

# Foreword

What progress are women making in joining men at the top in corporate governance and public life in New Zealand?

The second *New Zealand Census of Women's Participation* provides detailed figures and comparisons of women's representation in leadership and decision-making positions and participation in different sectors of the labour market. The gender composition of the boards of private companies, Crown companies and other Crown entities is examined. Women's status in law and the judiciary, the media, trade unions, politics, universities, the defence forces and school boards of trustees is also reported on.

The Census is a bench-marking tool that enables an objective analysis of the position of New Zealand women and provides for international comparisons to be made. This is important given the media and the public's continuing interest in women's power in New Zealand. Women occupy some of the country's key leadership positions such as Prime Minister, Governor-General, Speaker of the House of Representatives and Chief Justice. However, the profile of these individual women at the top does not reflect the status generally of women in professional life and may mask the true picture of female participation in senior roles in other areas of New Zealand public life.

The results of the Census show a mixed picture. In the public sector women are making good progress. Women's representation is still below the 50% target of women on statutory boards by 2000 promised by former Prime Minister Jenny Shipley to the Beijing Women's Conference in 1995. But it is in line with the Ministry of Women's Affairs Action Plan for New Zealand Women (2004, March) that pushed out the 50/50 promise to 2010.

However, the findings also show that private sector progress towards women's participation in governance is grindingly slow. The results again reveal a significant under-utilisation of women's talents and skills as members of the boards of New Zealand's top companies. There has been a glacial two per cent improvement from the first Census two years ago in women's representation on the boards of the top 100 companies listed in the New Zealand Stock Market (NZSX). This depressing result is confirmed by the results of the other two securities markets, the New Zealand Debt Market (NZDX) and the New Zealand Alternative Market (NZAX). While there has been a high profile given to the few women at the top, New Zealand in fact languishes behind many comparable countries in terms of women's participation in the boardrooms of top companies.

For the first time the Census includes discussion of strategies to improve the representation and participation of women in decision-making and public life and promotes an agenda for change. The agenda for change is intended to provoke debate and act as a catalyst. For example, it encourages board chairs, other board directors, agencies involved in promoting good governance, shareholders and the general public to consider the evidence that gender balance can have a positive effect on the performance of the board and on business as a whole. Women are consumers, customers, employees, employers, managers and investors. The Census asks the question: why are they also not directors of companies for the ultimate benefit of the New Zealand economy?

The agenda for change also addresses other issues of accountability in the university sector, the legal profession, the justice system, and the

media. Women's professional and community groups at the national and local levels have a role in using the objective data to raise media and public awareness about women's progress. It can be used, too, as leverage to encourage policy change. Individual women with the relevant skills, experience, interest and commitment are also encouraged to use existing nominations services for appointments on private and public boards.

The information for the second Census was collected and verified in a number of ways. In some instances the data was purchased from, or supplied by, other agencies, and some of the information comes from previously published or other secondary sources. The different sources of information are reported along with the results. Following publication of the 2004 *New Zealand Census of Women's Participation in Governance and Professional Life*, the co-leader of the Māori Party Tariana Turia and the Māori Women's Welfare League asked whether

attempts had been made to report the position of Māori women. Very few of the data sets used to compile the Census report ethnicity data. There is a need for public agencies to properly disaggregate data by gender and ethnicity so it can be comprehensively reported in a reliable manner.

One of the coordinators of the first Census, Dr Su Olsson of the New Zealand Centre for Women and Leadership at Massey University, suffered a fatal illness in 2005 while attending the Academy of Management Conference in Hawaii. She was there to speak on New Zealand's position at an international panel discussion on the participation of women on boards. This second Census is dedicated to her memory. Su believed that benchmarking progress and making results visible would help change attitudes and inspire an improvement in the representation of women at the top. He tātai tangata ka tāea. What gets counted gets done.

**Dr Judy McGregor,**  
Equal Employment Opportunities Commissioner,  
Human Rights Commission.

**Dr Susan Fountaine,**  
New Zealand Centre for Women and Leadership,  
Massey University.

# New Zealand Women's Participation: Widening the Scope

The second *New Zealand Census of Women's Participation* makes visible women's status in economic, social and political life and includes governance, professional life and employment.

