had publicly advertised its board vacancies but did not attract successful female applicants. The company then widened its search and contacted the Institute of Directors, the Human Rights Commission and the Ministry of Women's Affairs' Nominations Service.

The nominations service provided Invest South with four possible female board candidates. Anne Urlwin, a South Islander, was appointed to the company which has significant investments in the primary sector, tourism and manufacturing. Invest South invests only in companies operating in the South Island and which are predominately New Zealand controlled and managed at the time of investment. One of Invest South's aims is to stimulate economic activity and job creation.



Anne Urlwin is the only woman currently who has three Crown company directorships. She is deputy chair of both Landcare Research and Airways Corporation. She is also one of four female directors of Meridian Energy Limited.

Power Pyramid 1 / Governance - Women's participation

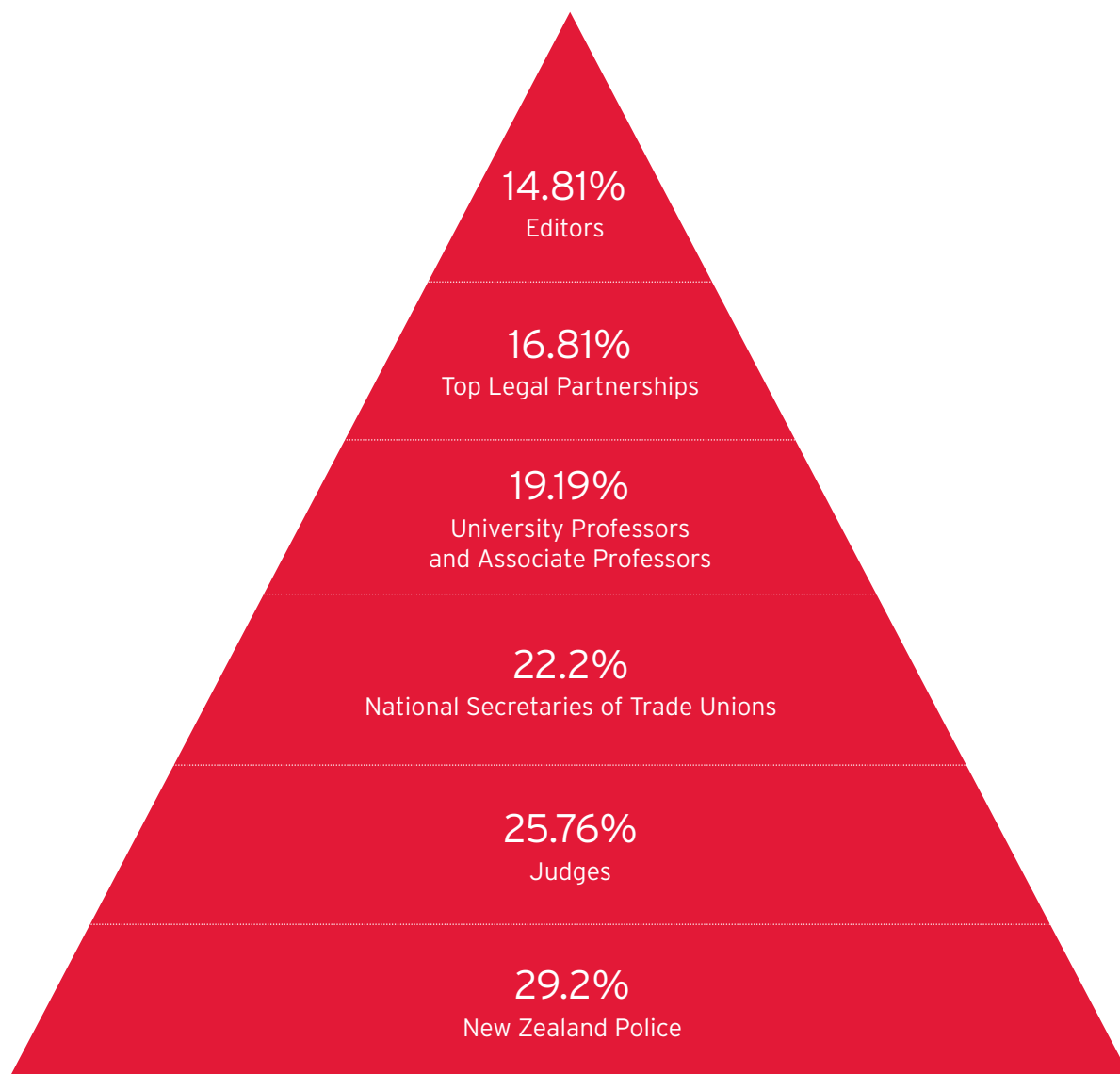


The dates of data collection

- > Directors of the NZX's three securities markets, the NZSX, NZDX and NZAX, 9 October 2007
- > Crown companies, Crown Company Monitoring Advisory Unit, January 2008
- > State sector statutory bodies, Ministry of Women's Affairs, September 2007
- > Female percentage of New Zealand Labour Force, Department of Statistics, January 2008



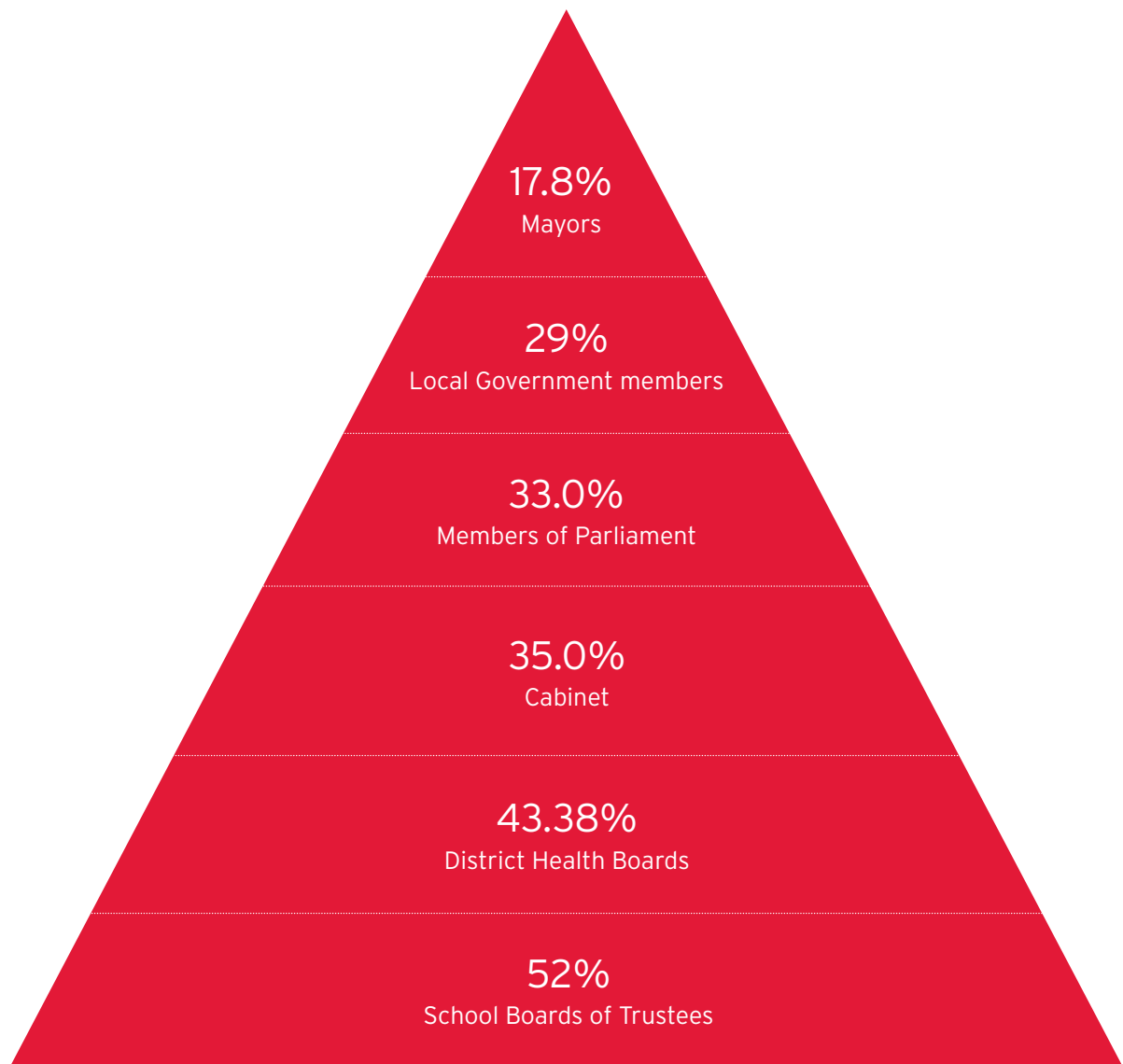
Power Pyramid 2 / Employment - Women's participation



The dates of data collection

- > Editors of major newspapers, media directories, November 2007
- > Top legal partnerships, correspondence, 8 November 2007
- > University professors and associate professors, University calendars 2007
- > National secretaries of trade unions, Council of Trade Unions data, 25 January 2008
- > Judges, Ministry of Justice, January 2008
- > Police, Annual Report 2007

Power Pyramid 3 / Politics, health and education - Women's participation

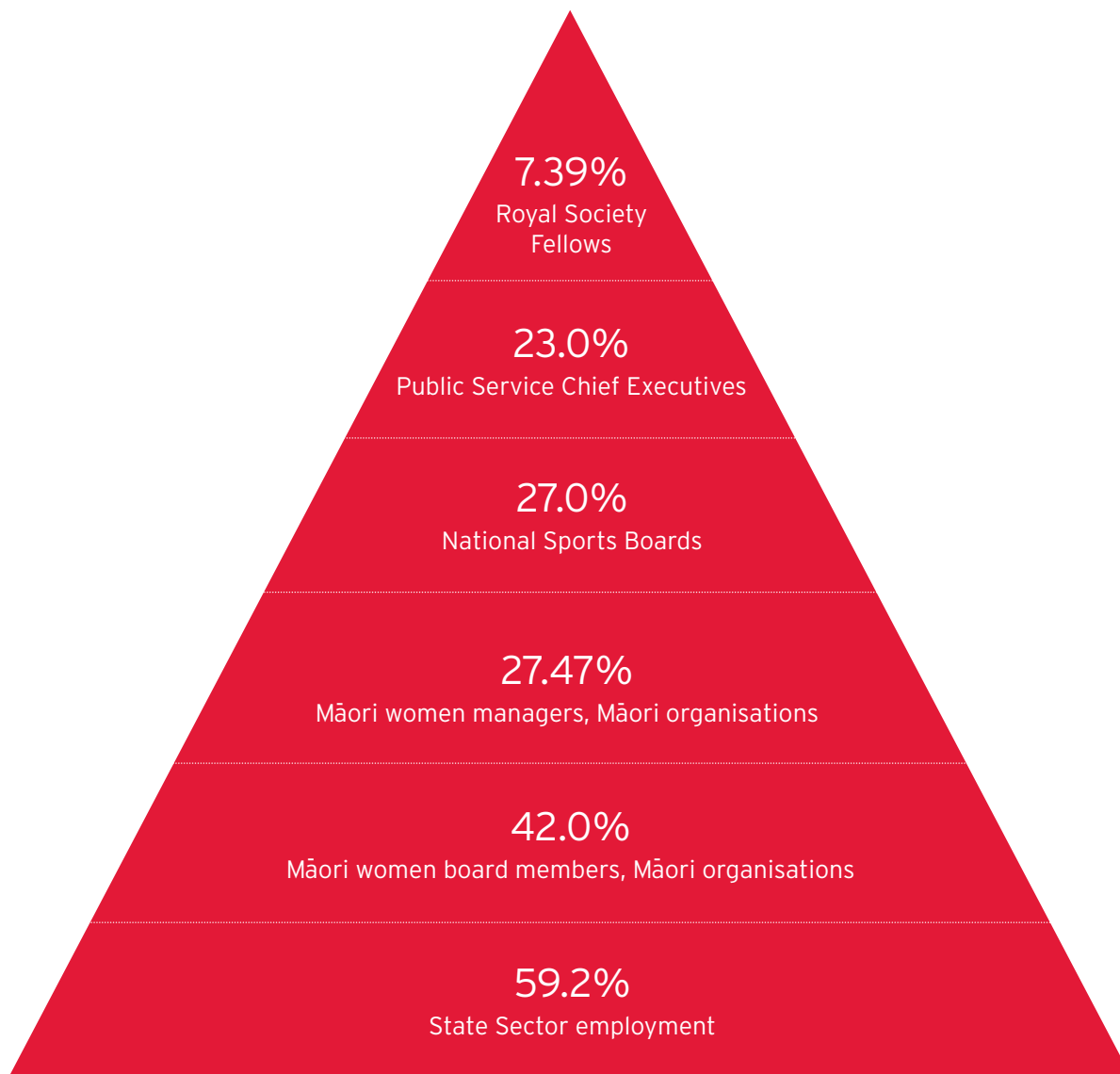


The dates of data collection

- > Mayors, Local Government New Zealand, 25 January 2008
- > Local Government members, Local Government New Zealand, 25 January 2008
- > Members of Parliament, Government website, January 2008
- > Cabinet, Government website, January 2008
- > District Health Boards, Ministry of Health, December 2007
- > School Boards of Trustees, January 2008



Power Pyramid 4 / Māori, Public Service, science and sport - Women's participation



The dates of data collection

- > Royal Society of New Zealand, January 2008
- > Public Service Chief Executives, 2007
- > Sports, 2007
- > Māori data, January 2008
- > State Sector, 2007

New Zealand Exchange

The NZX comprises three securities markets - the New Zealand Stock Market (NZSX), the New Zealand Debt Market (NZDX) and the New Zealand Alternative Market (NZAX). The NZSX was informally known in the past as the Main Board and includes many of the cornerstone companies of the New Zealand economy. The NZDX offers a range of investment securities including corporate and government bonds and fixed income securities. The NZAX is specifically designed for developing companies and companies with non-traditional structures.

New Zealand Stock Market (NZSX)

Women hold 8.65% of board directorships of companies listed on the New Zealand Stock Market. This figure is derived from the top 100 companies by market capitalisation and comprises 54 female directorships held by 45 women out of the total of 624 directorships. The figures compare with 7.13% recorded in 2006.

Pumpkin Patch Limited and Kingfish Limited continue as top 100 companies that have gender parity in their boardrooms and they are joined by Barramundi Limited with the same female directors as Kingfish Limited. Nine other top 100 companies have at least two women on their boards. One is a top ten company, Vector Limited, and the others are Westpac Banking Corporation, AMP Limited, Michael Hill International Limited, Deleat's Group Limited, Ebos Group Limited, Telstra Corporation Limited, Abano Healthcare Group Limited, NZ Windfarms Limited and Richina Pacific Limited. Only 40 of the top 100 companies have any female directors, an increase of only 3 from the 2006 Census report. One woman holds three directorships of top 100 companies and 7 others hold two directorships.

Vector Limited is the only top 100 company that has added two women to its board since the previous Census in 2006. The other five companies that have added a woman to their boards since the previous Census report are Michael Hill International Limited, Ebos Group Limited, The Warehouse Group Limited, Kiwi Income Property Trust and Wakefield Health Limited. Three companies have dropped female board directors including PGG Wrightson Limited and Australian 20 Leaders Fund who now have no female directors and Telecom Corporation of NZ Limited that now has only one female director following the departure of Theresa Gattung.

New Zealand Debt Market (NZDX)

Women hold 5.73% of directorships in the 53 companies with only 13 companies having female directors. Three companies had two women, and the other ten one female director each. Eliminating New Zealand Government Stock with no directors, this means that 39 of the companies listed at 9 October 2007 on the NZDX had no women on their boards.

New Zealand Alternative Market (NZAX)

Women hold 5.07% of directorships in the 28 companies listed on the NZAX. While the total number of directors on the NZAX has increased to 138 from 122 in the 2006 Census, the total number of seven female directors remains unchanged between the two Census reports. Oyster Bay Marlborough Vineyards Limited continues to be the only company on the NZAX that has two women on its board and five other companies have one woman each. Only six of the 28 companies have any female directors. The New Zealand Wine Company lost a female director since 2005. The NZAX has dramatically decreased its proportion of women directors over three census reports from 16.39% in 2004 to 5.74% in 2006 to a new low of 5.07% in 2008.



The 2008 Census report results are based on a database purchased by the Human Rights Commission on 9 October 2007 from the New Zealand Exchange, 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 9 October 2007.

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. An interesting feature of the verification process was the variance between New Zealand Exchange data, sometimes outdated information on company websites and information supplied after repeated requests via email, facsimile and telephone.

One company listed on the NZSX, four on the NZDX and three on the NZAX failed to respond to correspondence confirming gender data.

Table 3 / New Zealand Exchange Companies and Female Directors

At October 2007	NZSX (Top 100)	NZAX	NZDX
Female-held directorships	54 (8.65%)	7 (5.07%)	16 (5.73%)
Companies with female directors	40 (40%)	6 (21.42%)	13 (24.52%)
Companies with one female director	27 (27%)	5 (17.85%)	10 (18.86%)
Companies with two or more female directors	13 (13%)	1 (3.57%)	3 (5.66%)

Table 4 / Directors of NZSX Companies (incl. Alternate Directors)
as at 9 October 2007

Name of Companies - NZSX	Women 2007	Total Men & Women 2007	Women 2005	Women's progress since 2005
Telecom Corporation of New Zealand Limited (NS)	1	7	2	minus 1
Fletcher Building Limited	1	8	1	-
Contact Energy Limited	1	6	1	-
Auckland International Airport Limited	1	5	1	-
TrustPower Limited	0	6	0	-
Sky City Entertainment Group Limited (NS)	1	5	1	-
Air New Zealand Limited (NS)	1	7	1	-
Vector Limited	2	8	0	plus 2
Sky Network Television Limited	0	7	0	-
Guinness Peat Group Plc	0	5	0	-
The New Zealand Refining Company Limited	1	12	1	-
Fisher & Paykel Healthcare Corporation Limited	1	7	1	-
The Warehouse Group Limited	1	8	0	plus 1
APN News & Media Limited	1	13	1	-
Goodman Fielder Limited	0	8		
Infratil Limited	0	5	0	-
Westpac Banking Corporation	2	7	2	-
Ryman Healthcare Limited	0	7	0	-
Kiwi Income Property Trust	1	7	0	plus 1
Fisher & Paykel Appliances Holdings Limited	0	7	0	-
Goodman Property Trust	0	7		
Port of Tauranga Limited (NS)	0	8	0	-
AMP NZ Office Trust	0	6	0	-
Australia and New Zealand Banking Group Limited	1	8	1	-
Metlifecare Limited	0	6	0	-
Mainfreight Limited	0	8	0	-
Toll NZ Limited	0	6	0	-
ING Property Trust	0	6	0	-
Rakon Limited	0	6		
MediaWorks NZ Limited	1	10	1	-
Nuplex Industries Limited	0	7	0	-
PGG Wrightson Limited	0	10	1	minus 1
ASB Capital Limited	0	3		

Table 4 / continued...

