

Individual Action Plan (2018)

Economy: New Zealand

<p>Ratio of women's representation in leadership* in both the public and private sectors (* based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN; see https://careers.un.org/lbw/home.aspx?viewtype=SC)</p>	<ul style="list-style-type: none">• As of July 2018 women held 38.4% percent of positions within the New Zealand Parliament including:<ul style="list-style-type: none">○ 35.7 percent of Ministers of the Crown are women; 35 percent of Cabinet Ministers are women.• 19.4 percent of mayors elected in the 2016 local body elections are women (13 out of 67 mayors).• 38% of all local government (including local authorities) positions were won by women in the 2016 elections<ul style="list-style-type: none">○ 53 percent of district health board members○ 34 percent city and district councillors○ 24 percent regional councillors○ 38 percent community boards and trusts members• As of December 2017, women held 45.7 percent of New Zealand state sector board and committee positions.• As at 30 June 2018 women held 20 percent of the New Zealand Stock Exchange (NZX) board positions. Women hold 22 percent of senior management positions.• Almost 48 percent (47.9%) of public service senior leadership positions (top three tiers) are held by women. If current trends continue, the public service will reach 50 percent female representation in senior leadership by around 2020.
---	---

	<ul style="list-style-type: none"> • 60.5% of employees in the public service workforce were women as at 30 June 2017.
<p>Voluntary goals of women’s representation in leadership in public and private sectors toward by the end of 2020</p> <p>(%; total target of increasing the share of women in leadership positions which are based on each economy’s indicators and definitions, or equivalent to P-5 and above of the UN)</p>	<ul style="list-style-type: none"> • To improve women’s representation in leadership and governance roles in the public and private sector. • Women of Māori, Pacific and Asian ethnicities remain under-represented in the top tiers of management and over-represented in lower paid occupations. • In July 2018, the Government established a 50% target by 2021 for women on State Sector boards and committees.
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<p>Improving Diversity at all levels</p> <ul style="list-style-type: none"> • All public sector and many private sector agencies are working to improve the diversity of their staff at all levels. Organisations are undertaking unconscious bias training, and recognizing the benefits of flexible work for staff at all levels. By reaching out to women to take up opportunities in sectors such as Police and Defence as well as traditional make occupations women are able to increase their economic independence • The Government has made flexible work available to all workers and increased paid parental leave for eligible parents to 22 weeks in 2018, and 26 weeks from July 2020. • The UN Women’s Empowerment Principles are a driving force for change with many larger employers in New Zealand. Several of our largest employers – ANZ, Westpac, BNZ and Sovereign received UN Awards for the work done to improve the working lives of all staff and increasing the

	<p>opportunities for women at all staff levels to take up leadership opportunities.</p> <ul style="list-style-type: none"> • In 2017 the NZX strengthened its diversity reporting requiring listed companies to establish a diversity policy with measurable objectives and report annually on a 'comply or explain' basis. The rule requires companies to provide a breakdown of the gender composition of their Directors and Officers in their Annual Reports with comparative figures for the prior balance date. • A Superdiversity Centre for Law, Policy and Business has been established to compile a Superdiversity Stocktake to help Government and business organisations. The Stocktake will be published and updated annually and will review New Zealand's law and policy settings to identify key areas and challenges to ensure New Zealand sustainable benefits from diversity. <p><i>Women on Boards</i></p> <ul style="list-style-type: none"> • As at 31 December 2017, women held 1,200 (45.7%) of the over 2600 roles appointed by ministers on state sector boards and committees • The New Zealand Government, through its Ministry for Women, runs a nominations service which facilitates the appointment of women to state sector boards and committees. Women, who are interested in governance, are encouraged to join the database from throughout the economy. Advice is provided to interested women about developing their governance career.
--	---

Institute of Directors Future Directors programme

To help grow the pathway of women leaders, the Institute of Directors' Future Directors programme has been introduced to the public sector. Future Directors aims to give talented young people the opportunity to observe and participate on a company board for a year while giving the company exposure to this talent and the benefits a young mind can bring.

The extension of the programme to state sector boards and committees further strengthens New Zealand's director pool and helps to develop a larger and more diverse pipeline of future leaders.

To date there have been 8 appointments to state sector boards and committees.

Gender Pay Gap- Core Public Service

The gender pay gap within the core public service is currently 12.5%, as at July 2018. The government is committed to making substantial progress on this within this Parliamentary term;

Public service chief executives have committed to a diversity and inclusion work programme. A key priority is identifying and closing gender and ethnic pay gaps, with significant emphasis on transparency and normalising flexible workplaces.

A joint union and state sector working group has developed a set of Gender Pay Principles (launched on 2 July 2018) to apply across the state sector. The principles establish a sustainable framework for chief executives and Government-led action, with bi-partite

	<p>oversight of progress towards eliminating the gender pay gap.</p> <p><i>Private sector</i></p> <p>The Government considers that, to achieve positive change and increase the number of women on private sector boards, it is essential that change is led by private sector leaders within their own organisations and sectors, and that they are responsible for, and committed to, this goal.</p> <p>The Government is challenging private sector leaders to take action on this, through its relationships with organisations and hosting of events, such as the Ministry for Women breakfast symposium for private sector leaders on women in leadership.</p>
--	--

- ✓ *The voluntary goals will be reviewed by each economy in the process of developing Interim report.*