It moves away from anecdotal and impressionistic accounts of women's progress to systematic benchmarking in the public and private sectors. The Census provides a comparison with results of governance data from two years ago. It is similar to research published overseas allowing for international comparisons.

The report is intended as a catalyst for improvement in women's participation in the corporate sector. It provides encouragement for board chairs and other directors to reflect on the diversity of their boardrooms and to ask themselves whether the current composition of their boards is competitive, fair and sustainable. It allows shareholders and institutional investors to think about board succession planning. The findings also suggest that there can be no relaxation of the Government's commitment to gender balance on statutory bodies if New Zealand is to reach its target.

The results allow national women's organisations to focus attention on gender participation in governance and decision-making and to pursue activities and policies aimed at closing the gender gaps. The Census also brings to the attention of individual women the need for female skills and experience to be taken into account in the commercial sector.

Researchers, policy makers, politicians and students will also find the Census useful. The first Census was referenced extensively both within New Zealand and internationally. It is hoped that the second Census with expanded content will be of greater use for those who want factual information about the status of men and women's participation and their power differentials. What gets counted, gets noticed.

## CEDAW & New Zealand's international obligations

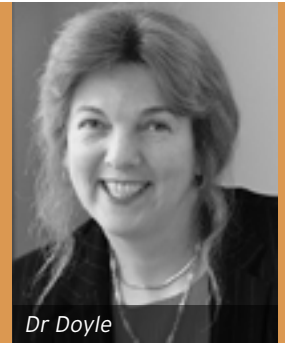
New Zealand has an international obligation to promote the participation of women in governance and professional life. Article 7 of CEDAW, the Convention on the Elimination of all Forms of Discrimination Against Women, encourages the participation of women in political and public life on equal terms with men. New Zealand ratified CEDAW in 1985.

The New Zealand Government has committed itself to improving women's participation in leadership and decision-making roles and has set a goal of achieving 50 percent representation of women on state sector boards by 2010. The very good news is that as a result of successive governments' commitment, the first stocktake by the Ministry of Women's Affairs of all state sector boards and statutory committees by gender shows New Zealand is at 41 percent as at 2004. The bad news is that the private sector languishes at 7.13 percent, which represents only a small improvement in two years.

The CEDAW committee recommended that New Zealand adopt a comprehensive strategy to increase the number of women in policy and decision-making positions in the public sector and strengthen its policies to support the private sector's efforts towards the promotion of women in decision-making positions. The latter is now urgent, given the low representation of women in the boardrooms of top companies.

The Census provides a benchmarking tool for monitoring not only the concerns of CEDAW (2003) but also The Beijing Platform for Action (1996). The Beijing Platform recommends monitoring and evaluating progress through the regular collection of data on women and men at all levels in various decision-making positions. Gender balance in the judiciary, in trade unions, in political parties and electoral systems are all covered in the 2006 Census report.

# Woman of Steel



Dr Doyle

Diversity on boards of directors strengthens decision-making and broadens perspectives. That's the view of Dr Eileen Doyle, the first woman to be appointed to the board of directors of New Zealand Top 30 company Steel & Tube Holdings Limited. Lower Hutt-based Steel & Tube, New Zealand's largest distributor of steel and allied products, has been proud to publicise her appointment. Steel & Tube has 41 distribution and service centres throughout the country and approximately 800 employees. Dr Doyle is happy to be able to show that the industry is not off-limits to women. "I think it's not so much about whether you've got a man or a woman as about having diversity on your board, and bringing a diverse range of viewpoints - whether it's different genders or ethnicities," she says.