Name of Companies - NZSX	Women 2007	Total Men & Women 2007	Women 2005	Women's progress since 2005
AMP Limited	2	8	2	-
Pumpkin Patch Limited	3	6	3	-
Freightways Limited	1	5	1	-
AMP Investments' World Index Fund (NS)	1	3	1	-
Michael Hill International Limited	2	7	1	plus 1
Tower Limited	1	7	1	-
Pyne Gould Corporation Limited	0	7	0	-
Sanford Limited	0	7	0	-
Steel & Tube Holdings Limited	1	6	1	-
Cavotec MSL Holdings Limited	0	8		
Briscoe Group Limited	1	5	1	-
News & Media NZ Limited	1	5		
Property for Industry Limited	0	4	0	-
Delegat's Group Limited	2	5	2	-
Hallenstein Glasson Holdings Limited	1	8	1	-
New Zealand Oil and Gas Limited	0	6	0	-
Lion Nathan Limited	1	10	1	-
Millennium & Copthorne Hotels New Zealand Limited	0	5		
New Zealand Exchange Limited	0	6	0	-
Lyttelton Port Company Limited (NS)	1	6	1	-
Ebos Group Limited	2	7	1	plus 1
Tourism Holdings Limited	0	5	0	-
Rubicon Limited	0	4	0	-
Turners & Growers Limited	0	8	0	-
Cavalier Corporation Limited	0	8	0	0
AFFCO Holdings Limited	0	7	0	-
Pike River Coal Limited	0	7		
ING Medical Properties Trust	0	4		
Methven Limited	0	5	0	-
Wellington Drive Technologies Limited	0	5	0	-
Hellaby Holdings Limited	0	6	0	-
Northland Port Corporation (NZ) Limited (NS)	0	6	0	-
Australian 20 Leaders Fund	0	3	1	minus 1

Table 4 / continued...

Name of Companies - NZSX	Women 2007	Total Men & Women 2007	Women 2005	Women's progress since 2005
Foreign & Colonial Investment Trust Plc	0	9	0	-
Telstra Corporation Limited	2	9	2	-
Australian Foundation Investment Company Limited	1	8	1	-
Tenon Limited	0	5	0	-
Skellerup Holdings Limited	1	7		
Dominion Finance Holdings Limited	1	7	1	-
Wakefield Health Limited	1	8	0	plus 1
Barramundi Limited	2	4		
Abano Healthcare Group Limited	2	6		
The Colonial Motor Company Limited	0	6	0	-
NZ Windfarms Limited	2	5		
Templeton Emerging Markets Plc	0	7		
CDL Investments New Zealand Limited	0	6	0	-
BIL International Limited	0	5	0	-
The National Property Trust	0	4	0	-
Kingfish Limited	2	4	2	-
Horizon Energy Distribution Limited	0	3	0	-
Restaurant Brands New Zealand Limited	1	5	1	-
Comvita Limited	0	6	0	-
Software of Excellence International Limited	0	5		
NZX 10 Index Fund	0	3		
Provenco Group Limited	0	5	0	-
Kermadec Property Fund Limited	0	3		
The NZX Australian MidCap Index Fund	0	3		
Richina Pacific Limited	2	5	2	-
South Port New Zealand Limited (NS)	0	6		
New Zealand Finance Holdings Limited	0	6	0	-
Pan Pacific Petroleum NL	0	3	-	-
The NZX MidCap Index Fund	0	3		
Just Water International Ltd	0	5	0	-
Charlie's Group Limited	0	5		
Livestock Improvement Corporation Limited (LIC)	0	10		
Scott Technology Limited	0	7	0	-
TeamTalk Limited	0	6	0	-
Total	54	624		

Table 5 / Directors of NZDX Companies (incl. Alternate Directors)
as at 9 October 2007

Issuer	Women 2007	Total Men & Women 2007	Women 2005	Women's progress since 2005
A&R Whitcoulls Group Holdings Pty Limited	0	4	0	-
Allied Farmers Limited	0	6		
ANZ National Bank Limited	0	7	0	-
Auckland International Airport Limited	1	5	1	-
Australasian Hotel Holdings Limited	0	3	0	-
Babcock & Brown Limited	1	9		
Bank of New Zealand	2	8		
BBI Networks (New Zealand) Limited	0	5	0	-
BIL Finance Limited	0	4	0	-
Blue Star Print Group Limited	0	6	0	-
Burns Philp Finance New Zealand Limited	0	4		
Capital Properties New Zealand Limited	0	3		
CBA Capital Australia Limited	0	3	0	-
Credit Sail Limited	0	1		
Delegat's Group Ltd	2	5	2	
Dominion Finance Holdings Limited	1	7	1	-
Fairfax New Zealand Finance Limited	1	3	1	-
Fidelity Capital Guaranteed Bond Limited	0	3		
Fletcher Building Finance Limited	1	8	1	-
Fletcher Building Ltd	1	8	-	-
Fonterra Co-operative Group Limited	0	13	0	-
Generator Bonds Limited	0	5	1	minus 1
Global Corporate Credit Limited	0	3	0	-
GPG Finance Plc	0	4	0	-
Hellaby Holdings Limited	0	6	0	-
HY-FI Securities Limited	0	3	0	-
Infratil Limited	0	5	0	-
Macquarie Fortress Investments Limited	1	3	1	
Motor Trade Finances Limited	0	7	0	-
New Zealand Finance Holdings Limited	0	6	-	-
New Zealand Government Stock	-	-	-	-
NPT Capital Limited	0	3	0	-
Nufarm Finance (NZ) Limited	0	4	-	-
Nuplex Industries Limited	0	7	0	-
PGG Wrightson Finance Limited	0	10		

Table 5 / continued...

Issuer	Women 2007	Total Men & Women 2007	Women 2005	Women's progress since 2005
PINs Securities NZ Limited	0	3		
Powerco Limited	0	7	0	-
PPCS Limited	0	12		
Provenco Group Limited	0	5		
Rabobank New Zealand Ltd	0	10	-	
RMB Trustee Ltd	0	2		
Rural Portfolio Capital Limited	0	2		
Rural Portfolio Investments Securities Limited	0	2	0	-
Sky City Entertainment Group Limited (NS)	1	5	1	-
Sky Network Television Limited	0	7	0	-
South Canterbury Finance Ltd	0	4		
Speirs Group Limited	1	7	1	
St Laurence Property & Finance Limited	0	3	0	-
Strategic Finance Ltd	0	8	-	
TCNZ Finance Limited	0	3	1	minus 1
TrustPower Limited	0	6		
Vector Limited	2	8	0	plus 2
Works Finance (NZ) Ltd	1	4		
Total	16	279		

Table 6 / Directors of NZAX Companies (incl. Alternate Directors)
as at 9 October 2007

Issuer	Women 2007	Total Men & Women 2007	Women 2005	Women's progress since 2005
A2 Corporation Limited	0	6	0	-
Burger Fuel Worldwide Limited	0	5		
Canterbury Building Society (NS)	0	7		
Connexionz Limited	0	5	0	-
Cynotech Holdings Limited	0	4	0	-
Eastern Hi Fi Group Limited	0	3	0	-
Glass Earth Limited	0	7	0	-
Holly Springs Investments Limited	0	3		
Jasons Travel Media Limited	0	4	0	-
Just Water International Limited	0	5	0	-
Livestock Improvement Corporation Limited (LIC)	0	10	0	-
Loan and Building Society (NS)	0	5	0	-
Media Technology Group Limited	1	3	0	plus 1
New Zealand Wool Services International Limited	0	6	0	-
Oyster Bay Marlborough Vineyards Limited	2	6	2	-
Plus SMS Holdings Limited	0	5	0	-
propertyfinance group limited	0	3		
Satara Co-operative Group (NS)	1	7	1	-
Solution Dynamics Limited	0	4	0	-
Southern Travel Holdings Limited	0	4	0	-
Speirs Group Limited	1	7	1	-
SunSeeker Energy (Australasia) Limited	0	3		
The New Zealand Wine Company Limited	0	6	1	minus 1
Viking Capital Limited	0	3		
Widespread Energy Limited	1	3		
Windflow Technology Limited	1	5	0	plus 1
Wool Equities Limited	0	6	0	-
Zintel Group Limited	0	3	0	-
Total	7	138		

State Sector Boards

The 2006 stock-take of ministerial appointments to government boards and committees shows only a 1% increase to 42 % between the previous Census Report using December 2004 data and this Census Report using December 2006 data. There are 412 government boards and committees with 2,675 ministerial appointees of which 1,131 are women. While successive governments have in the past made excellent progress towards gender parity in the appointments the state has control over, the small nature of the increase over two years raises concerns given the 50% target by 2010.

Of the 30 agencies covered by the stock-take, 17 have increased the percentage of women between 2005 and 2006, two have remained the same and 8 agencies have decreased female representation. Three agencies have no comparison between years.

Positive results include the 20% increase for the Ministry of Research, Science and Technology. Other increases have been noted for the Ministry of Consumer Affairs (19%) and the Minister of Sport's Office (12%). Five agencies have a 1% increase only.

Those agencies whose percentage of female ministerial appointments have decreased include the New Zealand Qualifications Authority (24%) with only 2 of 10 female ministerial appointments compared to 4 of 9 in 2005.

In 2006 only six government agencies from a total of 30 have greater than 50% women as ministerial appointments. These include the Ministries of Consumer Affairs, Sports, Education, Health, and Social Development and the Department of Labour. Those with the fewest women ministerial appointments are Veterans' Affairs New Zealand, the New Zealand Qualifications Authority, Ministry of Tourism, Ministry for the Environment, Land Information

New Zealand, Ministry of Agriculture and Fisheries and the New Zealand Defence Force.

This publication of the stock-take includes only ministerial appointments that are approved by the Cabinet Appointments and Honours Committee (APH) and other Cabinet committees. It does not report women who might have been elected, appointed as members of professional groups without ministerial involvement, and ex-officio members.

The data reported in the Census report differs from other presentations of the stock-take by the Ministry of Women's Affairs (MWA). The Census includes District Health Boards (DHBs) under the Ministry of Health and Crown companies under Crown Company Monitoring Advisory Unit (CCMAU) in the summary table (Table 7) but extracts them from the list of government boards (Table 8). This separate reporting of DHBs and Crown companies allows for up to date findings following the 2007 DHB elections and subsequent ministerial appointments (Table 10) and of more recent data on Crown companies that include major public utilities with a commercial focus (Table 9).

Latest figures provided by CCMAU show slippage of 1.36% in female appointments to New Zealand Crown companies. In 2006 35.43% were female directors and at the end of 2007 the figure had decreased to 34.07% (Table 9). Several women have multiple Crown company directorships with one woman on three boards and two more with two Crown company directorships.

Stock-take data was provided by the Ministry of Women's Affairs, the Crown Company Monitoring Advisory Unit provided its own data and the Ministry of Health provided information on District Health Boards.

Table 7 / Government Board and Committee Stock-take

as at December 2006 compiled by the Ministry of Women's Affairs

Administering Agency	No. of Boards	No. of Ministerial Appointees	No. Women Ministerial Appointees	Percentage of Women
Ministry of Consumer Affairs	5	7	4	57%
Minister of Sport's Office	2	11	6	55%
Ministry of Health	64	594	320	54%
Ministry of Social Development	9	32	17	53%
Department of Labour	16	138	69	50%
Ministry of Education	11	80	40	50%
Department of Internal Affairs	41	287	141	49%
National Library	2	11	5	45%
Te Puni Kokiri	4	34	15	44%
Archives New Zealand	1	7	3	43%
Department of Conservation	21	204	85	42%
Ministry of Culture and Heritage	13	82	33	40%
Ministry of Research, Science and Technology	2	10	4	40%
Tertiary Education Commission	35	138	54	39%
Ministry of Foreign Affairs and Trade	11	64	23	36%
Treasury	8	46	16	35%
CCMAU	36	224	76	34%
Ministry of Justice	63	297	100	34%
Ministry of Pacific Island Affairs	2	21	7	33%
Ministry of Economic Development	15	104	33	32%
Ministry of Transport	11	41	13	32%
Ministry of Fisheries	2	10	3	30%
Department of Building and Housing	8	61	18	30%
Ministry of Agriculture and Forestry	13	68	20	29%
Land Information New Zealand	3	18	5	28%
Defence Force	1	11	3	27%
Ministry for the Environment	7	46	12	26%
Ministry of Tourism	2	14	3	21%
New Zealand Qualifications Authority	2	10	2	20%
Veterans' Affairs New Zealand	2	5	1	20%
Total:	412	2675	1131	42%

- Totals include District Health Boards and Crown companies as at 2006
- Tables 9, 10 and 11 Crown companies as at 1 January 2008 and District Health Boards as at 31 December 2007 to provide the most up to date information
- The remaining statutory bodies are reported in Table 8 as at 2006.

**Table 8 / Ministerial Appointments on Statutory Bodies
(excluding DHBs and Crown Companies)**

as at December 2006 compiled by Ministry of Women's Affairs

Statutory Body (by Agency)	No. of Min Apptees	No. of Female Min Apptees	% of Female Min Apptees
Ministry of Agriculture and Forestry			
Agricultural and Marketing Research and Development Trust (AGMARDT)	4	1	25%
Biosecurity Ministerial Advisory Committee	13	5	38%
National Animal Welfare Advisory Committee (NAWAC)	10	3	30%
National Animals Ethics Advisory Committee (NAEAC)	9	4	44%
New Zealand Dairy Core Database Panel	3	0	0%
New Zealand Horticulture Export Authority (NZHEA)	5	0	0%
New Zealand Meat Board	2	0	0%
New Zealand Pork Industry Board	1	0	0%
Representatives' Committee of the Animal Health Board	2	0	0%
Taratahi Agricultural Training Centre (Wairarapa) Trust Board	7	2	29%
Telford Farm Training Institute Board of Management	1	1	100%
Veterinary Council of New Zealand	3	2	67%
Walking Access Consultation Panel	8	2	25%
Archives New Zealand			
Archives Council	7	3	43%
Department of Building and Housing			
Building Practitioners Board	8	1	13%
Chartered Professional Engineers Council	8	3	38%
Electrical Workers Registration Board	7	2	29%
Engineering Associates Registration Board	10	2	20%
Housing New Zealand Corporation	8	3	38%
New Zealand Registered Architects Board	8	3	38%
State Housing Appeal Authority	7	3	43%
Weathertight Homes Resolution Service	5	1	20%
Department of Conservation			
Auckland Conservation Board	12	7	58%
Bay of Plenty Conservation Board	12	4	33%
Canterbury Aoraki Conservation Board	12	6	50%
Chatham Islands Conservation Board	10	8	80%
East Coast/Hawke's Bay Conservation Board	12	3	25%
Hauraki Gulf Forum	6	3	50%
Nature Heritage Fund	4	2	50%

Table 8 / continued...

Statutory Body (by Agency)	No. of Min Apptees	No. of Female Min Apptees	% of Female Min Apptees
Nelson/Marlborough Conservation Board	12	5	42%
New Zealand Conservation Authority	13	6	46%
New Zealand Game Bird Habitat Trust Board	6	1	17%
Nga Whenua Rahui Fund	6	1	17%
Northland Conservation Board	12	2	17%
Otago Conservation Board	12	3	25%
Queen Elizabeth II National Trust Board	4	3	75%
Southland Conservation Board	12	4	33%
Taranaki/Whanganui Conservation Board	12	6	50%
Te Poari Whakahaere o Taupo-nui-a-Tia/ Taupo-nui-a-Tia Management Board	2	1	50%
Tongariro/Taupo Conservation Board	11	6	55%
Waikato Conservation Board	11	6	55%
Wellington Conservation Board	11	4	36%
West Coast/Tai Poutini Conservation Board	12	4	33%
Ministry of Consumer Affairs			
Banking Ombudsman Commission	1	1	100%
Electricity and Gas Complaints Commission	2	0	0%
Insurance and Savings Ombudsman Commission	2	2	100%
Motor Vehicle Disputes Tribunal	2	1	50%
Telecommunications Dispute Resolution Service	0	0	N/A
Ministry of Culture and Heritage			
Arts Board of Creative New Zealand	7	3	43%
Arts Council of New Zealand Toi Aotearoa	7	2	29%
Broadcasting Commission (NZ on Air)	6	4	67%
Broadcasting Standards Authority	4	3	75%
Māori Heritage Council (of the New Zealand Historic Places Trust)	8	2	25%
Museum of New Zealand Te Papa Tongarewa	8	3	38%
National Pacific Radio Trust (NPRT)	6	3	50%
National War Memorial Advisory Council	4	0	0%
New Zealand Film Commission	8	2	25%
New Zealand Historic Places Trust	6	3	50%
New Zealand Symphony Orchestra (NZSO)	7	2	29%
Te Māori Manaaki Taonga Trust	4	2	50%
Te Waka Toi Board	7	4	57%

Table 8 / continued...

Statutory Body (by Agency)	No. of Min Apptees	No. of Female Min Apptees	% of Female Min Apptees
Defence Force			
Territorial Forces Employer Support Council	11	3	27%
Ministry of Economic Development			
Accounting Standards Review Board (ASRB)	6	1	17%
Commerce Commission	9	3	33%
Commerce Commission - Cease and Desist Commissioners	1	0	0%
Copyright Tribunal	3	1	33%
Digital Strategy Advisory Group	10	3	30%
Electricity Commission	5	0	0%
Governing Board of the Joint Accreditation System of Australia and New Zealand (JAS-ANZ)	2	0	0%
Growth and Innovation Advisory Board	15	4	27%
New Zealand Trade and Enterprise	7	2	29%
Securities Commission	9	6	67%
Small Business Advisory Group	12	7	58%
Standards Council	10	4	40%
Takeovers Panel	9	1	11%
Temporary Safeguard Authority	2	0	0%
Testing Laboratory Registration Council of New Zealand (TELARC)	4	1	25%
Ministry of Education			
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	7	3	43%
New Zealand Council for Educational Research	1	0	0%
New Zealand National Commission for UNESCO	6	4	67%
New Zealand Qualifications Authority Board	9	4	44%
New Zealand Teachers Council	11	10	91%
Otaki and Porirua Trusts Board	9	3	33%
Papawai and Kaikokirikiri Trusts Board	9	2	22%
Secondary Futures	4	2	50%
Tertiary Education Commission	9	3	33%

Table 8 / continued...

Statutory Body (by Agency)	No. of Min Apptees	No. of Female Min Apptees	% of Female Min Apptees
Ministry for the Environment			
The Energy Efficiency and Conservation Authority (EECA)	6	1	17%
The Environmental Risk Management Authority (ERMA)	7	2	29%
Fiordland Marine Guardians	8	1	13%
Ministerial Advisory Group for the Sustainable Water Programme of Action (was Leadership Group for the Sustainable Water Programme of Action)	9	1	11%
Special Tribunal for Buller River Water Conservation Order	3	1	33%
Special Tribunal for Oreti River Water Conservation Order	3	1	33%
Toi te Taiao: the Bioethics Council	10	5	50%
Ministry of Fisheries			
Amateur Fishing Ministerial Advisory Committee (AFMAC) (formerly Recreational Fishing Ministerial Advisory Committee)	6	2	33%
Catch History Review Committee	4	1	25%
Ministry of Foreign Affairs and Trade			
APEC Business Advisory Council (ABAC)	3	1	33%
Asia New Zealand Foundation	13	3	23%
Fulbright New Zealand Board	4	1	25%
International Development Advisory Committee (IDAC)	7	4	57%
New Zealand Commissioner to the International Whaling Commission	1	0	0%
National Group in the Permanent Court of Arbitration	3	1	33%
New Zealand Antarctic Institute Board of Management	7	2	29%
New Zealand/France Friendship Fund (New Zealand Board)	2	1	50%
New Zealand/Japan Young People's Exchange Programme Trust	4	2	50%
Pacific Cooperation Foundation	13	5	38%
Public Advisory Committee on Disarmament and Arms Control	7	3	43%

Table 8 / continued...

Statutory Body (by Agency)	No. of Min Apptees	No. of Female Min Apptees	% of Female Min Apptees
Ministry of Health			
Advisory Committee on Assisted Reproductive Technologies (ACART)	12	6	50%
Alcohol Advisory Council of New Zealand	8	2	25%
Cancer Control Council (CCC)	9	4	44%
Central Regional Ethics Committee	12	8	67%
Child and Youth Mortality Review Committee (CYMRC)	10	4	40%
Chiropractic Board	6	1	17%
Crown Health Financing Agency	4	2	50%
Dental Council	14	6	43%
Dietitians Board	7	5	71%
Ethics Committee on Assisted Reproductive Technologies (ECART)	11	7	64%
Health and Disability Commissioner	3	2	67%
Health Information Strategy Action Committee (HISAC)	10	2	20%
Health Practitioners' Disciplinary Tribunal	135	74	55%
Health Research Council	10	4	40%
Health Sponsorship Council	5	3	60%
Lower Southern Regional Ethics Committee	12	9	75%
Medical Council of New Zealand	11	6	55%
Medical Laboratory Science Board	10	6	60%
Medical Radiation Technologists Board	10	9	90%
Mental Health Commission	2	2	100%
Midwifery Council	8	8	100%
Multi-Region Ethics Committee	12	6	50%
National Advisory Committee on Health and Disability (National Health Committee, NHC)	11	5	45%
National Advisory Committee on Health and Disability Support Services Ethics (National Ethics Advisory Committee, NEAC)	12	5	42%
National Health Epidemiology and Quality Assurance Advisory Committee (EPIQUAL)	8	3	38%
National Kaitiaki Group	6	6	100%
New Zealand Blood Service	5	4	80%
Northern X Regional Ethics Committee	12	9	75%
Northern Y Regional Ethics Committee	12	6	50%
Nursing Council of New Zealand	8	8	100%
Occupational Therapy Board	7	6	86%

Table 8 / continued...

Statutory Body (by Agency)	No. of Min Apptees	No. of Female Min Apptees	% of Female Min Apptees
Optometrists and Dispensing Opticians Board	11	3	27%
Osteopathic Council	9	3	33%
Perinatal and Maternal Mortality Review Committee (PMMRC)	10	9	90%
PHARMAC	6	2	33%
Pharmacy Council	8	4	50%
Physiotherapy Board	8	6	75%
Plumbers, Gasfitters and Drainlayers Board	10	3	30%
Podiatrists Board	7	4	57%
Psychologists Board	10	6	60%
Radiation Protection Advisory Council	7	1	14%
Upper Southern A Regional Ethics Committee	12	9	75%
Upper Southern B Regional Ethics Committee	12	6	50%
Department of Internal Affairs			
ASB Community Trust	15	7	47%
Bay of Plenty Community Trust	12	8	67%
Charities Commission	7	3	43%
Chinese Poll Tax Heritage Trust	8	2	25%
Commission of Inquiry into Police Conduct	1	1	100%
The Community Trust (of Canterbury)	12	7	58%
The Community Trust of Mid and South Canterbury Inc.	10	5	50%
Community Trust of Southland	10	4	40%
The Community Trust of Wellington	9	5	56%
Confidential Forum for Former In-Patients of Psychiatric Hospitals	4	3	75%
Eastern and Central Community Trust	12	6	50%
Film and Literature Board of Review	9	4	44%
Film and Video Labelling Body	7	7	100%
Gambling Commission	5	1	20%
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	5	3	60%
Lottery Environment and Heritage Distribution Committee	5	2	40%

Table 8 / continued...

Statutory Body (by Agency)	No. of Min Apptees	No. of Female Min Apptees	% of Female Min Apptees
Lottery Hawke's Bay Community Distribution Committee	5	2	40%
Lottery Health Research Distribution Committee	5	3	60%
Lottery Manawatu/ Wanganui Community Distribution Committee	5	3	60%
Lottery Marae Heritage and Facilities Distribution Committee	5	2	40%
Lottery National Community Distribution Committee	5	1	20%
Lottery Northland Community Distribution Committee	5	5	100%
Lottery Otago/Southland Community Distribution Committee	5	3	60%
Lottery Taranaki Community Committee	5	3	60%
Lottery Waikato Community Distribution Committee	5	2	40%
Lottery Wellington 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%
Otago Community Trust	12	5	42%
Pacific Development and Conservation Trust	7	3	43%
Trust Waikato	14	7	50%
TSB Community Trust	10	3	30%
West Coast Community Trust	9	3	33%
Whanganui Community Foundation	10	6	60%
Winston Churchill Memorial Trust	9	5	56%
Ministry of Justice			
Abortion Supervisory Committee	0	0	N/A
Accident Compensation Appeal Authority	1	0	0%
Additional Members of the High Court - Land Valuation	1	0	0%
Chief Coroner	1	0	0%
Coroner: Auckland	2	1	50%
Criminal Justice Reimbursement Assessor	1	0	0%
Customs Appeal Authority	1	0	0%
Deportation Review Tribunal	5	4	80%
Director, Human Rights Proceedings	1	0	0%

Table 8 / continued...

Statutory Body (by Agency)	No. of Min Apptees	No. of Female Min Apptees	% of Female Min Apptees
District Law Practitioners Disciplinary Committee (DLPDC) - Auckland	2	0	0%
DLPDC - Canterbury	2	0	0%
DLPDC - Hamilton	2	1	50%
DLPDC - Hawke's Bay	2	1	50%
DLPDC - Manawatu, Wanganui, Taranaki	2	0	0%
DLPDC - Marlborough, Nelson, Westland	1	0	0%
DLPDC - Otago	2	1	50%
DLPDC - Southland	2	2	100%
DLPDC - Wellington	2	1	50%
District Law Society - Lay Observers	5	1	20%
Electoral Commission	4	1	25%
Environment Court	30	8	27%
Human Rights Commission	7	5	71%
Human Rights Review Tribunal	15	7	47%
International Centre for Settlement of Investment Disputes	1	0	0%
Judicial Complaints Lay Observer	1	0	0%
Judicial Conduct Commissioner	1	0	0%
Land Valuation Tribunal Auckland	4	0	0%
Land Valuation Tribunal Gisborne	3	1	33%
Land Valuation Tribunal Hawke's Bay	3	0	0%
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	2	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	3	0	0%
Land Valuation Tribunal Taranaki	2	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	2	0	0%
Land Valuation Tribunal Wellington No 1	4	2	50%

Table 8 / continued...

Statutory Body (by Agency)	No. of Min Apptees	No. of Female Min Apptees	% of Female Min Apptees
Land Valuation Tribunal Wellington No 2	4	0	0%
Land Valuation Tribunal Westland	3	0	0%
Law Commission	3	1	33%
Legal Aid Review Panel	33	19	58%
Legal Services Agency Board	5	3	60%
Liquor Licensing Authority	2	1	50%
New Zealand Law Practitioners Disciplinary Tribunal	2	0	0%
New Zealand Parole Board	39	12	31%
Police Complaints Authority	1	1	100%
Principal Disputes Referee	1	0	0%
Principal Tenancy Adjudicator	1	1	100%
Privacy Commissioner	1	1	100%
Prostitution Law Review Committee	12	9	75%
Real Estate Agents Licensing Board	5	2	40%
Registrar of Private Investigators and Security Guards	1	0	0%
Representation Commission	5	0	0%
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	23	10	43%
Department of Labour			
Accident Compensation Corporation (ACC) Board	7	2	29%
Accident Compensation Corporation (ACC) Ministerial Advisory Group	7	3	43%
Air Ambulance Reference Group (Administered by ACC)	1	0	0%
Employment Relations Authority	19	7	37%
Employment Relations Education Ministerial Advisory Committee	11	7	64%
Equal Employment Opportunities Trust	4	3	75%
Injury Surveillance Ministerial Advisory Panel	0	0	N/A
Ministerial Advisory Panel on Work-Related Gradual Process, Disease or Infection	6	2	33%
National Advisory Council on the Employment of Women (NACEW)	6	6	100%
National Occupational Health and Safety Advisory Committee	5	2	40%

Table 8 / continued...

Statutory Body (by Agency)	No. of Min Apptees	No. of Female Min Apptees	% of Female Min Apptees
New Zealand Injury Prevention Strategy Stakeholder Reference Group (formerly listed as Stakeholder Reference Group)	23	11	48%
Refugee Status Appeals Authority	20	10	50%
Removal Review Authority	12	7	58%
Remuneration Authority	3	1	33%
Residence Review Board	13	8	62%
Review of Physiotherapists Funding and Accreditation	1	0	0%
Land Information New Zealand			
Cadastral Surveyors Licensing Board of New Zealand	7	2	29%
New Zealand Geographic Board	7	2	29%
Valuers Registration Board	4	1	25%
National Library			
Guardians Kaitiaki of the Alexander Turnbull Library	5	3	60%
Library and Information Advisory Commission	6	2	33%
New Zealand Qualifications Authority			
Scholarship Processes Advisory Group	1	0	0%
Tertiary Teaching Awards Committee	9	2	22%
Ministry of Pacific Island Affairs			
Minister of Pacific Island Affairs' Advisory Council	13	4	31%
Pacific Business Trust	8	3	38%
Ministry of Research, Science and Technology			
Foundation for Research, Science and Technology	9	4	44%
New Zealand Co-ordinator of the New Zealand/ Germany Scientific and Technological Cooperation Agreement	1	0	0%
Ministry of Social Development			
Children's Commissioner	1	1	100%
Families Commission	6	3	50%
Ministerial Advisory Council for Senior Citizens	4	2	50%
New Zealand Artificial Limb Board	6	3	50%
Retirement Commissioner	1	1	100%
Social Security Appeal Authority	4	3	75%
Social Workers Complaints and Disciplinary Tribunal	1	0	0%
Social Workers Registration Board	8	4	50%
Student Allowance Appeal Authority	1	0	0%

Table 8 / continued...

Statutory Body (by Agency)	No. of Min Apptees	No. of Female Min Apptees	% of Female Min Apptees
Minister for Sport and Recreation's Office			
Drug Free Sport New Zealand	4	2	50%
SPARC (Sport and Recreation New Zealand)	7	4	57%
Te Puni Kōkiri			
Māori Television Service	3	1	33%
Te Reo Whakapuaki Irirangi (Te Māngai Pāho)	4	3	75%
Te Taura Whiri I Te Reo Māori (the Māori Language Commission)	5	2	40%
Waitangi Tribunal	22	9	41%
Tertiary Education Commission			
Aoraki Polytechnic Council (Timaru)	4	1	25%
Auckland University of Technology Council	4	3	75%
Bay of Plenty Polytechnic Council	4	1	25%
Christchurch College of Education Council	3	2	67%
Christchurch Polytechnic Institute of Technology Council	4	1	25%
Dunedin College of Education Council	4	2	50%
Eastern Institute of Technology	4	2	50%
Lincoln University Council	4	2	50%
Manukau Institute of Technology Council	4	3	75%
Massey University Council	4	1	25%
Nelson Marlborough Institute of Technology Council	4	1	25%
Northland Polytechnic Council	4	2	50%
The Open Polytechnic of New Zealand Council	3	0	0%
Otago Polytechnic Council	4	1	25%
Pacific Islands Polynesian Education Foundation	7	2	29%
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	2	50%
Tairāwhiti Polytechnic Council	4	3	75%
Te Wānanga o Aotearoa Te Kuratini o Nga Waka Council	4	2	50%

Table 8 / continued...

Statutory Body (by Agency)	No. of Min Apptees	No. of Female Min Apptees	% of Female Min Apptees
Te Wānanga o Raukawa Council (Otaki)	4	2	50%
Te Whare Wānanga o Awanuiārangi Council (Whakatane)	4	3	75%
Telford Rural Polytechnic Council	4	1	25%
UNITEC Institute of Technology Council	4	3	75%
Universal College of Learning Council (Palmerston North)	4	0	0%
University of Auckland Council	3	1	33%
University of Canterbury Council	4	2	50%
University of Otago Council	4	1	25%
University of Waikato Council	4	0	0%
Victoria University of Wellington Council	4	1	25%
Waiariki Institute of Technology (Rotorua)	4	1	25%
Waikato Institute of Technology Council	4	1	25%
Wellington Institute of Technology Council (Weltec)	4	1	25%
Western Institute of Technology at Taranaki Council	1	1	100%
Whitireia Community Polytechnic Council (Porirua)	4	3	75%
Ministry of Tourism			
New Zealand Māori Arts and Crafts Institute Board	5	1	20%
Tourism New Zealand Board	9	2	22%
Ministry of Transport			
Aviation Security Service	5	3	60%
Civil Aviation Authority	5	3	60%
Civil Aviation Authority - Medical Convener and Deputy Convener	1	1	100%
Land Transport New Zealand	6	2	33%
Maritime Appeal Authority	1	0	0%
Maritime New Zealand	5	2	40%
Oil Pollution Advisory Committee	5	0	0%
Pacific Forum Line	1	0	0%
Road Safety Trust	3	1	33%
Transit New Zealand	6	0	0%
Transport Accident Investigation Commission	3	1	33%

Table 8 / continued...

Statutory Body (by Agency)	No. of Min Apptees	No. of Female Min Apptees	% of Female Min Apptees
Treasury			
Crown Forestry Rental Trust	3	2	67%
Earthquake Commission	7	2	29%
Government Superannuation Appeals Board	4	2	50%
Government Superannuation Fund Authority	7	2	29%
Guardians of New Zealand Superannuation	7	1	14%
New Zealand Superannuation Fund Nominating Committee	5	1	20%
Reserve Bank of New Zealand	7	2	29%
Trustees of the National Provident Fund	6	4	67%
Veterans' Affairs New Zealand			
War Pensions Advisory Board	0	0	N/A
War Pensions Appeal Board	5	1	20%

Table 9 / Directors of New Zealand Crown Companies

as at 1 January 2008 compiled by CCMAU

Company	Women 2007	Total Men & Women 2007	% Women 2007	Women 2006	Women's progress since 2006
New Zealand Institute for Crop & Food Research Ltd	4	7	57.14%	4	-
Institute of Environmental Science & Research Ltd	3	6	50.00%	2	plus 1
Landcare Research New Zealand Ltd	3	6	50.00%	3	-
Meridian Energy Ltd	4	8	50.00%	2	plus 2
Quotable Value Ltd	4	8	50.00%	4	-
Dunedin International Airport Ltd ²	1	2	50.00%	1	-
Genesis Power Ltd	4	9	44.44%	3	plus 1
Radio New Zealand Ltd	3	7	42.86%	3	-
Scion	3	7	42.86%	2	plus 1
NZ Lotteries Commission	2	5	40.00%	3	minus 1
Research & Education Advanced Network NZ Ltd	2	5	40.00%	2	-
Learning Media Ltd	2	5	40.00%	2	-
Landcorp Farming Ltd	3	8	37.50%	3	-
Meteorological Service of New Zealand Ltd	3	8	37.50%	3	-
Public Trust	3	8	37.50%	4	minus 1
ECNZ (The Residual Company) Ltd	1	3	33.33%	1	-
New Zealand Post Ltd	3	9	33.33%	2	plus 1
Timberlands West Coast Ltd	2	6	33.33%	2	-
Mighty River Power Ltd	3	9	33.33%	3	-
Kordia Group Limited ³	2	7	28.57%	2	-
AgResearch Ltd	2	7	28.57%	2	-
Industrial Research Ltd	2	7	28.57%	2	-
Institute of Geological & Nuclear Sciences Ltd	2	7	28.57%	3	minus 1
National Institute of Water & Atmospheric Research Ltd	2	7	28.57%	3	minus 1
Television New Zealand Ltd	2	7	28.57%	2	-
The Horticulture & Food Research Institute of NZ Ltd	2	7	28.57%	2	-
Airways Corporation of New Zealand Ltd	2	8	25.00%	2	-
AsureQuality Ltd ¹	2	8	25.00%		
Solid Energy New Zealand Ltd	2	8	25.00%	2	-
New Zealand Venture Investment Fund Ltd	1	5	20.00%	1	-
Transpower New Zealand Ltd	2	10	20.00%	2	-
ONTRACK (New Zealand Railways Corporation)	1	6	16.67%	1	-
Animal Control Products Ltd	0	2	0.00%	0	-

Table 9 / continued...

Company	Women 2007	Total Men & Women 2007	% Women 2007	Women 2006	Women's progress since 2006
Christchurch International Airport Ltd ²	0	2	0.00%	0	-
Invercargill Airport Ltd ²	0	2	0.00%	1	minus 1
AgriQuality Ltd ⁴				2	
Asure New Zealand ⁴				3	
Total	77	226	34.07%	79	

¹ Formed on 1 Oct 2007 from the merger of AgriQuality Ltd and Asure NZ Ltd

² Crown Appointees

³ New since Census 2006

⁴ Ceased since Census 2006

District Health Boards



Figures provided by the Ministry of Health indicate a slight increase in the number of women on District Health Boards (DHB) compared with 2005. An increase of 1.34% puts women's representation at 43.38% in 2007.

As of December 2007 there were 219 DHB board members in office, 124 men (56.62%) and 95 women (43.38%). Of those women who identified their ethnicity, 18 of the 93 identified as Māori (either solely or in conjunction with other ethnicities). In 2005 the figure for Māori women was 24 out of 87.

Wairarapa DHB has the strongest representation of women at 80% or 8 out of 10 board members which represents a 16.36% increase since 2005. This aligns strongly with the Wairarapa's increased female representation in the 2007 local body elections. Nelson Marlborough DHB

continues to have strong female representation at 63.64% in 2007 despite a decrease of 3.03% from 2005. Other DHBs that have increased female representation in 2007 are Counties Manukau, South Canterbury, Waitemata, Auckland, Taranaki, Canterbury and Southland.

Ten of the 21 DHBs show balanced representation on their boards from 45.45% up to 80% women. Hawke's Bay DHB and Auckland DHB show the lowest female representation at 20% and 27.27% respectively.

Six of the 21 DHB chairs are women. They are from Bay of Plenty DHB, Nelson Marlborough DHB, Northland DHB, Tairāwhiti DHB, Waitemata DHB and Whanganui DHB.

The Ministry of Health provided the gender breakdown of District Health Board members taken as at 31 December 2007 and 2005.

Table 10 / District Health Boards by Gender

As at 31 December 2007 compiled by Sector Accountability & Funding Directorate, Ministry of Health

Members	Female		Male	
	Number	Percentage	Number	Percentage
Total	95	43.38	124	56.62

*NB The totals include two males jointly appointed to two boards each, and one female who is jointly appointed to two boards.

Table 11 / Members of District Health Boards

as at 31 December 2007 compiled by Sector Accountability and Funding Directorate, Ministry of Health

DHB	Women 2007	Men 2007	Total Men & Women 2007	% Women 2007	Women 2005	% Women 2005	% Change from 2005
Northland	4	7	11	36.36%	4	36.36%	0.00%
Waitemata	6	5	11	54.55%	5	45.45%	9.09%
Auckland	3	8	11	27.27%	2	20.00%	7.27%
Counties Manukau	4	6	10	40.00%	3	27.27%	12.73%
Waikato	4	7	11	36.36%	4	36.36%	0.00%
Lakes	5	6	11	45.45%	5	45.45%	0.00%
Bay of Plenty	5	6	11	45.45%	6	54.55%	-9.09%
Tairāwhiti	5	5	10	50.00%	5	50.00%	0.00%
Taranaki	4	6	10	40.00%	4	36.36%	3.64%
Hawke's Bay	2	8	10	20.00%	3	27.27%	-7.27%
Whanganui	4	6	10	40.00%	5	45.45%	-5.45%
MidCentral	3	7	10	30.00%	4	36.36%	-6.36%
Hutt	4	7	11	36.36%	4	36.36%	0.00%
Capital & Coast	5	6	11	45.45%	6	54.55%	-9.09%
Wairarapa	8	2	10	80.00%	7	63.64%	16.36%
Nelson Marlborough	7	4	11	63.64%	6	66.67%	-3.03%
West Coast	5	6	11	45.45%	5	50.00%	-4.55%
Canterbury	4	6	10	40.00%	4	36.36%	3.64%
South Canterbury	3	7	10	30.00%	2	18.18%	11.82%
Otago	5	6	11	45.45%	6	54.55%	-9.09%
Southland	6	5	11	54.55%	5	45.45%	9.09%
Total	95	124	219	43.38%	95	42.04%	1.34%

NB: Not all DHBs have a full complement of 11 members at any given time.



Public Service



Less than a quarter (23%) of public service chief executives are women despite the high proportion (59%) of women employed in the state sector. Women continue to be under-represented at senior levels, with 38% of senior managers in the public service being women.

The high numbers of women employed in the state sector is explained by the relatively high number of female dominated occupations employed in the public service (social workers, case workers, clerical staff, teachers and nurses).

Information on women in public service departments was obtained from two sources; the 2007 Human Resource Capability Survey of Public Service Departments and from the Public Service Directory. The table listing the percentage of female staff and the gender of the chief executive combines information from both sources.

Of the 35 public service departments, only 11 employ more men than women. They are the Ministry of Agriculture and Forestry (MAF)

and the Departments of Conservation (DOC), Corrections, Customs, Defence, Fisheries, Government Communications Security Bureau, Land Information New Zealand, Pacific Island Affairs, Serious Fraud Office and Treasury.

The participation of women in leadership positions is disproportionate to their numbers in the workforce. Progress is extremely slow. Since 2002 the percentage of women in senior management positions in the core public service has fluctuated between 35.1% (2003) and 37.8% (2007).

Public service departments have been required to have Equal Employment Opportunities (EEO) programmes since the State Sector Act 1988. However, there appears to be variable commitment to effecting change. The State Services Commission intends introducing revised policy for public service departments. Accountability mechanisms need to be reviewed and strengthened and this issue is picked up in the Agenda for Change, 2008.



Table 12 / Women in Public Service Departments

as at 12 December 2007

Department	Gender Chief Executive	% women staff
Agriculture & Forestry	M	46%
Archives	F	62%
Building and Housing	F	57%
Conservation	M	37%
Corrections	M	39%
Crown Law Office	M	69%
Culture & Heritage	M	59%
Customs	M	39%
Defence	M	28%
Economic Development	M	54%
Education	F	81%
Education Review Office	M	73%
Environment	M (resigned end of 2007)	58%
Fisheries	M	35%
Foreign Affairs & Trade	M	54%
Govt Communications Security Bureau	M	30%
Health	M	63%
Inland Revenue Department	M	66%
Internal Affairs	F (acting Chief Executive)	54%
Justice	F	66%
Labour	M	58%
Land Information New Zealand	M	41%
Māori Development	M	59%
National Library	F	71%
New Zealand Food Safety Authority	M	not available
Pacific Island Affairs	M	43%
Prime Minister & Cabinet	M	56%
Research Science & Technology	F	55%
Serious Fraud Office	M	43%
Social Development	M	73%
State Services Commission	M	60%
Statistics New Zealand	M	53%
Transport	M	53%
Treasury	M	48%
Women's Affairs	F	86%
Total	23.00%	59.20%

Māori Women's Participation

What is the profile of Māori women in governance, professional and public life? The question is a good one, but it is difficult to answer. Lack of available data relating to Māori women's participation prevents an accurate picture of their representation and status.

After the publication of the 2004 New Zealand Women's Participation Census report, the co-leader of the Māori Party Tariana Turia and the Māori Women's Welfare League asked what attempts had been made to report the position of Māori women. In the 2006 report, the Human Rights Commission noted that "very few of the data sets used to compile the census report on women, report ethnicity data." The Commission urged public agencies to properly disaggregate data by gender and ethnicity so it can be comprehensively reported in a reliable manner.

Internationally there is interest in the collection of information so women's progress can be addressed. The United Nations Committee on the Elimination of Discrimination against Women (CEDAW) concluded in its thirty-ninth session in August 2007 when considering New Zealand's sixth periodic report that New Zealand should "strengthen its system of data collection in all areas covered by the Convention (CEDAW), in order to enhance its knowledge base about the actual situation of different groups of women and to track trends over time."

In an effort to collect data on Māori women's participation rates the Commission wrote to all Māori MPs requesting that they assist in

identifying known data sources and suggest any contacts who may be useful in gathering data. Approaches were made to several public agencies including Te Puni Kōkiri, Ministry of Women's Affairs, State Services Commission and Statistics New Zealand asking for access to relevant data. Similarly, approaches were made to Māori organisations such as Te Hui Taumata, Federation of Māori Authorities (FoMA) and the Māori Women's Welfare League.

A short survey requesting the number of Māori women board members and the number of women managers was sent to Māori organisations on the Commission's database (approximately 100) consisting of iwi authorities and Māori-affiliated and-owned businesses. The surveys were also inserted into the Annual General Meeting conference packs of FoMA (Federation of Māori Authorities) in November 2007. Approximately 400 surveys were distributed in total.

The response to these surveys has been limited although the collection of this data represents a start. The limited response may reflect the reluctance of Māori to provide information that is not given *kanohi-ki-te-kanohi* or face-to-face. This signals the need for a longer lead in time and more consultation with Māori in future.

The percentages of Māori women on boards and also as managers collected by the survey indicate growing representation. Responses showed a 42% representation of Māori women at board level and a 27.47% representation of Māori women in management.

Table 13 / Māori Authorities Board Members 2007

Organisation	No. Board Members	No. Women On Board	% Women On Board
Aohanga Inc.	7	3	43
Hui Taumata	8	1	12.5
Kati Huirapa Runaka ki Puketeraki	10	6	60
Lake Taupo Forest Trust	11	10	91
Landcorp Farming	8	1	12.5
Mangatawa Papamoa Blocks Inc.	6	3	50
Maniapoto Māori Trust Board	15	5	33
Māori Trust Office	0	0	0
Ngati Kahungungu Iwi Inc.	10	3	30
Ongare Trust	7	3	43
Proprietors of Tahaaroa C Block	7	2	29
Rangatira E Trust	6	3	50
Taranaki Iwi Trust	7	2	29
Te Runanga o Ngati Awa	22	6	27
Te Runanga o Raukawa	25	12	48
Te Taiwhenua o Heretaunga	15	9	60
Te Uranga B2 Inc.	5	1	20
THS & Associates	2	2	100
Tuaropaki Trust	7	3	43

Comments about Māori women's participation in the organisations surveyed include:

“Te Runanga o Raukawa have women at the General Manager and Manager level. Our board represents an equal number of Māori women which is just the way it has worked out”,

“Māori organisation overseeing Māori land ownership so natural to have Māori staffing and high participation by Māori women”,

“Our organisation has been much more open than others to calling on the talent of our women”,

“Strong but could certainly be improved”,

“Good operation functions at senior level. Governance role imbalance between genders”.

Table 14 / Māori Authorities Management 2007

Organisation	No. Managers	No. Women Managers	% Women Managers
Aohanga Inc.	2	0	0
Hui Taumata	4	3	75
Kati Huirapa Runaka ki Puketeraki	2	1	50
Lake Taupo Forest Trust	3	2	66
Landcorp Farming	100	0	0
Mangatawa Papamoa Blocks Inc.	3	2	66
Maniapoto Māori Trust Board	2	1	50
Māori Trust Office	10	6	60
Ngati Kahungungu Iwi Inc.	5	4	80
Ongare Trust	2	1	50
Proprietors of Tahaaroa C Block	1	0	0
Rangatira E Trust	2	1	50
Taranaki Iwi Trust	1	1	100
Te Runanga o Ngati Awa	8	5	62.5
Te Runanga o Raukawa	14	9	64
Te Taiwhenua o Heretaunga	16	10	62.5
Te Uranga B2 Inc.	2	0	0
THS & Associates	4	4	100
Tuaropaki Trust	1	0	0

It is difficult to track the progress of Māori women as an EEO group in the public sector. The 2007 Human Resource Capability Survey for Public Sector Departments identifies both gender and ethnic data. However, the survey does not disaggregate gender data so a comparative picture of Māori women can be established.

The absence of data on Māori women might suggest that their participation in governance, professional and public life is minimal. But the relative invisibility of Māori women in governance does not represent the true reality of their contribution.

Māori women have high participation rates in voluntary, paid and unpaid work. In 2007 the Office for the Community and Voluntary Sector published "Mahi Aroha - Māori Perspectives on Volunteering and Cultural Obligations". Māori were more likely than non-Māori to have been involved in unpaid activities outside the household and Māori women undertook more unpaid work outside the home than Māori men, with a participation rate of 93.4% according to the 2001 Census.

The types of activities undertaken fall into eight broad categories; whanau-related, hapu/iwi-related, marae, advisory work for whanau, advisory work in relation to Treaty matters, volunteer work for kaupapa Māori services, Māori small business and mainstream volunteering. The report indicates that Māori women have been and are the major driving force in cultural recovery within Māori communities (Statistics New Zealand 2001).

Sharon Clair, Vice President Māori of the Council of Trade Unions (CTU) says "it is not uncommon to see the leadership capability of Māori women expressed through mahi aroha. The reasons for high rates of voluntary participation may simply show that Māori women have a heart for giving to their communities, whanau, hapu and iwi without financial reward".

Māori women's involvement in mainstream social and economic development is growing. Involvement in mainstream government agencies at local, regional and central government level is often paid for. However, these payments are typically for the hours spent at meetings only and do not take into account the many additional hours spent consulting with Māori communities and undertaking background research.

This clearly indicates Māori women's involvement in governance, professional and public life whether through paid or voluntary work and raises the question of visibility by capturing appropriate data.

The 2006 Census data gives us a general picture of Māori women participation rates in employment and the labour force.

Māori women aged 15 years and over who were employed full-time increased from 56,967 in 2001 to 73,560 in 2006, an increase of 23.6%. In 2006, 38.1% of Māori women aged 15 and over were employed full-time, 17.9% were employed part-time, 8.1% were unemployed, and 35.8% were

not in the labour force. This shows a significant increase of Māori women in the labour force but does not indicate at what levels (i.e. junior, manager, director) Māori women participate.

By employment sector we know that in 2006 more Māori women were employed in the Health and Community Services industry than any other industry (2006, 14.3%). The two next most popular industries were Retail Trade (13.2%) followed by Education (12.1%). In 2006, 22,587 Māori women worked as Service and Sales Workers, 3,660 or 19.3% more than in 2001.

The increase in participation rates for Māori women in the labour force and across sectors is encouraging. However, Māori women are penalised by a wide gender pay gap. In 2006, figures from the Census show that despite there being more Māori women employed as sales and services workers (double that of Māori men), technicians and associate professionals, professionals, legislators, administrators, managers and clerks, Māori women earned on average only 77% of Māori men, the equivalent of \$8,299 less per annum. In 2001 Māori women earned on average only 75% of Māori men. In 2001 Māori women earned on average only 75% of Māori men's earnings, or \$7,234 less per annum. Over the past 10 years the pay gap between Māori men and women has decreased by only 6%.

The New Zealand Income Survey for the June 2007 quarter shows Māori women's earnings compared to other women and men's groups. The findings show Māori women on average earn the least of all comparable groups and for the first time rated lower than Pacific women. Māori women earn 86.1% of what Pakeha/European women earn, 99% of what Pacific women earn and 95% of what women from other ethnicities earn. In comparison to men Māori women earn 69.7% of what pakeha men earn and 95.3% of what Māori men earn. Māori women are therefore doubly disadvantaged by gender and ethnicity.

Table 15 / Average and Median Hourly Earnings from Wages/Salary Jobs

June 2007 Quarter

Female	Average hourly earnings	Median hourly earnings
European/Pakeha	20.15	17.37
Māori	17.15	14.80
Pacific Peoples	17.34	15.00
Other ethnic groups	18.14	15.00

Male	Average hourly earnings	Median hourly earnings
European/Pakeha	24.60	20.00
Māori	17.99	16.00
Pacific Peoples	17.37	15.00
Other ethnic groups	21.46	17.05

Source: New Zealand Income Survey June 07 Quarter; Table 10: Statistics New Zealand

Table 16 / Average Hourly Earnings from Wages and Salaries by Gender (June 2007)

Women's earnings as a percentage

	Pakeha men	All men	Māori men	Pacific men	Pakeha women
Pakeha women	81.9 percent	86.8 percent			
Māori women	69.7 percent	73.8 percent	95.3 percent		86.1 percent
Pacific women	70.7 percent	74.7 percent		99.8 percent	86.0 percent

Source: New Zealand Income Survey June 07 Quarter, Table 10: Statistics New Zealand

Table 17 / Pay Gap for Māori Men & Women by Occupation (2006 New Zealand Census)

Occupation/Job Type	Māori Male		Māori Female	
	2006	2001	2006	2001
Legislators, Administrators and Managers	57,616	48,226	40,205	33,288
Professionals	53,182	43,869	40,430	33,470
Technicians and Associate Professionals	40,356	34,867	30,966	26,005
Clerks	32,638	27,842	27,054	23,109
Trades Workers	35,023	28,936	25,290	21,171
Plant and Machine Operators and Assemblers	35,062	28,921	24,160	20,433
Agriculture and Fishery Workers	28,988	22,815	21,327	17,091
Elementary Occupations	26,002	21,927	19,352	15,633
Service and Sales Workers	29,726	24,515	18,246	14,807
Totals	35,705	29,344	27,406	22,110
Pay Gap			-8,299 (77%)	-7,234 (75%)

(Source: Statistics New Zealand)

The situation for Māori women is exacerbated by a lack of data showing their comparative standing to other groups (i.e. pakeha women, pakeha men) in governance, professional and public life. Action is required to address the issue of disaggregated data so that targeted solutions can be provided.

"Ko te Puawaitanga o nga moemoea, me whakamahi."

"Dreams become a reality, when we take action."

Princess Te Puea

Jacqui Te Kani, General Manager of the Māori Women's Welfare League, suggests that to improve the situation for Māori women:

"A true relationship between the Government and Māori women needs to be re-visited, and imperative to the relationship will be the acceptance by both parties that Māori women have a distinct indigenous identity, that they hold an indigenous world view, and that they have a right to define the notions of Partnership, Participation and Protection on an equitable basis for themselves.

The Government should seriously consider the establishment of a Ministry of Māori Women's Affairs. It is timely that Māori Women determine their own destiny and that the Crown fully resource this initiative. "



Sharon Clair, Vice President Māori, CTU suggests:

"Research to determine the barriers that Māori women face in having their skills and capabilities recognised in paid leadership roles is important in addressing this dilemma. Underlying this is whether Māori women's participation is really valued; and if so does this not translate to meaningful paid leadership roles?"

The government must address the equity question of well paid work and meaningful participation offered by Māori women. Employers need to ask why Māori women are under represented in leadership."

He kōrero mo te whai urunga o nga wāhine Māori ki nga tūranga kāwanatanga.

Kei hea nga wāhine Māori i roto i nga tūranga kāwanatanga, tohungatanga, me nga mahi ā Iwi? He pātai tino nui tenei. Ko te mate kē o tenei pātai, he mea uaua ki te whakautu. Kahore hoki he kōrero e kitea mo tenei take, ara te whai urunga o nga wāhine Māori ki roto i nga turanga teitei, a kahore hoki e marama ana e ahu pehea ana tenei take.

I muri mai i te pānuitanga o te 2004 *New Zealand Womens Participation Census* ara te *Tatauranga Urunga o nga Wāhine o Aotearoa Rua Mano mā Whā* i tukua e te Rangatira o te Roopu Tōrangapu Māori, a Tāriana Turia, me Te Roopu o nga Wāhine Toko I te Ora te pātai nei, “kei hea nga mahi tirohanga mo te tūranga o nga wāhine Māori i roto i nga tikanga mahi?”. I te tau Rua Mano mā Ono (2006) i tuhia i roto i te ripoata o te Kāhui Tika Tangata “he iti noa nga tikanga mo nga mahi tatauranga o nga take wāhine e titiro ana ki nga momo ā iwi”. Ko te whakahau o te Komihana kia mataara nga Tari Kāwanatanga ki te kōkiri me te whakarārangi i nga kōrero me nga tatauranga mo te momo ā iwi me te ira tangata, kia tika, kia pono tonu ai hoki enei pānui kōrero.

He nui nga whakaaro o nga whenua o tāwahi, mo nga mahi kōkiri kohikohinga kōrero, mahi tatauranga o nga take wāhine, he rapu huarahi hoki kia anga mua ai nga kaupapa. Ki tā te *Komiti Whakakotahi I nga Iwi o te Ao (United Nations Committee)* i roto i tona ripoata whakapuakitanga *Te Whakakore i te Mahi Whakahāwea ki te Wāhine (CEDAW)* I te nohonga toru tekau mā Iwa i te marama o Here Turi Koka, Rua Mano mā Whitu, i te wa i takoto ai te ripoata wahanga tuaono mo Aotearoa, “me whakakaha, me whakanuia nga tikanga mahi katoa mo te whai i nga kōrero o nga wahanga katoa o te Whakapuakitanga (CEDAW) hei whakanui ake i te mātauranga ki nga ritenga noho o nga roopu wāhine katoa, ā hei whai hoki i nga āhuatanga ka puta ake a te wā.

Hei kōkiri i nga kōrero me nga ritenga e pā ana ki te urunga o nga wāhine Māori i tukua, e te Komihana, he reta ki nga Mema Paremata Māori o te motu, me te inoi atu kia tautoko mai ratou i tenei kaupapa, ara kei hea nga puna kōrero me nga kaikōrero hei āwhina i tenei take i roto i o ratou nekeneketanga. I tae hoki te tono ki etahi o nga Tari Kāwanatanga penei i Te Puni Kōkiri, Te Manatu mo nga Take Wāhine (Womens Affairs), Te Komihana o nga Tari Kāwanatanga (State Services Commission) me te Tari Tatauranga o Aotearoa (Statistics New Zealand) mo o ratou pānui kōrero me nga tatauranga. I tae hoki te karanga ki nga roopu Māori ano hoki penei i te Hui Taumata, Te Whakaminenga Roopu Maori (FOMA Federation of Maori Authorities), me Te Roopu Wāhine Toko I te Ora (Maori Womens Welfare League).

I roto i tetahi rangahau tirohanga poto, i tukua te pātai ki nga roopu Māori, ki nga Runanga me nga pakihi Māori (tata atu ki te tahi rau te nui) mai i te rorohiko o te Komihana ara te pātai nei “he aha te maha o nga wāhine Māori kei runga i nga poari, kei runga ranei i nga tūranga kaiwhakahaere. I whakaurua atu ano tenei tirohanga ki roto ki te pepa o te Ripoata a Tau o Te Roopu Whakaminenga Roopu Maori (FOMA) i te marama o Whiringa ā Rangi 2007. Tata atu ki te whā rau nga pepa tirohanga i tukua.

He iti noa nga whakautu mo tenei tirohanga i whakahokia mai, engari ko te mea nui he timatatanga tenei. Ko te kore whakautu he tikanga Māori ano pea, kahore te tangata e hiahia ana ki te tuku kōrero noa iho engari me kōrero “kanohi ki te kanohi” katahi ano ka tika. Ka kitea mai i tenei, kia roa ake te wā whakararatanga mo tenei tikanga, a me whakanuia hoki te mahi tahi me te kōrero tahi ki te tangata whenua, te Iwi Māori.

Kua kitea he nui ano te maha o nga wāhine Māori kei runga i nga poari, kei te tū hoki ki nga tūranga Kaiwhakahaere. Ko te kaute kua kite mai i nga whakautu i whakahokia mai kei te ū ki te whā tekau mā rua orautanga (42%).

He uaua te kaupapa whai i nga wāhine Māori e anga whakamua ana i roto i nga mahi tari kāwanatanga ara i roto i te kaupapa Te Orite Whiwhinga Mahi (EEO). Ko te kaupapa tirohanga o nga kaimahi o nga tari kāwanatanga 2007 (*2007 Human Resources Capability Survey for Public Sector*) kei te whakāturia te ira tangata me te momo ā Iwi. Engari kahore ano kia tohatohatia te tirohanga nei i roto i nga take momo a Iwi, kia kitea kei hea mārika te tū o nga wāhine Māori.

E whai ake nei etahi kōrero mo nga wāhine Māori i whakahokia mai e etahi roopu mo tenei ritenga tirohanga

He wāhine te Kaiwhakahaere Matua me etahi ano o nga turanga Kaiwhakahaere o nga wahanga mahi o te Runanga o Raukawa. He ōrite nga tūranga o nga wāhine kei runga i to matou poari, koia tenei ko te tikanga i tau i a matou.

Ko nga roopu Māori e mahi titiro nei ki nga take whenua Māori, me whai kaimahi Māori ano te mea tika, a kia nui rawa ake hoki te urunga mai o nga wāhine Māori

He mea wātea tonu to matou nei roopu mo te whai atu te karanga atu ki nga wāhine ki te tautoko mai.

He kaha engari kei te wātea tonu mo te whakaha ake.

Ko nga tikanga whakahaere ka pai tonu ki te reanga o nga kaiwhakahaere matua. Kia ōrite te noho o te tane me te wāhine i roto i te noho kāwanatanga.



Na te kore whai kōrero, me nga kautetanga mo nga take e pā ana ki nga wāhine Māori, ka tau pea te whakapae he iti noa nga wāhine Māori kei te uru atu ki runga ki nga Poari ki nga mahi tohungatanga, me nga mahi Tari Kāwanatanga. Engari ahakoa kahore e kitea atu ana te wahine Māori i roto i nga mahi kāwanatanga ehara tenei i te āhuetanga tika ara kahore te wahine Māori e mahi ana e kaha ana ranei ki te mahi.

He nui he maha nga urunga me nga mahi o nga wāhine Māori i roto i nga mahi utu me nga mahi kahore e utua ana. I te tau 2007 i tukua e te Tari A Iwi Whānui me te Mahi Aroha (*Office of the Community and Voluntary Sector*) te panui nei *Mahi Aroha - Te Whakaaro Māori mo nga Mahi kore Utu me nga mahi whakapumau Tikanga a Iwi (Mahi Aroha- Maori Perspective on Volunteering and Cultural Aspects)*. He maha atu nga tangata Māori i nga tangata Tauwi e mahi ana mo te aroha - kahore he utu, a he nui atu hoki nga wāhine Māori e mahi ana i enei mahi aroha -kahore he utu, i nga tane Māori. I roto i nga tatauranga 2001, 93.4% orautanga te nui.

Tokowaru nga wahanga mahi aroha kei te kitea, ara ko nga mahi ā whānau, hapu, iwi, nga mahi o nga Marae, nga mahi tohutohu whakaako i nga whānau, nga mahi tohutohu mo nga take e pā ana ki Te Tiriti o Waitangi, nga mahi aroha kore utu mo nga Rātonga Māori, nga pakihī Māori me nga mahi aroha ano o te Iwi whanui. Kei te kitea i roto i tenei ripoata ko nga wāhine Māori tonu, te kaha o te whānau, ko ratou nga tino kaikawe, kaupupuri me nga rangatira mo nga mahi oranga o nga tikanga Maori. (*Tari Tatauranga o Aotearoa 2001*).

Ki ta Sharon Clair Te Perehitini Māori o te Runanga Kaunihera Mahi a Ringa (CTU) “ko te rangatiratanga o nga wāhine Māori e kitea ana i roto i nga mahi aroha” Na te nui o te aroha o te ngakau o nga wāhine Māori ka nui to ratou āwhina i o ratou whānau, hapu Iwi, ahakoa he mahi kore utu, ko te aroha kē te mea nui.

Kei te tupu ake te urunga mai o nga wāhine Māori ki roto ki nga kaupapa oranga ā Iwi. Ko nga mahi urunga mai ki nga tari kāwanatanga a rohe me nga mahi kāwantanga a Motu kei te utua etahi. Engari he utu enei mo nga wā e noho ai ki nga huihuinga, kahore hoki e utua ana mo nga mahi kōrerorero ki nga whānau me nga hapu me nga mahi rangahau ano i nga take me nga kaupapa e pa ana ki te tangata whenua.

E marama ana te kitea kei te uru tonu te wahine Māori ki nga mahi poari tohungatanga me nga mahi kāwanatanga ara nga mahi e utua ana me nga mahi aroha ano hoki. E kitea hoki te maramatanga o tenei mehemea ka whai i nga kōrero me nga tatauranga.

He whanui hoki te āhuetanga noho o nga wāhine Māori e kitea ana i roto i te tatauranga 2006 ara te urunga ki nga mahi me nga tikanga mahi.

Ko nga wāhine Māori tekau ma Rima nga tau ahu atu e mahi ana, kua kake ake te maha mai i te 56,967 i te tau 2001 ki te 73,560 i te tau 2006, rua tekau mā toru me te ono orautanga (23.6%) te nuinga ake o tenei. I te tau 2006 38.1% (Toru tekau mā waru me te tahi orautanga) nga wāhine Māori, tekau mā rima nga tau nuku atu, i whiwhi mahi tuturu. 17.9% (tekau ma Iwa me te tahi orautanga) i whiwhi mahi mo te wa iti, 8.1% (tokowaru me te tahi orautanga) kahore i whai mahi a me te 35.8% (toru tekau ma rima me te waru orautanga) kahore i uru atu ki te wahanga mahi. Na enei kautetanga kei te kitea he nui ake kē te maha o nga wāhine Māori e mahi ana engari kahore hoki e mohiotia ana he aha o ratou tūranga i roto i enei mahi (he rangatahi taiohi i roto i nga tūranga mahi, he kaiwhakahaere, he tumuaki ranei).

I roto i nga tirohanga whai mahi 2006, ka kitea te nuinga o nga wāhine Māori e mahi ana ana i nga mahi Hauora me nga mahi Awhina Tautoko i te Iwi (Ratonga ā Iwi). Nui atu tenei i nga mahi katoa (2006 14.3%). Ko nga mahi tokorua kei te manakohia e te nuinga ko nga mahi hokohoko (13.2%) whai muri mai ko nga mahi Mātauranga (12.1%). I te tau 2006, 22,587 nga wāhine Māori e mahi ana i nga mahi rātonga me nga mahi hokohoko, he 3660 (19.3%) te maha ake o tenei i te tau 2001.

Ko te maha ake o te wahine Māori e uru mai ana ki nga mahi puta noa te motu, he mea oranga ngakau tenei. Engari kei te takahia tonutia te mana o te wahine Māori na te kore e orite te utu ki te utu o nga tane. I te tau 2006 kei te kitea i roto i nga kautetanga, ahakoa he maha atu nga wāhine Māori kei te whai mahi penei i nga mahi rātonga hokohoko hoki (taurua te nuinga ake i nga tane), nga mahi hangarau, me nga mahi āwhina i nga tohunga mahi, nga tohunga mahi, kaiwhakatakoto ture, kaiwhakahaere tari, kai whakahaere me nga kaimahi tari ko nga utu o nga wāhine Māori kei raro kē i nga utu o nga tane Māori 77% ka kitea tenei he \$8,299 te iti iho te utu ia tau. I te tau 2001, 75% te iti iho te utu o nga wāhine Māori i nga tane Māori (\$7234). A i te tau 1996 71% (\$7759) te iti iho te utu o te wahine Māori i to te tane Māori. Mai i nga tau tekau kua pahure ake nei he ono paihineti 6% te rerekētanga o te orite o te utu mo nga Tane Māori ki nga Wāhine Māori.

Ka kitea i roto i te Tirohanga Utu Mahi mo Aotearoa mo te tau 2007 (*New Zealand Income Survey June 2007*) te rerekētanga o nga utu mahi o nga wāhine Māori ki nga wāhine tauwi me nga tane tauwi. Ko te whakataunga kei te kitea i roto i tenei tirohanga kei raro noa atu nga utu o nga wāhine Māori i nga roopu tangata mahi katoa, a ko te wa tuatahi tenei kua heke te utu o nga wāhine Māori ki raro iho i nga utu o nga wahine o nga Moutere o te Moana Nui a Kiwa. Ko nga utu o nga wāhine Māori 86.1% ki te utu o nga wāhine Pakeha/tauwi, 99% ki nga wāhine o nga moutere o te Moana Nui A Kiwa, me 95% o nga wāhine o era atu whenua. Ka tirohia ki te taha o nga tane 69.7% ki te utu o nga tane pakeha, 95.3% ki te utu o nga tane Māori. Ka kitea tenei kei te takahia tuaruatia te mana o te wahine Māori mai i te ira tane ira wahine me te momo o te tangata hoki.

Ka kino atu hoki tenei take nā te kore whai kautetanga me nga kōrero mo tenei take ara te titiro ki te noho o te wahine Māori ki te taha o enei roopu i raro i nga tikanga utu (ara nga roopu wahine pakeha tane pakeha) I roto hoki i nga turanga mahi nga mahi kāwanatanga, tohungatanga, me nga mahi

toko i te Ora. Me rapua etahi tikanga hei whakatika ake i tenei tikanga te kore whai korero whai kautetanga.

“Ko te puawaitanga o nga moemoea, me whakamahi”
Te Arikini Te Puea.

He Tutohutanga mo te Kawe Kaupapa Whakarerekē 2008

Kia pono, kia tika ai te mohio ki te papataurite mo te whai urunga o nga wāhine Māori i roto i nga mahi kāwanatanga, tohungatanga, me nga mahi ā Iwi, me whakatūria he kaupapa kōkiri, kohikohi kōrero, whai kautetanga. Ko nga tari Kāwana ano nga tari tika mo tenei mahi ara Te Puni Kōkiri, me te Minitatanga mo nga Wāhine.

Me matāra te Komihana o nga Tari Kāwana ki te tātaki i ona ritenga kōkiri kohikohi kōrero kaute mai i nga tari Kāwana kia kitea ai te ahua noho o nga wāhine Māori.

He mea pai hoki tenei mo nga tari Kāwana mo nga ritenga whai kaimahi, a ka tutuki hoki te arotaketanga o Aotearoa ki ona kawenga i raro i nga Kawenata o te Ao.

Police



“New Zealand Police should continue its efforts to increase the numbers of women and those from ethnic minority groups in the police force in order to promote a diverse organisational culture that reflects the community it serves and to enhance the effective and impartial investigation of complaints...” (Recommendation 50: Commission of Inquiry into Police Conduct, Dame Margaret Bazley, 2007).

Women are making grindingly slow progress in getting to the top of the New Zealand Police. According to the 2007 Annual Report, the New Zealand Police has 10,883 staff comprised of 74.5% sworn and 25.5% non-sworn staff. Sworn staff are those required to take an oath of office and who constitute frontline police. The total number of women in the New Zealand Police, both sworn and non-sworn is 3,181 or 29.2%.

In her speech to the Police Federation of Australia Women’s Advisory Committee in April 2007, the Hon. Lianne Dalziel pointed out that ten years ago, 14.8% of sworn police were women. In 2007, this percentage had increased to 16.7%. In terms of actual numbers, the percentages translate to 1,035 sworn women staff 10 years ago, and 1,358 today.

Despite women representing a quarter of all sworn staff recruits, only three of the top 50 in the police by rank (Commissioner, Deputy Commissioner, Assistant Commissioner and Superintendent) are women. Ten years ago there were five women staff ranked inspector or above and currently there are 13, compared to 255 male sworn officers ranked inspector or above.

Table 18 / New Zealand Police Staff by Gender

	Male	Female	Total	% Female
Sworn	6,754	1,358	8,112	16.7
Non-sworn	948	1,823	2,771	65.8
Total	7,702	3,181	10,883	29.2

Table 19 / New Zealand Police Sworn Staff by Rank and Gender

	Males	Females	Total	% Female
Commissioner	1	-	1	0.0
Deputy Commissioner	1	-	1	0.0
Assistant Commissioner	4	-	4	0.0
Superintendent	42	3	45	6.7
Inspector	207	10	217	4.6
Senior Sergeant	356	28	384	7.3
Sergeant	1,089	111	1,200	9.3
Constable	4,896	1,150	6,046	19
Matron	-	1	1	100
Recruits	158	55	213	25.8
Total	6,754	1,358	8,112	16.7

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

In comparison the Non-commissioned Officer (NCO) ranks of Sergeant and Senior Sergeant have seen significant increases of women in the past four years. In 2003 there were 60 women sergeants and 14 senior sergeants. In 2007 this had almost doubled to 111 sergeants and 28 senior sergeants. While these women have yet to reach Commissioned officer ranks their continued tenure in the police should translate to increased numbers at Inspector and above in the future.

In 2007 the number of women in non-sworn roles was 1,823 in comparison to 948 men. This represents 65.8% of non-sworn roles held by women. Examples of the type of work held by non-sworn staff include but are not limited to: support and administration, advisory roles, management and in operational activities roles as diverse as camera car operators and forensic support. Over half of all non-sworn women work in operational or operation support roles.

The number of non-sworn women staff ranked Inspector or above is 45, compared to 75 for their male counterparts. The highest role held by a non-sworn female staff member is that of Deputy Commissioner Resources Management.

The New Zealand Police capture gender and ethnic data by having staff complete a census form when they join. The New Zealand Police's method of collecting data is to allow people to self-select multiple ethnicities. This is broadly in line with best practice data collection defined by the State Services Commission and Statistics New Zealand.

Table 20 / New Zealand Police Non-sworn Staff by Rank and Gender

	Males	Females	Total	% Female
Deputy Commissioner	-	1	1	100
Assistant Commissioner	4	1	5	20
Superintendent	6	3	9	33.3
Inspector	65	40	105	38.1
Senior Sergeant	24	21	45	46.7
Sergeant	101	77	178	43.3
Constable	233	255	488	52.3
Not equivalent to sworn rank	515	1,425	1,940	73.5
Total	948	1,823	2,771	65.8

* Non-sworn staff do not take an oath of office and are support and ancillary operation staff.

Table 21 / Ethnicity Profile of Women in the New Zealand Police

	Total % Female
New Zealand European	17.7%
New Zealand Māori	18.8%
European	13.5%
Pacific Peoples	12.6%
Asian Peoples	14.9%
Other	17.7%

* Collection of ethnicity data is by self selection.

In 2006/07 the New Zealand Police continued a range of national major initiatives that included:

- Increasing the numbers of women
- Developing measures and reporting systems and improving policies, services and arrangements in line with the Commissioner’s Australasian Women in Policing Advisory Committee
- Coordinating and supporting District Police Equity and Diversity networks for women
- Continuing national training for sexual harassment contact officers and harassment support officers

Of particular note is the Women in Policing Network that has helped raise the profile of women in Police, and identified issues for women.

The New Zealand Police Strategic Plan 2010 has a clear focus on building capability and signals a strong commitment to equity and diversity as a long-term strategic response. The plan includes increasing the recruitment of women and other minority groups.

There are two major issues for women in the New Zealand police force: access to employment and promotion to the top. While access to employment as front line police and non-sworn staff has improved, promotion to the top needs more attention and is being partially addressed with leadership development courses now run in all districts and services centres and women’s promotion now a priority in the New Zealand Police. However, it is clear that harder targets need to be set by the Commissioner of Police to improve women’s status at the top.

Local Government

Elected representatives

New Zealand has fallen disappointingly shy of the Commonwealth target of 30% women's representation in local government. The 2007 local government elections show 29% female representation up from 27% in 2004.

New Zealand's female representation in local government translates into 293 women serving as city, regional and district councillors including mayors and chairs, up from 275 in 2004.

Table 22 / Female representation in Local Government

Type of Councillor	2001	2004	2007
Regional councillors	35	34	37
City councillors	86	72	78
District councillors	168	155	165
Mayors	12 (out of 74) 16.2%	14 (out of 74) 18.9%	13 (out of 73) 17.8%
Total women members	301 (out of 1080)	275 (out of 1024)	293 (out of 994)
% of Women Members	28%	27%	29%

In 2007 there were 2,078 positions to which candidates could be elected in regional councils, territorial authorities, community boards, district health boards and licensing trusts. In the 2004 elections there were 2,051 electable positions. The merger of Banks Peninsula District Council and Christchurch City Council, with the loss of seven positions, and representation reviews by many of the country's councils in 2006, resulted in changes to the number of councillors (an overall reduction) and community board members (an overall increase) in some areas.

The number of women mayors elected in 2007 decreased from 14 in 2004 to 13 with a corresponding drop in percentage of 18.9% to 17.8%. Three woman mayors though standing were not returned to office and one previous woman mayor retired. Three new woman mayors were elected in Rodney, Central Hawke's Bay and on the Kapiti Coast. Of these newly

elected mayors Trish Giddens is Māori of Ngati Kahungungu descent. The mayor of Southland, Frana Cardno, was returned to office for her 6th term and is now the longest serving female mayor in New Zealand. The Greater Wellington Regional Council has the only woman Chair of the 12 regional councils, the Hon Fran Wilde.

In the Wairarapa the combined participation rate of women is 43% across the three local councils. The South Wairarapa District Council is 60% women, which includes both the mayor and deputy mayor positions.

There was an increase in all male councils from one in 2004 to three in 2007. These are Opotiki District Council, West Coast Regional Council and MacKenzie District Council.

The Justice and Electoral Committee have called for an Inquiry into the 2007 local authority elections. Included in the terms of reference



is representation and a review of whether current mechanisms ensure adequate representation of communities of interest. Presumably, this will include women and Māori.

Council Controlled Organisations

Women's representation on council controlled organisation (CCO) boards is below that for elected women council members (29%) at around 20%. Thirty seven councils responded to a request from the Human Rights Commission with CCO information which showed a total of 591 CCO board members with 118 female board members. Eight councils indicated that they had no CCOs.

CCOs are made up largely of utilities companies (water, disposal services), transport services including airport authorities, bus companies and parking operations, tourism and cultural boards, fire authorities and an array of other services. They appear to be increasing in number and significance.

The three largest centres, Auckland City, Christchurch and Wellington showed mixed results. Wellington fared the best with

28% women's representation on nine CCO boards. Auckland City had 18.18% women's representation across 6 CCO boards and Christchurch 12.7% across 10 CCO boards. In the regions, women's representation was not significantly greater or lesser than that of the metropolitan councils, but most of the regional councils had significantly fewer CCOs.

There is no firm correlation between those councils with female mayors and the number of women on CCO boards except for Wellington where there is higher female representation.

The evidence suggests that few women are appointed to CCO boards throughout New Zealand and there has been little research attention paid to this sphere of local government activity.

Elected representative data comes from Local Government New Zealand and from the Department of Internal Affairs. Council Controlled Organisation data was collected by writing to all local government CEOs requesting the total number of board members and number of women board members represented in these organisations.

Table 23 / Female Representation on Council Controlled Organisations

Council Controlled Organisations (from 37 of 85 Councils)	Female Board Members	Total Board Members	% Female
107	118	591	20



Workshops Help Women Get Elected

A number of women who attended local body election workshops run by the Equal Employment Opportunities Commissioner were elected to office in the 2007 elections.

They include a new female mayor, two first-time female councillors, two women as new members of a regional authority, sitting councillors and members of community boards.

Jenny Rowan, the new mayor of Kapiti, Sarah Walters, a newly elected member of Selwyn District Council, Jane Demeter and Eugenie Sage both elected to Environment Canterbury (ECANZ), Jan Barnett, elected for the first time to Palmerston North City Council, Judy Kirk, elected to the Riccarton-Wigram Community Board, Jackie Kruger, re-elected to Invercargill City Council and Celia Wade-Brown, re-elected to the Wellington City Council were some of the successful women who participated in or facilitated at some of the workshops.

"An impressive range of women participated in the workshops either because they were standing themselves or because they wanted to support others," EEO Commissioner Dr Judy McGregor said. The workshops were aimed at boosting women's confidence and desire to stand and helping them with a practical toolkit for campaigning.

Five workshops were held by the Human Rights Commission supported by the National Council of Women in Auckland, Wellington and Christchurch. The Human Rights Commission ran another workshop for women in Kapiti and worked with the Ministry of Pacific Island Affairs in Kaitia to encourage women to stand and to prepare them for the campaign.

The workshops covered the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Commonwealth target of 30% representation and a number of practical skills on how to write a candidate profile, how to use the media, low-cost techniques for campaigning, the Single Transferable Vote (STV) system used for district health board elections and the use of women's networks to increase votes.

Local Government Management - Where are the Women?

By Jean Drage and Karen Johnston

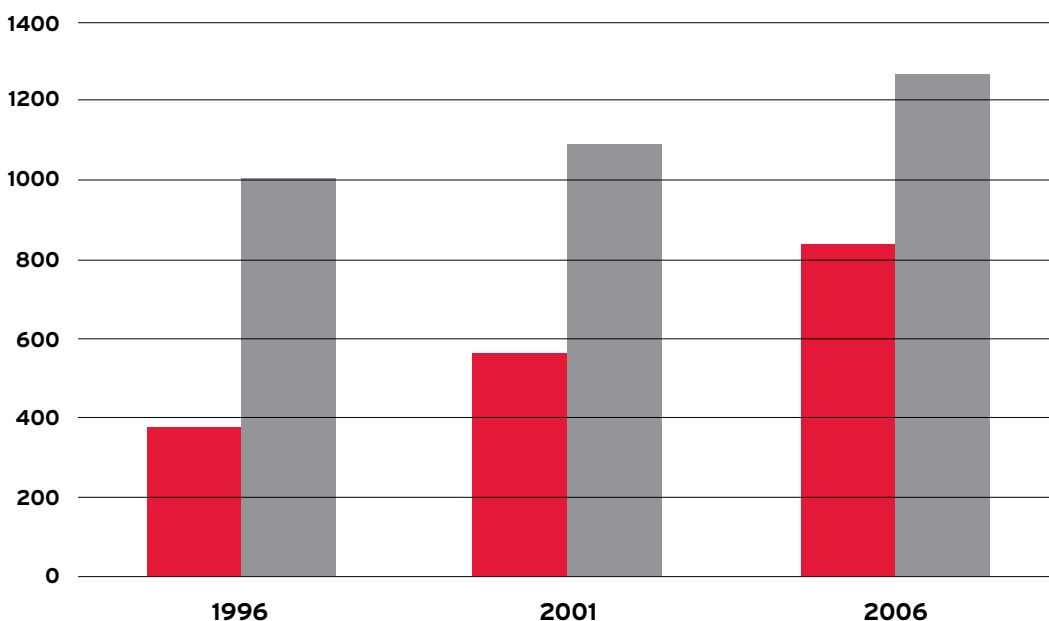
Census data shows that the number of women in management positions in local government has more than doubled in the last ten years. However, a closer look at the organisational structures within local authorities shows that women hold only 5% of CEOs positions and 24% of second tier management jobs.

Research on women in local government has, to date, focused almost exclusively on women as elected representatives. However, with the reforms of the last two decades clearly differentiating between councils' governance and management roles (whilst also significantly strengthening management), it is timely to look more broadly at how women have fared within the organisation of this changed environment.

To find where women are within management structures, we have looked at census data on local government management statistics for the last 10 years and we have surveyed local authorities on the number of women in management positions and steps taken to increase the numbers.¹

The census data from the last three census periods (1996, 2001 and 2006) shows that in the last 10 years the number of women in management positions has more than doubled while for men the numbers have increased by a quarter. In 1996 there were 369 women employed as managers; by 2006 there were 837. At the same time, the number of male managers increased from 1,014 to 1,264 (see figure 1).

Figure 1 / The Number of Women and Men Managers in the Local Government Sector 1996 - 2006



Source: Statistics New Zealand, Census data, 1996, 2001 and 2006

Over this ten year period the total number of management positions increased within local government from 1,383 in 1996 to 2,100 in 2006, an increase of 52%. Proportionately, the census data shows that in 1996, 27% of the 1,383 managers were women. This proportion increased to 34% in 2001 and 40% in 2006.

However, if we look more closely at where women are within current administrations, we find that very few hold top positions. Only four of New Zealand's 85 local authorities have a woman CEO (5%), a number that is not increasing - in 1999 there were five women in this top job. The current four women CEOs are located within the provincial sector (councils with populations between 20,000 and 90,000) in Franklin, Papakura, Rodney and Whakatane.²

At the next level of management, about a quarter of all senior managers (those reporting to the CEO) are women. There are currently 101 women managers (24%) in 428 positions in 2nd tier management within local authorities. And exploring these results by council sector and geographic location (using LGNZ's zone groupings) shows that this small number of women in senior management is more likely to be in metro councils (31%) than in unitary councils (5%) and in councils in the North Island, other than the Waikato area.

Other factors that highlight an association with women in management (such as the gender of a council's CEO, mayor and the number of women councillors) shows that women are more likely to be in the senior management team in councils with a woman CEO (33%) than on councils with a male CEO (23%) (although this result could be slightly distorted by the low numbers of women CEOs here).

A high number of elected women on councils also has an association impact. When there is a woman mayor there are 29% of women in 2nd tier management compared to 22% with a male mayor. And councils with more than 30% women councillors consistently have 28% 2nd tier women managers whereas councils with less than 10% women councillors have only 3% 2nd tier women managers.

By identifying some of the factors that help women attain more senior level management positions in local government (size, geography, and women CEOs, mayors and councillors) we find a consistent pattern - whatever leadership position you examine, women leaders mean a higher percentage of women 2nd tier managers. A similar pattern is also evident in the public sector.

These results raise more questions than those answered by our survey data. Why is it that despite the large increase in the number of

1 We surveyed and received data back from all 85 councils either through their responses or their website.

2 This research was done in early 2007. A woman CEO has since been appointed to the Rangitikei District Council.

3 Jean Drage, United Nations Economic and Social Commission for Asia and the Pacific Country Report: New Zealand, 2002



women in local government management in the last decade, we do not have more women CEOs?

We also need to ask why the public sector environment is more open to promoting women to the top jobs than the local government environment. Is local government the more conservative environment? While research is sadly lacking here, interviews with two women CEOs in 2002 (done as part of a wider project on women in NZ local government) provide some clues. When asked about barriers that restrict women's employment at this level, one woman said she was initially turned down for a senior management job because she understood that the mayor said he wouldn't work with a woman. The other pointed to the fact that local government career structures in NZ have been dominated by engineers and accountants and the general management level was still seen as a male domain.³

These comments are supported by research commissioned by SOLGM in 2003 on barriers that women face in attaining management roles in NZ local government. This study identified lack of support from other managers to apply, the political environment, the style of management expected and issues around work/life balance and the long hours of work expected.⁴

But aren't all councils required to have EEO policies? They are, but few have affirmative

action programmes which actively work towards increasing the number of women in more senior positions. We found only six councils with broader strategies for promoting women in management: strategies which include a recognised women's group which supported and funded career advancement and training; a work life and family policy; study leave, leadership type training and work experience to enhance career opportunities.

Local councils should be auditing their CEOs' contracts against their EEO policies to measure that progress is being made on supporting women into senior management jobs.

More research is needed on women in management. We need to know how many women are actually applying for jobs in local government as opposed to the number of appointments. And statistics collected regularly on women in New Zealand need to include national data on women in local government management to ensure that a continued watch is kept on progress. The 2006 United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) report on the Status of Women in New Zealand records that women made up 36% of senior management positions (tier 1, 2 and 3 managers) in the public sector in 2004. However, it remains silent on local government management.⁵

FEEDBACK WELCOMED

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4 NZ Society of Local Government Managers, "Barriers to Women. A Survey of SOLGM Members on Barriers Faced by Women attaining Management Roles in Local Government in New Zealand", 2003

5 Ministry of Women's Affairs, "CEDAW Report. The Status of Women in New Zealand", 2006; Human Rights Commission, "New Zealand Census of Women's Participation 2006".

School Boards of Trustees

Women continue to be well represented on School Boards of Trustees at much the same level as 2004. As at the last School Board of Trustees elections women comprise 52% of members.

The sector represented by women continues to reflect gender imbalances in the school system. Reflecting teacher and staff populations, women make up 79% of the staff representatives while

comprising 44% of principal and acting principal positions. Student and parent representatives are evenly distributed at 51% and 49% respectively. Fewer women than men are ministerial appointments or proprietor's representatives.

Women are less likely than men to be board chairs, at 41%.

Table 24 / School Boards of Trustees
as at 2007 Elections

Type of member/representative by gender	Female	Male
Parent-elected representative	5,102	5,393
Co-opted member	834	679
Principal/acting principal	1,083	1,372
Staff representative	1,855	487
Student representative	200	193
Ministerial appointed member	52	85
Proprietor's representative	463	676
Other organisational appointment	7	5
Unknown	38	49
Total	9,634	8,939
% by gender	52%	48%

This is the same percentage as that reported in the last census.



Table 25 / Positions of Members/Representatives by Gender
as at 2007 Elections

Board Position	Parent representatives % Female	All Trustees % Female
Chairperson	41%	41%
Member	50%	53%
Total	49%	52%

Women are less likely to be represented on secondary school boards and on boards from wealthier urban areas. For example in decile 10 schools women comprise 38% of candidates and 40% of parent-elected representatives and in decile 1 schools women comprise 64% of candidates and 66% parent elected representatives. Women are less likely to stand as candidates in direct proportion to the decile level of the school. Rural areas have the highest proportion of women trustees at 56% while

urban areas have the lowest (50% for main urban areas and 49% for secondary urban areas).

New Zealand Pakeha/European men have the highest rate of success of being elected onto a school board at 83%. The success rate for New Zealand European/Pakeha women is 80%. The success rate for Māori men and women is 72% and 66% respectively. Asian men and women were the least likely to be elected when they stand for election, with Asian women more likely to be elected (53%) than Asian men (51%).

Politics

New Zealand has almost double the percentage of women parliamentarians, 33%, compared with the world average of 17.2% women calculated by the Inter-Parliamentary Union as at 30 November 2007.

There are currently 40 female MPs in New Zealand, mostly in the two dominant parties, Labour with 19 and National with 13. The Green Party has the highest proportion of women MPs (four out of six, or 66.7%). Act has one female MP out of two at 50% while the other parties, including the major parties, fall far short of gender balance. Almost half of all women MPs are Labour (19 of 40).

Table 26 / Members of Parliament
as at January 2008

Party	Women MPs	Total MPs	% of Women 2007	% of Change from 2005	% of Women 2005
Act	1	2	50.0	0.0	50.0
Green	4	6	66.7	0.0	66.7
Independent	0	2	0	0.0	0
Labour	19	49	38.8	0.8	38.0
Māori	1	4	25.0	0.0	25.0
National	13	48	27.1	2.1	25.0
NZ First	1	7	14.3	0.0	14.3
Progressive	0	1	0	0.0	0.0
United Future	1	2	50	16.7	33.3
Total	40	121	33	0.86	32.2

The highest number of women ever, seven, are in the Cabinet of 20 with Helen Clark at 1, Annette King at 5, Ruth Dyson and Lianne Dalziel at 11 and 12 respectively, Nanaia Mahuta at 14 and Steve Chadwick and Maryan Street at 18 and 19 respectively. Two other women, Judith Tizard and Winnie Laban, are ministers outside Cabinet.

One party has a female leader, Labour leader Helen Clark, and two others have female co-

leaders, the Green Party's Jeanette Fitzsimons and Māori party co-leader, Tariana Turia.

Of the 18 select committees, seven are chaired by women and four have a female deputy chair. Health has both a female chair and deputy chair. Health, Business, Officers of Parliament and Social Services select committees have more women than men while Primary Production has no women amongst its eight members.



Table 27 / Select Committee Members and Chairs
as at January 2008

Select Committee	No. of Male members	No. of Female members	% of Women	Gender of Chairperson	Gender of Deputy Chair
Business	3	5	62.5%	F	N/A
Commerce	8	1	11.1%	M	M
Education & Science	6	4	40.0%	M	F
Finance & Expenditure	10	3	23.1%	M	M
Foreign Affairs, Defence & Trade	8	1	11.1%	F	M
Government administration	4	2	33.3%	M	F
Health	2	9	81.8%	F	F
Justice & Electoral	5	3	37.5%	F	M
Law & Order	6	1	14.3%	M	M
Local Government & Environment	5	4	44.4%	F	M
Māori Affairs	7	1	12.5%	M	M
Officers of Parliament	3	5	62.5%	F	M
Primary Production	8	0	0.0%	M	M
Privileges	10	3	23.1%	M	M
Regulations Review	5	2	28.6%	M	M
Social Services	5	6	54.5%	M	F
Standing Orders	9	2	18.2%	F	M
Transport & Industrial relations	5	5	50.0%	M	M

The current 40 women MPs are the largest number of women MPs in New Zealand's parliamentary history and reflect the rise in female representation as a result of MMP. However, the promise of continuing increases in women's representation may not be achieved. Unless women are selected high on party lists or in winnable constituency seats, they are unlikely to increase their numbers in Parliament.

CEDAW expert Dr Anamah Tan, president of the International Council of Women who visited in 2006, urged New Zealand to keep up the momentum of women's political power. She noted that New Zealand did not mandate any electoral or party quota system and that the responsibility to enhance parliamentary representation of women rested with the political parties that were expected to develop their own processes to ensure female representation. However, the CEDAW monitoring committee had expressed concerns in its latest periodic report about this ad hoc approach.

Dr Tan said New Zealand had reached a critical mass and that research demonstrated that if women's participation reached a critical mass of between 30- 35% there will be a real impact on political style and the content of decisions. "Perhaps it is time for New Zealand to now aim

for 50/50 representation in Parliament, just as it aims to do in government boards by 2010."

Political party quotas for electoral candidates are used by 163 political parties in 73 countries including Australia, the United Kingdom, Sweden, Switzerland, South Africa, Germany and the Netherlands.

The Inter-Parliamentary Union's classification of 189 countries shows that New Zealand is 12th equal with Austria. Rwanda heads the list at 48.8% women followed by the Nordic countries, Sweden (2), Finland (3), Denmark (5), Norway (6). Costa Rica is 4th, the Netherlands 7th, followed by Cuba, Spain, Mozambique, Belgium and South Africa. Canada is 47th, United Kingdom is 52nd and the United States 65th. Australia was not classified given the recent timing of its federal elections. Of the 43,968 Members of Parliament worldwide, the gender breakdown is known for 43,210. Of these 35,785 are men and 7,425 are women making the percentage of women 17.2%.

The percent of women Members of Parliament (MPs) and the gender breakdown and percent of women as select committee members and chairs was established using information downloaded on January 2008 from Parliament's official website <http://www.parliament.nz>

Law



Law Society figures show that women comprise 41.6% of practitioners or 4,281 of the 10,279 members. The Society's figures show women are 19.34% of partners, 618 out of 3,199. The data reported here looks at legal partnerships with more than ten partners. It shows that 16.81% of partners in the 26 firms are women. This means that women are more likely to be partners in smaller firms than larger firms.

The good news is that the top firms in terms of female partners are really doing well. For example, Anderson Lloyd has increased its percentage of women from 28.5% two years ago to 40.74% women in November 2007 and Brookfields has risen from 26% to 35% female partners.

If a comparison is made between the law firms analysed in the 2006 Census Report and the 2008 Census Report a virtually static position emerges of female representation of 17.28% in 2008 compared with 17.24% in 2006. Unfortunately the addition of four companies with more than ten partners (the criterion for analysis) brings the overall percentage down to 16.81%.

There is evidence that some law firms have finally acknowledged the existing gender power differentials. In collecting data about legal partnerships some firms indicated that they had increased the numbers of female principals and consultants, others indicated that they had virtually equal numbers of men and women on staff and one firm indicated that in the next batch of partnerships more women would be

included. Others indicated the partnership and financial structures were the impediment, not sexist cultures.

The 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. Firms were asked to acknowledge the accuracy of data as at 8 November 2007.

Deborah Hollings QC writing about equitable briefing practices and the glass ceiling in *LawTalk* in 2007 said there were at August 2007, 1,319 barristers sole practising in New Zealand. "Of those, 35% or 466 were female. With the latest appointments there are 11 female silks and 78 male silks (not including those who have become judges). "Progress is slow", she says.

"It seems that at least 15 years after the free flow of women to the bar began, few are appearing in appellate matters or in big commercial cases, though the reasons for this are unclear.

"Certainly, many women barristers practise family law and there is a tendency for the large number of women solicitors practising family law to brief women barristers. Some women barristers deliberately refuse family law briefs so they can keep doing commercial work. However, part of the problem is the culture of the bar. Any professional group that for 700 years has comprised solely men, is bound to have inherited attitudes that may seem unwelcoming to some different entrants."

Table 28 / Women's Representation in Legal Partnerships
as at 8 November 2007

Names of Firms	Women 2007	Total Men & Women Partners 2007	% of Women 2007	% Change from 2005	Women's Status in 2005 (women/ total no. of partners)
Anderson Lloyd	11	27	40.74%	12.17%	8/28
Brookfields	6	17	35.29%	8.98%	5/19
Wynn Williams & Co	3	10	30.00%	0.00%	3/10
AWS Legal	4	14	28.57%	1.30%	3/11
Minter Ellison Rudd Watts	10	35	28.57%	2.10%	9/34
DLA Phillips Fox	7	27	25.93%	-5.11%	9/29
Martelli McKegg Wells & Cormack	3	12	25.00%		
Meredith Connell	5	22	22.73%	4.55%	4/22
Galloway Cook Allan	3	14	21.43%	-3.57%	3/12
Simpson Grierson	8	44	18.18%	-5.22%	11/47
Hesketh Henry	4	23	17.39%	8.70%	2/23
Lane Neave	2	14	14.29%	-2.38%	2/12
Cavell Leitch Pringle & Boyle	2	15	13.33%	-0.95%	2/14
Chapman Tripp	6	51	11.76%	-0.74%	6/48
Morrison Kent	2	17	11.76%		
Buddle Findlay	4	35	11.43%	-6.75%	8/44
Kensington Swan	4	35	11.43%	-2.08%	5/37
Russell McVeagh	4	37	10.81%	0.28%	4/38
A J Park	2	19	10.53%	0.00%	2/19
Duncan Cotterill	3	29	10.34%	-0.37%	3/28
Cooney Lees & Morgan	1	10	10.00%	0.00%	1/10
Harman & Co	1	10	10.00%	0.00%	1/10
Bell Gully	4	43	9.30%	-0.13%	5/53
Gibson Sheat Lawyers	1	13	7.69%		
McVeagh Fleming	1	15	6.67%		
Anthony Harper	0	13	0.00%	0.00%	0/9
Total	101	601	16.81%	-0.43%	96/557

Judiciary



Table 29 / Women's Representation in the Judiciary
as at 31 December 2007

Court	Number	Women	Percentage
Chief Justice	1	1	100.00%
Supreme Court (excl. Chief Justice)	4	0	0.00%
Court of Appeal	9	2	22.22%
High Court	33	7	21.21%
Associate Judges of the High Court	5	0	0.00%
Employment Court	4	1	25.00%
Māori Land Court	8	3	37.50%
District Court*	135	37	27.41%
Family Court	45	17	37.78%
Environment Court	7	0	0.00%
Total	198	51	25.76%

* 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. The total also includes the Chief Coroner and one Judge on secondment overseas.

The judiciary is another area where progress has all but stalled in terms of women's appointments. Figures provided by the Ministry of Justice show a 1.5% improvement in female representation between 2005 and 2007. At 31 December 2007 there were 198 judges of whom 51 were women, at 25.76%. This compares with 24.2% at the same time two years ago. The Environment Court and Associate Judges of the High Court currently have no women. Women are better represented on the Family Court, a bench with traditionally larger numbers of women, and the Māori Land Court.

The Committee on the Elimination of Discrimination against Women in its concluding comments in 2007 requested New Zealand to take "concrete action and establish goals and time frames to increase the number of women in decision-making positions" in the judiciary.

The procedures for judicial appointments have been formalised and included in the criteria for appointment is that appointments should reflect society. "This is the quality of being a person who is aware of, and sensitive to, the diversity of modern New Zealand society. It is very important that the judiciary comprise those with experience of the community of which the court is part and who clearly demonstrate their social awareness", according to the Ministry of Justice booklet on Judicial Appointments.

Expressions of interest are called for by public advertisement and while each vacancy may not be advertised, general advertisements for District Court judges appear from time to time. Those who meet the statutory criteria are held on a confidential register until vacancies arise and applicants are assessed by interview panels. Consultation is undertaken along the way with the professional legal community and others.

Universities

New Zealand universities are making slow but steady progress starting from a low base of improving women's position at the top.

Women hold 19.19% of senior academic positions in New Zealand's eight universities, up 2.28% since the previous Census (2005 data) and up 3.37% since the 2004 Census (2003 data). The proportion of women professors (15.18%) is up slightly from 2005 and women associate professors are up to 23.19%, an increase of 7.22% since 2003. Six universities improved their proportions of senior women (Canterbury, Auckland, Lincoln, Victoria, Waikato and Otago) while two lost ground (AUT and Massey). This is an improvement on the previous Census where four universities decreased their percentage of senior academic women. Canterbury has had the highest increase since the first Census report in 2004.

AUT retains its top overall ranking despite its proportion of professors dropping by 2.64% to 15.22% and associate professors dropping by 4.22% to 38.64% since the last census.

Victoria continues to make steady progress increasing its proportion of female professors by 5.35% to 20.83%, which is the highest proportion of female professors of all the universities.

Waikato remains in third place (22.01%) with its proportion of female professors up to 18.89% from 15.15% in 2005.

Auckland University moved up to fourth place from fifth place (20.81% senior women) by increasing its proportion of female associate professors by 4.54% to 24.16%.

Massey University has had variable results over the past three Census periods. Currently at fifth placing, down from fourth placing from the previous Census, Massey's proportion of female professors decreased by 3.30% to 14.50% since 2005.

Otago University's results stayed relatively stable since 2003 with its proportion of senior women at 15.63% (13.83% in 2003).

Canterbury University has significantly improved its proportion of associate professors to 16%, a 9.59% increase since 2005. Canterbury almost doubled its female senior academic staff from 6.29% in 2005 to 12.43% in 2007, but still ranks 7th out of 8th for senior academic women representation.

Lincoln now has the lowest proportion of senior academic women of all eight universities, at 10% up from 6.82% in 2005 although its proportion of female associate professors has risen 7.16% to 13.04% since 2003. Lincoln's proportion of female professors is at 8.11% (down from 8.69% in 2003).

Information about professors and associate professors was gathered from the staff listings provided in the 2007 university calendars. For the first time in this 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. In previous Census reports, deans, vice-chancellors, and any other senior administrative leaders with professorial titles were discounted unless they were also included in academic listings (ie under school, department, institute, or research centre staff). This year they are included.

Table 30 / University Professors & Associate Professors (2007)

University	Women Professors (2007)	Women Assoc Professors (2007)	Total Women (2007)	Female % of Senior Academic Staff (2007)	Female % of Senior Academic Staff (2005)	Female % of Senior Academic Staff (2003)	Percentage Change from 2005
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Total Senior Academic Positions

AUT	7	17	24	26.67%	30.36%	29.41%	-3.69%
Victoria	20	30	50	24.04%	21.47%	18.36%	2.57%
Waikato	17	18	35	22.01%	20.63%	20.68%	1.38%
Auckland	38	65	103	20.81%	17.72%	19.59%	3.09%
Massey	19	28	47	19.03%	19.31%	13.59%	-0.28%
Otago	25	28	53	15.63%	13.45%	13.83%	2.18%
Canterbury	5	16	21	12.43%	6.29%	4.50%	6.14%
Lincoln	3	3	6	10.00%	6.82%	7.50%	3.18%
Total	134	205	339	19.19%	16.91%	15.82%	2.28%

University	Female (2007)	Male (2007)	Total (2007)	% Female (2007)	% Female (2005)	% Female (2003)	Percentage Change from 2005
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Professors

Victoria	20	76	96	20.83%	15.48%	15.71%	5.35%
Waikato	17	73	90	18.89%	15.15%	22.22%	3.74%
Auckland	38	188	226	16.81%	15.23%	21.78%	1.58%
AUT	7	39	46	15.22%	17.86%	15.00%	-2.64%
Massey	19	112	131	14.50%	17.80%	15.11%	-3.30%
Otago	25	163	188	13.30%	10.69%	12.50%	2.61%
Canterbury	5	64	69	7.25%	6.15%	3.33%	1.10%
Lincoln	3	34	37	8.11%	8.33%	8.69%	-0.22%
Total	134	749	883	15.18%	13.77%	15.65%	1.41%

Associate Professors

AUT	17	27	44	38.64%	42.86%	50.00%	-4.22%
Waikato	18	51	69	26.09%	26.67%	19.60%	-0.58%
Victoria	30	82	112	26.79%	26.88%	20.77%	-0.09%
Massey	28	88	116	24.14%	20.87%	12.50%	3.27%
Auckland	65	204	269	24.16%	19.62%	17.75%	4.54%
Otago	28	123	151	18.54%	16.79%	15.38%	1.75%
Canterbury	16	84	100	16.00%	6.41%	5.47%	9.59%
Lincoln	3	20	23	13.04%	5.00%	5.88%	8.04%
Total	205	679	884	23.19%	19.87%	15.97%	3.32%

Media and Public Relations

A reduction in the small number of female newspaper editors in New Zealand means there are now only four women editing either provincial daily newspapers or the weekend press. For many years there have been no women as editors of the five metropolitan dailies.

Women now edit the Wanganui Chronicle and the Ashburton Guardian but have been replaced by male editors on the Manawatu Standard, the Marlborough Express and the Oamaru Mail since the 2006 Census report. The material was compiled from the Mediapeople Directory, November 2007, and verified by telephone. In 2008, the Westport News was added to provincial dailies.

Table 31 / Newspaper Editors
as at November 2007

Metropolitan Dailies	Male	Female
New Zealand Herald	✓	-
Waikato Times	✓	-
Dominion Post	✓	-
The Press (Christchurch)	✓	-
Otago Daily Times	✓	-
Provincial Dailies	Male	Female
Northern Advocate	-	✓
Bay of Plenty Times	✓	-
Taranaki Daily News	✓	-
The Daily Post	✓	-
Gisborne Herald	✓	-
Hawke's Bay Today	✓	-
Manawatu Standard	✓	-
Wairarapa Times Age	✓	-
Wanganui Chronicle	-	✓
Horowhenua-Kapiti Chronicle	✓	-
Ashburton Guardian	-	✓
The Greymouth Evening Star	✓	-
The Marlborough Express	✓	-
The Nelson Mail	✓	-
Oamaru Mail	✓	-
The Southland Times	✓	-
The Timaru Herald	✓	-
West Coast Times	✓	-
The Westport News	✓	-



Sunday Papers	Male	Female	
Sunday Star-Times	-	✓	
Sunday News	✓	-	
Herald on Sunday	✓	-	
Total	23	4	27
% Female Newspaper Editors			14.81%

The increasing “feminisation” of the media and public relations industries in New Zealand has sparked recent calls for more male recruitment into pre-journalism training courses. However, to date debate about the representation of men and women has not focused on the gender pay gaps in these industries.

The New Zealand Journalists Training Organisation (NZJTO) survey of members undertaken in 2006 was analysed to examine the position and status of men and women. Of the 1,216 journalists who replied to the survey aged 15 years and over, 46% were men and 54% were women. They worked in print, television,

radio and internet services and the median age for male journalists was higher than for female journalists (41 to 45 years for males, 36 to 40 years for females).

Women were twice as likely as men to work part time or be freelancers (31% compared with 17%). Male journalists had been in the industry longer, a difference confirmed by the age profile by gender of journalists. Twice as many, 29%, of male journalists have been in journalism for more than 25 years compared with 14% of female journalists. Over a third of female journalists (37%) have been in journalism for less than six years compared with 20% of men.

Table 32 / Time in Journalism

	Female %	Male %
Less than a year	6	3
One to five years	31	17
Six to 15 years	28	27
16-25 years	21	24
26-35 years	10	14
More than 35 years	4	15

Almost half of the male journalists earn over \$61,000, whereas three quarters of the females earn under \$60,000 and 43% earn \$40,000 or less.

Table 33 / Journalism Income by Gender

	Female %	Male %
Less than \$20,000	12	6
\$21,000 to \$40,000	31	17
\$41,000 to \$60,000	33	29
\$61,000 to \$80,000	15	23
\$81,000 to \$100,000	6	13
More than \$100,000	3	12

The number of females stepping into Public Relations (PR) has also outstripped men and the industry is on record as wanting to attract more men. The Public Relations Institute of New Zealand (PRiNZ) examined public relations trends in September 2006 and received 736 responses from 2,200 potential participants. Of the respondents, 73.1% were women and only 13.5% of respondents under 30 years were men. Younger women and older men dominate the industry. The gender data reported comes from further analysis of the survey. Again, the financial data shows that the representation of women does not necessarily translate into higher paid work.

Table 34 / Public Relations Income by Gender

Full Time Work Only (ie. at least 35 hours per week)

Sector	Female	Male	Variance
Consultancy	\$97,659	\$129,100	\$31,441
Teaching or academic role	\$70,000	\$70,000	-
In-house Not for profit	\$64,412	\$70,500	\$6,088
In-house Private sector	\$96,618	\$119,444	\$22,826
In-house Public sector	\$71,088	\$85,769	\$14,681
In-house - other	\$76,667	\$93,333	\$16,666
Not in-house, consultancy or academic	\$70,000	\$93,750	\$23,750

Women in PR also have been in the industry for a lesser period of time with only 11% of female practitioners working in the industry over 20 years, compared with 24.9 % of men.

Table 35 / Time in the PR Industry

Period in PR/ Communications	Female		Male	
	n=	%	n=	%
< 1 year	21	4.2%	5	2.8%
1-2 yrs	81	16.4%	14	7.7%
3-4 yrs	69	13.9%	20	11.0%
5-9yrs	121	24.4%	35	19.3%
10-14 yrs	88	17.8%	37	20.4%
15-19 yrs	57	11.5%	24	13.3%
20+ yrs	56	11.3%	45	24.9%
Total	495	100.0	181	100.0

Source: 2006 PRiNZ Industry Trends Survey

However, even after one year a gender pay gap is evident with men starting on average \$5000 more than women.

Table 36 / Average Annual Earnings in Public Relations

Period in PR/ Communications	Female	Male	Variance
< 1 year	\$40,000	\$45,000	\$5,000
1-2 yrs	\$50,833	\$66,875	\$16,042
5-9yrs	\$77,266	\$87,069	\$9,803
10-14 yrs	\$96,196	\$109,926	\$13,730
15-19 yrs	\$97,895	\$112,000	\$14,105
20+ yrs	\$128,490	\$144,779	\$16,290

Science

Women in New Zealand are under-represented in the hard sciences, such as physics, chemistry, engineering and mathematics, but are strongly represented in biological sciences, health and other sciences such as environmental and social sciences. This follows international patterns.

New Zealand also has a low number of ethnic minorities undertaking science and technology qualifications, as well as a reducing proportion of tertiary enrolments across the board in science and technology, according to information provided to the Inter Academic Council by the Royal Society of New Zealand (RSNZ) in 2005.

The representation of women in science in part reflects women's educational and occupational choices. The latest figures from the New Zealand Vice-Chancellors' Committee's Post Graduate Report published in 2007 but using 2005 data shows that 58.6% of all graduates were female up from 51.6% in 1996. Women were a greater proportion of both domestic and international graduates. Looking at bachelor and bachelor honours graduates by field of study women approximately doubled men in health, humanities and social sciences. Only a third of mathematics and information sciences, and technology and engineering graduates, were women and more men than women graduated in the physical sciences.

Women also make up a relatively small percentage of top science academics and this limits influence at major decision-making levels within universities including research leadership.

One measure of how well women are doing in getting to the top in science is election to the Fellowship of the Royal Society of New Zealand which recognises outstanding leadership in research over an extended period of time and involves an exhaustive peer-reviewed selection process by expert panels, and review by independent, international referees. The membership of the Royal Society represents the applied, biological, earth, engineering, information, medical, physical and social sciences, mathematics and technology. Humanities are not included. There are about 1,300 members, 338 Fellows, 48 Honorary Fellows, over 60 constituent organisations, 10 branches and 10 affiliate organisations. The Royal Society currently has a female Chief Executive.

Nominations for fellowship of the RSNZ are particularly invited for women and up to 2006 these nominations were considered by the Academy Council President's Panel in addition to the Academy Council Selection Committee which considers and shortlists nominations according to disciplines. This affirmative action was removed in 2006 as the Academy Council felt that women worthy of election were being elected without special consideration.

Current figures show a low number of women, 25 out of 338 as Fellows, a static position since 2005. The overall number of Fellows has increased over this period.



Table 37 / Fellows of the Royal Society of New Zealand

Number of Fellows 2005	321	Number of female Fellows	25	7.78%
Number of Fellows 2007	338	Number of female Fellows	25	7.39%

Table 38 / Numbers nominated and elected as Royal Society Fellows

	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%

Sport

What is the involvement of women in decision-making in national sports organisations?

The status of women in sport has been added to the Census report data in recognition of the place of sport in New Zealand's national identity.

Gender balance in Olympic sport is a core objective of the International Olympic Committee (IOC) which is committed to achieving 20% participation of women in decision-making in national and international sports organisations.

The Women in Sport Working group of the New Zealand Olympic Committee (NZOC) conducted a telephone survey of 47 Olympic and Commonwealth sports in 2007 to determine the involvement of women in policy-making, management and national coaching roles. The research was funded by the NZOC and carried out by Algate Enterprises. The key findings are as follows:

- There are 328 people currently serving on national boards. Of these, 87 (27%) are women.
- There has been no change in the gender balance of national sports boards since 1994.
- Of the organisations surveyed, 38 (83%) have fewer than half of their board members who are women, a slight improvement on 1994 (89%).
- About half (22) of all the organisations surveyed meet the IOC guideline of 20% of national organisations' board members being women.
- Only nine sports have fewer than 20% female participation.
- Few boards (9) reflect the gender composition of the sports' participants, with most boards having proportionally fewer women board members compared with participants (see Table 39).
- There are 10 boards (22%) with no women, an increase from 17% in 1994.

- There are only 10 women on international boards.
- Of the 47 organisations surveyed, only four (9%) have written policies or strategies relating to gender balance. This has dropped from 23% in 1994.
- Only three organisations (6%) have national development programmes for women. This has decreased from 56% in 1994.
- Only four (9%) organisations have any sub-committees or special groups that focus specifically on women's policies.
- Two thirds of all staff working with women's teams are men.
- Men are more likely than women to be paid to coach and manage both men's and women's teams.
- Across all coaching categories, women comprise 29% of women's team coaches and 8% of men's teams.
- Women are more likely to be in team management roles for women's teams.
- The NZOC teams have 15% more female athletes than female officials.

Only one quarter (26%) of respondents perceived that there were barriers to women. Proportionally more men thought this was the case. Specific questions about barriers identified that the following are still preventing women from participating in senior roles:

- Lack of women mentors (57%);
- Career breaks for domestic reasons (49%);
- Lack of women role models/peers (34%);
- Confidence in own ability (34%);
- Lack of childcare (30%); and
- Unconscious discrimination from both males and females (23%).

Table 39 / Women in Sports

Sport	% Women Board members	Female participants (%)	Number female participants	Total number participants
Synchronised Swimming	100%	94%	330	350
Dancesport	73%	52%	243	463
Ice Skating	67%	93%	185	200
Netball	63%	95%	114,000	120,000
Roller Sports	63%	75%	300	400
Cross Country Ski	57%	40%	48	120
Hockey	50%	55%	23,650	43,000
Canoeing	50%	40%	4,800	12000
Korfball	43%	50%	100	200
Orienteering	43%	42%	720	1700
Bowls	43%	36%	19,000	52600
Bobsleigh and Skeleton	40%	40%	2	5
Fencing	40%	33%	183	550
Paralympics	38%	Not available	Not available	Not available
Equestrian	33%	65%	4,550	7,000
Softball	33%	42%	11,280	26,550
Ice Speed Skating	33%	33%	20	60
Snowboarding	33%	30%	450	1,500
Waterpolo	29%	48%	8,160	17,000
Swimming	25%	50%	10,000	20,000
Badminton	25%	46%	5,249	11,352
Tenpin Bowling	20%	48%	1,550	3250
Gymnastics	17%	70%	84,000	120,000
Triathlon	17%	50%	600	1,200
Ski Racing	17%	42%	140	330
Basketball	14%	50%	50,000	100,000
Athletics	14%	46%	9,099	19,672
Table Tennis	14%	39%	2,100	5,400
Yachting	14%	30%	9,000	30,000
Soccer	14%	22%	32,500	150000
Boxing	14%	10%	50	500
Ice Hockey	14%	1%	140	16,000
Archery	13%	40%	152	380
Cricket	13%	13%	13,274	100,000
Tennis	11%	50%	21,500	43,000
Judo	7%	8%	500	6000
Curling	0%	8%	42	525
Rugby	0%	7%	10,000	140,000
Rowing	0%	55%	2,310	4,200
Luge	0%	35%	7	20
Shooting	0%	35%	2,508	7180
Squash	0%	33%	8,333	25,000
Taekwondo	0%	26%	700	2700
Wrestling	0%	2%	20	1100
Bike	0%	17%	1,352	8,000
Weightlifting	0%	10%	15	150
Modern Pentathlon/ Biathlon	No Board		23	30
Totals	27%	41%	453,185	1,099,687

Trade Unions

Women continue to make up more than half the union membership in New Zealand, with 54% of all union members and 57% of Council of Trade Unions (CTU) affiliated unions being women. The memberships of three of the four largest unions have a high percentage of female members ranging from 68 - 94% women members. This is attributed to the high proportions of women in public and community services and the decline in manufacturing and mining. Women comprise 46% of the New Zealand labour force.

International data on female union membership indicates an increase in union density rates for female workers. In the industrialised world in particular women in many countries have either equalled (Canada, UK, Ireland) or exceeded the rate of unionisation of men (Sweden, Norway, Finland and New Zealand)

This trend is attributed to a number of factors: the increased participation of women in the labour force; higher proportions of women in the public service in both developing and industrialised countries; the adoption of EEO policies; increased union activity in the service sector; and the decline of unionisation rates in the male dominated manufacturing sector.

The international trade union movement has made a commitment to proportional representation at local national and international

levels with targets set at 30% representation in leadership positions in the short term, with a 40% target for female dominated unions, and the long term goal of fully proportional representation.

The data reported in the tables was obtained from a questionnaire sent to all Council of Trade Union (CTU) affiliated unions in November 2007. Of the 38 affiliated unions 30 responded within the deadline, representing 92% of the membership. Unions affiliated to the CTU make up 89% of union membership in New Zealand.

Three of the four leadership positions in the CTU are held by women; the president (Helen Kelly) the secretary (Carol Beaumont) and the vice president Māori (Sharon Clair). Helen is the first female president of the CTU.

Women are well represented in leadership positions at the workplace level with 65% of workplace delegates being women. The total percentage of women delegates is higher than the overall percentage of women union members but this is attributable to one large female-dominated union having a very large delegate structure and one large male-dominated union having fewer delegates proportionate to their membership. At an individual union level the number of women delegates reflects the proportion of women members.

Table 40 / Individual Unions by Gender

Union	Members Total	Members % Women	Delegates %women	National Executive % women	Nat & Asst Nat Sec % women
PSA (Public Service Association)	55340	68	61	45	33
NZEI (New Zealand Educational Institute)	46751	88	88	75	57
EPMU (Engineering, Printing & Manufacturing Union)	45177	23	15	8	0
NZNO (New Zealand Nurses Organisation)	40499	94	94	80	50
NZMWU (New Zealand Meat Workers Union)	23000	10	14	9	0
SFWU (Service & Food Workers Union)	22058	67	66	87	57
NDU (National Distribution Union)	19768	38	38	36	62
PPTA (Post Primary Teachers Association)	17653	58	61	58	33
DWU (Dairy Workers Union)	6800	21	23	9	0
AUS (Association of University Staff)	6688	51	46	43	100

However, women continue to be under-represented in elected positions at the national level, including presidents and vice presidents. Some slight progress has been made in the composition of national executives but there is little change in women's representation as national presidents and a smaller percentage of women have been elected as vice presidents since the last census. Women make up 43.2% of national executives, 27.6% of national presidents and 38.5% of vice presidents.

Table 41 / Women in Elected Positions

Position	Unions Answered	Women	Men	Total	% Women
National Exec Members	30	194	255	449	43.2%
President	30	8	21	29	27.6%
Vice President	30	15	24	39	38.5%

The proportion of women appointed to national secretary positions has dropped since the last census. Of all the national secretaries 22.2% are women, compared to 34.4% in the last census. More women occupy assistant secretary positions at 42.6%. Taken together women comprise 35.1% of the senior positions in CTU affiliated unions.

Table 42 / Women in National Secretary Positions

National secretaries	Women	Men	Total	% women
Unions with one secretary	5	20	25	20%
Unions with more than one secretary	1	1	2	50%
Total secretaries	6	21	27	22.2%

Agenda for Change Score Card

The 2006 Census report for the first time included recommendations for further action by public sector and private sector stakeholders.

Any action on the recommendations is noted and evaluated by asking whether women's participation, representation or status has improved, remained the same or decreased.

Recommendation in 2006 Census

▪ The Government

The Government and responsible ministers ensure that progress towards gender parity on public sector boards covers economic and commercial activities and major public utilities as well as social and community life and smaller statutory boards.

Ministerial appointments on statutory bodies overall show a one percent increase to 42% women. DHB representation has increased slightly to 43.38%. However, Crown company data shows a worrying slippage in female directors slipping from 35.43% to 34.07%. Only six Crown companies of 35 monitored by the Crown Company Monitoring Unit have gender balance on their boards.

Shareholding ministers have a major responsibility to ensure the promise contained in the Ministry of Women's Affairs Action Plan for New Zealand Women of 50 per cent by 2010 is achieved. There has already been five years slippage when former Prime Minister Jenny Shipley's promise of gender balance by 2005 was not met. At the current rate of progress the target will not be met until 2014, about a decade later than New Zealand first indicated internationally.

The Ministry of Women's Affairs, the Crown Company Monitoring Advisory Unit (CCMAU) and other relevant agencies must encourage shareholding ministers to have women on their

radar screens at appointment and reappointment times, otherwise the 8% gap will not be closed within the next two years.

Recommendation in 2006 Census

▪ Corporate Sector

Shareholders' groups, institutional investors and individual shareholders ask chairs of boards at annual meetings, in discussion and in correspondence, about the representation of women on boards of directors.

There is no evidence that the New Zealand corporate sector is responding to any of the arguments advanced for the presence of women on boards making good business sense. These rationales are: the labour pool argument (increasing numbers of women in the workforce and encouraging them to stay), the market argument (women constitute an increasing share of most consumer markets), the governance argument (women's presence often improves corporate governance) and the bottom line argument (companies that smash the glass ceiling enjoy higher profitability). The absence of mentoring, and the inability to gain practical experience as a director are identified in recent research as reasons why women do not advance. Female directors of Crown companies do not appear to be attractive to publicly listed companies as directors despite their considerable governance experience in the state sector.

The corporate sector will need a significant sea change to embrace diversity in governance as a value in itself that creates wealth. It needs one or two board chairs as male champions to break the pattern of current informal recruitment and appointment practices. The latest British report on female directors states, " the key change makers are the chairs of boards who have been prepared to lead the debate on gender diversity, to insist on female candidates, to mentor aspiring



female directors and most important of all, to run their boards in exemplary ways” (Sealy, Singh and Vinnicombe, 2007).

Women’s NGOs, too, have a role in encouraging women’s leadership. For example, Rural Women New Zealand and women with equity in dairy farms could promote suitable women for the board of Fonterra, and other major companies.

Recommendation in 2006 Census

- Publicly listed companies advertise board vacancies and vet search processes to encourage and ensure diversity of potential directors

Again, with rare exceptions, there is little evidence that New Zealand companies see transparency of directorship processes as a priority. One exception is Ravensdown, 100% owned by New Zealand farmers, that publicly advertises external board vacancies. However, this degree of visibility is unusual and probably reflects Ravensdown’s status as a cooperative rather than a publicly listed company. Shoulder-tapping by the existing chairs, boards and senior management, remains the dominant, informal method of board recruitment. Approximately 65% of directors in private enterprises are recruited by chairs, fellow directors or senior management, perpetuating a small tight circle of men and a very few women with corporate governance power in New Zealand. This power is often exercised through multiple directorships that create a complex and closed web of informal social and business connection.

Recommendation in 2006 Census

- Adequate resources are made available to the Ministry of Women’s Affairs Nominations Service to allow its use by private sector companies interested in women appointments to boards of directors.

The Government’s response to the recommendation was to rely on other initiatives that were being developed at the time. Former Minister of Women’s Affairs, Lianne Dalziel, announced that three new databases were to be established to make it easier for private sector companies to find women with the skills and experience necessary for board roles.

Professional director and businessman Sandy Maier and Associate Professor Jens Mueller of Waikato University’s Management School built **www.finddirectors.com**, described as a “Trade Me for directors”. It helps companies (many of them small) find independent directors and had 302 candidates listed as at December 2007. No data is available yet on “match” success. Jens Mueller says there is strong success on the supply side but no marketing has yet been done on the demand side.

The Auckland Chamber of Commerce in partnership with the Equal Employment Opportunities Trust is developing a web-based brokerage service to connect women and small and medium enterprises and this went live at the end of 2007.

A third internet-based initiative planned by Christchurch businesswoman Rosanne Hawarden is on hold pending the success of the other two websites. Because they are relatively new it is premature to evaluate their influence in increasing women on boards. However initiatives that rely on viral marketing, with no identifiable boardroom champions promoting the concept and promoting successful matches to the business community, may have limited impact.

It is clear that there is no problem at the supply end of the governance chain. Many more potential directors, who are skilled, qualified, trained, available and ambitious, exist than the number of board vacancies. This makes the path of aspirant female directors even more difficult.

Successful initiatives to increase female board directors need to concentrate on the demand end of the governance equation. Male chairs are crucial to improving board diversity.

Recommendation in 2006 Census

▪ **Institute of Directors**

Women as well as men are selected as Distinguished Fellows of the Institute of Directors to recognise current female governance leadership. Monitoring of the gender consequences of the Director Accreditation Programme will be an important future equity consideration.

The Institute of Directors (IOD) five Distinguished Fellows for 2007 were all male, continuing the tradition of acknowledging male seniority and experience. The IOD's Director Accreditation Programme began in 2005. Figures provided by the IOD show that as at November 2007, 120 members were accredited of whom 15 were women. A further 51 were provisionally accredited with 15 women. The accreditation process has been criticised by women and others because it favours those with existing board experience. Hon. Jenny Shipley is a recent critic of the IOD.

Competition for director training and qualifications is hotting up. Jens Mueller in partnership with EMA (Northern) is promoting an alternative qualification to the IOD. Sandy Maier, the Hon Jim McLay of Macquarie NZ Ltd, and financial media expert Brian Gaynor are involved in the new initiative. A number of "Performance in the Boardroom" seminars will be held nationwide in 2008 and a National Director Qualification is being promoted. While only experienced directors can be accredited under the IOD system, it appears that novices can become Qualified Directors in the new programme.

Recommendation in 2006 Census

▪ **Universities**

The New Zealand Vice-Chancellors' Committee provides leadership in gender progress in universities through public commitment and through encouragement of consistent EEO reporting by its members. An assessment of the Australian Vice-Chancellors' Committee Action Plan for women by the NZVCC.

The New Zealand Vice-Chancellors' Committee publicly committed to support the first nationwide women in leadership programme for the university sector following the 2006 Census report. In 2007 two programmes were run for 40 senior academic women from the eight New Zealand universities. The programme was financially supported by the Kate Edger Educational Charitable Trust. The Human Rights Commission, the New Zealand Centre for Women and Leadership at Massey University and the former Pro Vice-Chancellor Equity at Auckland University designed and delivered the programme. It aims to improve the number of female professors and senior academic and general staff within the tertiary sector.

Recommendation in 2006 Census

▪ **Legal Profession**

- Women members of the New Zealand Law Society ask their professional body for information about how it ensures women members enjoy equal opportunities in their profession.
- Best practice guidelines from law firms who have increased female partner numbers are developed and promoted to others in the legal profession.

Retention of skilled staff at all levels is a significant human resource challenge for major law firms. Most of the major law firms have sophisticated human resource management

policies and are competitive about the legal talent war. Law firms are regular competitors in good employer awards. However, the structure of legal partnerships, the billing systems used and slow adoption of flexible work that preserves women's positions during time out for families will remain significant barriers to increased women's participation in partnerships. The legal profession will need to radically rethink traditional financial structures, work environments and cultural norms.

Litigation specialists Meredith Connell, which is the Office of the Crown Solicitor in Auckland, won the 2006 EEO Trust Work and Life Awards for large organisations. More than half the female partners and staff and nearly a third of men have working patterns that take into account their work-life balance needs. The EEO Trust promotes award winners in traditional and electronic media. Overall, though, the gender balance of women at the top as partners remains a critical challenge for the legal profession.

Recommendation in 2006 Census

▪ **Judiciary**

The Ministry of Justice considers the issue of female eligibility for judicial appointments, given the emphasis on gender balance in the judiciary in the Beijing Platform for Action.

The judiciary is another area where there has been extremely slow progress with women only a quarter of all judges. While a female Chief Justice is constantly referred to as one of the top constitutional positions held by women which marks New Zealand's progress in achieving gender parity, the status of a woman at the top is not reflected across the judiciary as a whole. Female judges continue to attract international interest in comparative score cards and from the CEDAW committee.

Diversity is acknowledged by the judiciary themselves as valuable and necessary but elusive. Chief District Court Judge R.J. Johnson wrote to the Wellington Women Lawyers' Association in 2007 asking members to encourage suitable people to put their names forward for appointment to the District Court bench. "One of the problems I am encountering in the process of seeking suitable candidates for judicial appointment is that few women or members of tangata whenua or other groups of minority ethnicity seem willing to put their names forward as aspirant appointees. This is particularly noticeable in provincial areas but is relevant throughout the country."

Recommendation in 2006 Census

▪ **Journalism**

Gender progress in the media is regularly monitored through the New Zealand Journalists' Training Organisation survey, as a catalyst for improving women's senior editorial status

The Journalists' Training Organisation (JTO) survey was completed in 2006 and shows an increasing feminisation of the media at 54% of respondents. The JTO performs a valuable education and monitoring function and the survey continues to provide a snapshot of diversity in the profession. However, the JTO has relatively limited impact on the highly competitive media industry largely owned and controlled offshore. Women's participation in journalism is not matched by earning power or status. The number of females editing major newspapers fell from 5 to 4 between Census reports. There is a risk, too, that comparatively low wages in journalism will fall further behind as more women participate, following the pattern of other occupations that have become feminised.

Recommendation in 2006 Census

▪ **Human Rights Commission**

The New Zealand Census of Women's Participation 2006 is communicated widely to business, industry, the community and men's and women's groups by the Human Rights Commission and the New Zealand Centre for Women and Leadership.

More than 5,000 hard copies of the 2006 Census report were distributed internationally and within New Zealand to politicians and policy makers, women's groups in the regions, national organisations, all of the corporate companies and public agencies listed, to researchers and students and to secondary schools. A further 6,000 hits were recorded on the NEON website where the report is downloadable at www.neon.org.nz. The Commission will work with stakeholders in various sectors on strategies for increased female participation and representation in leadership positions following publication of the 2008 Census report.

Recommendation in 2006 Census

▪ **The media**

The media use the New Zealand Census of Women's Participation 2006 as a factual reference to report on women's full and equal participation in governance and public life.

The Census report is now a major reference for the news media -electronic and print within New Zealand and for use by overseas journalists making international comparisons. New Zealand's sixth periodic country report to CEDAW used the Census report as a core reference document. Similarly the three alternative reports from major women's groups also quoted extensively from the Census report findings. Copies of the Census report 2008 are available at www.neon.org.nz. The media both reports on and uses the Census report as a reference.

However, a wider issue relates to the media's often stereotypical representation of women at the top in New Zealand society and the influence this has on public debate.

Recommendation in 2006 Census

▪ **Nominations services**

Women with relevant leadership experience and skills who are interested in board appointments register their CVs with the Ministry of Women's Affairs Nominations Service molloy@mwa.govt.nz and/or the Crown Company Monitoring Advisory Unit appointments@ccmau.govt.nz

A total of 2,670 women are currently registered with the Ministry of Women's Affairs Nominations Service. The Crown Company Monitoring Advisory Unit (CCMAU) has 2,879 individuals on its database, with 842 women. The number of its appointments varies annually. Approximately 70-80 appointments and reappointments are made annually, of which 30-40 will generally be new appointments.

While agencies such as the Ministry of Women's Affairs and the Crown Company Monitoring Advisory Unit play a significant role in ensuring qualified, skilled and experienced women across a broad spectrum of areas including science, energy sector, transport, research, health, education and commerce are available for appointment, they are ultimately not responsible for appointment outcomes.

Shareholding ministers hold the key to New Zealand achieving gender parity. The influence of political patronage, no matter what political party is in power or what coalition arrangements exist, clearly has an impact on government appointments but this issue has not been analysed. Major political parties often point to appointments of rival political allegiances as evidence of neutrality, but an overall picture of whether political patronage is more or less of a barrier for women would be useful.

Agenda for Change 2008

Change to promote increased female participation in governance, professional and public life is now urgently required if New Zealand is to continue to be a world leader.

There is clear evidence that progress in the public sector has slowed or stalled, while the corporate sector should be embarrassed that the majority of top 100 companies have no women on their boards. Women are consumers, customers, employers, employees, managers and investors. Why are they also not directors of companies for the ultimate benefit of the New Zealand economy?

New Zealand is still struggling to meet the Commonwealth target for women's representation in local government. In law, the judiciary, sport, the police, the media and science, women are not well represented at the top by comparison with their levels of participation in these areas of the labour market.

The CEDAW committee has urged New Zealand to do better across a range of areas including women in leadership, politics, and public life and asks for better data capture by public agencies to reveal the position and status of Māori, Pacific and ethnic minority women.

The following recommendations in the Agenda for Change 2008 are intended to act as a catalyst to stakeholders such as the Government, publicly listed companies, chief executives and senior managers, women and others with the power to make a difference:

- The Government by 2010 fulfils the promise made internationally and outlined in the 2004 Action Plan for New Zealand Women of 50% on women on statutory boards.
- The 60 top 100 companies listed on the NZSX without a single woman on their boards, prioritise female appointments as soon as a board vacancy arises.
- The 40 companies on the NZDX, including Fonterra, and the 22 companies on the NZAX without any female representation at board level actively seek, recruit and appoint suitably qualified women.
- The Attorney-General responds to the CEDAW committee's request and outlines a programme of concrete action, goals and time frames to increase the number of female judges.
- The Ministry of Women's Affairs works with other public agencies to ensure gender disaggregated data is available to show the participation and representation of Māori, Pacific and ethnic minority women in government-appointed statutory bodies.
- The Police set targets for women in the highest ranks to ensure implementation of Recommendation 50 in Dame Margaret Bazley's report of the Commission of Inquiry into Police Conduct relating to increasing the numbers of women.
- The Minister of State Services sets a benchmark for the State Services Commission to achieve gender parity in chief executive appointments in 5 years.
- The State Services Commissioner makes chief executives accountable through performance management processes for increased representation of women in senior management positions.
- Local government, including city and district councils and regional authorities, audit appointment procedures to ensure women are appointed to and are equally represented on Council Controlled Organisations.
- The New Zealand Olympic Committee in conjunction with SPARC develops a plan of action to address barriers that are preventing women from participating in leadership roles in sport at governance and senior management levels.
- Women's groups, such as the National Council of Women of New Zealand, the Māori Women's Welfare League, Rural Women New Zealand, Pacifica, New Zealand Federation of Business and Professional Women, New Zealand Federation of Graduate Women, commit to specific strategies to promote women's leadership.

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We hope the results of the 2008 Census will be discussed and debated around New Zealand. Individuals, community groups and agencies who would like to provide feedback or request additional copies for distribution or promotion are welcome to contact the Human Rights Commission. Download PDF copies at www.neon.org.nz or email neon@hrc.co.nz

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