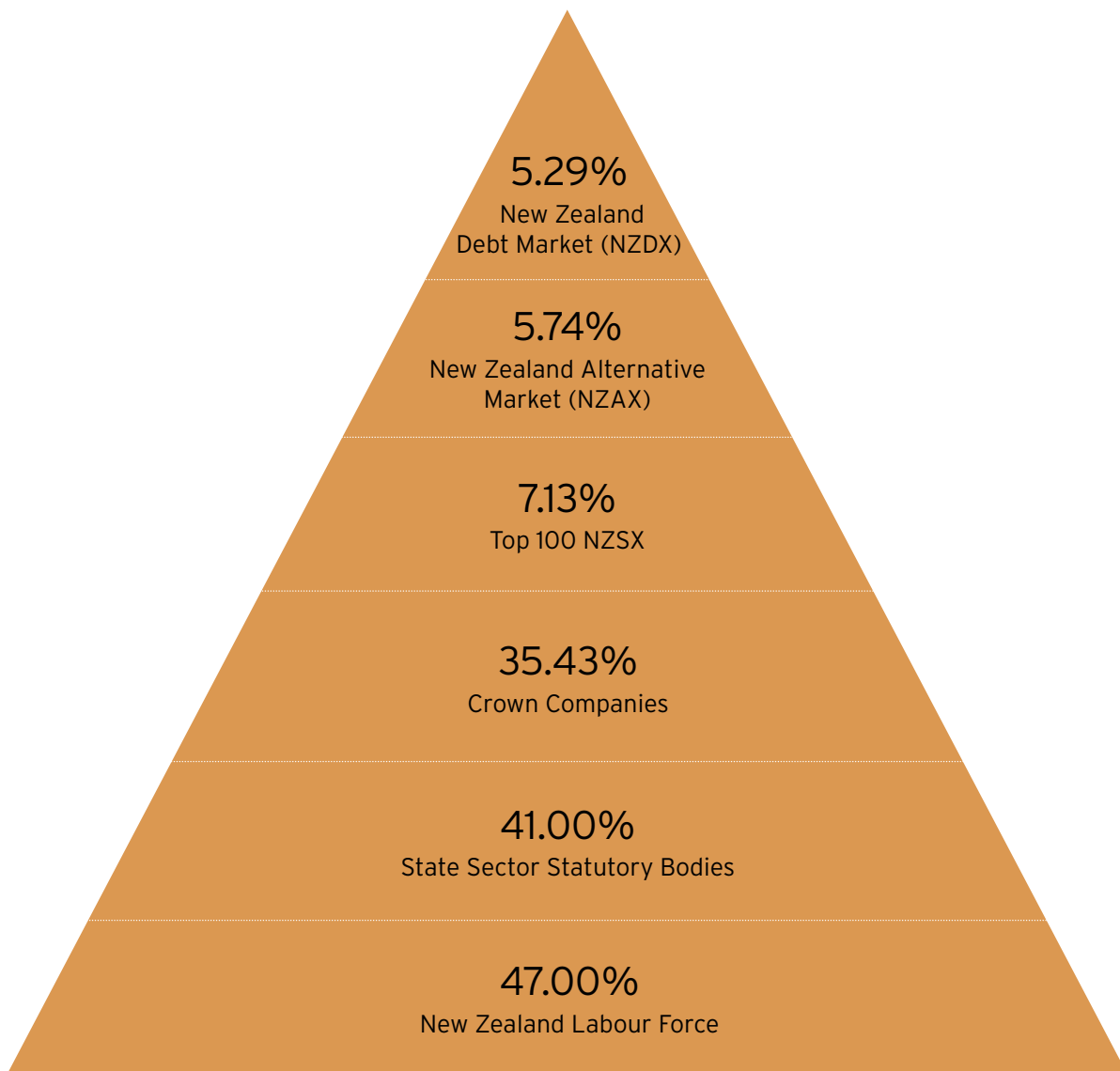
Chalk one up for improved gender representation on NZX company boards. Although Steel & Tube's headquarters is in Lower Hutt, Dr Doyle is Australian and based in Australia. Throughout much of her career Australia's Equal Opportunity for Women in the Workplace Act has "been part of the background, in terms of expressing the values of the community and of corporations and it has had an impact," she says.

As well as her appointment with Steel & Tube, Dr Doyle is Chair of Port Waratah Coal Services. She agrees that heavy industries such as coal and steel are male-dominated, but says she's never felt the odd-one out getting into the steel industry through the operational side, as a technical specialist with a maths and science background.

Operational experience provided her first step into management. She says there are few female managers in the industry, and "it's very difficult to get onto a board unless you've had that broad high level management experience. It is difficult to get to that level if you haven't had operational experience."



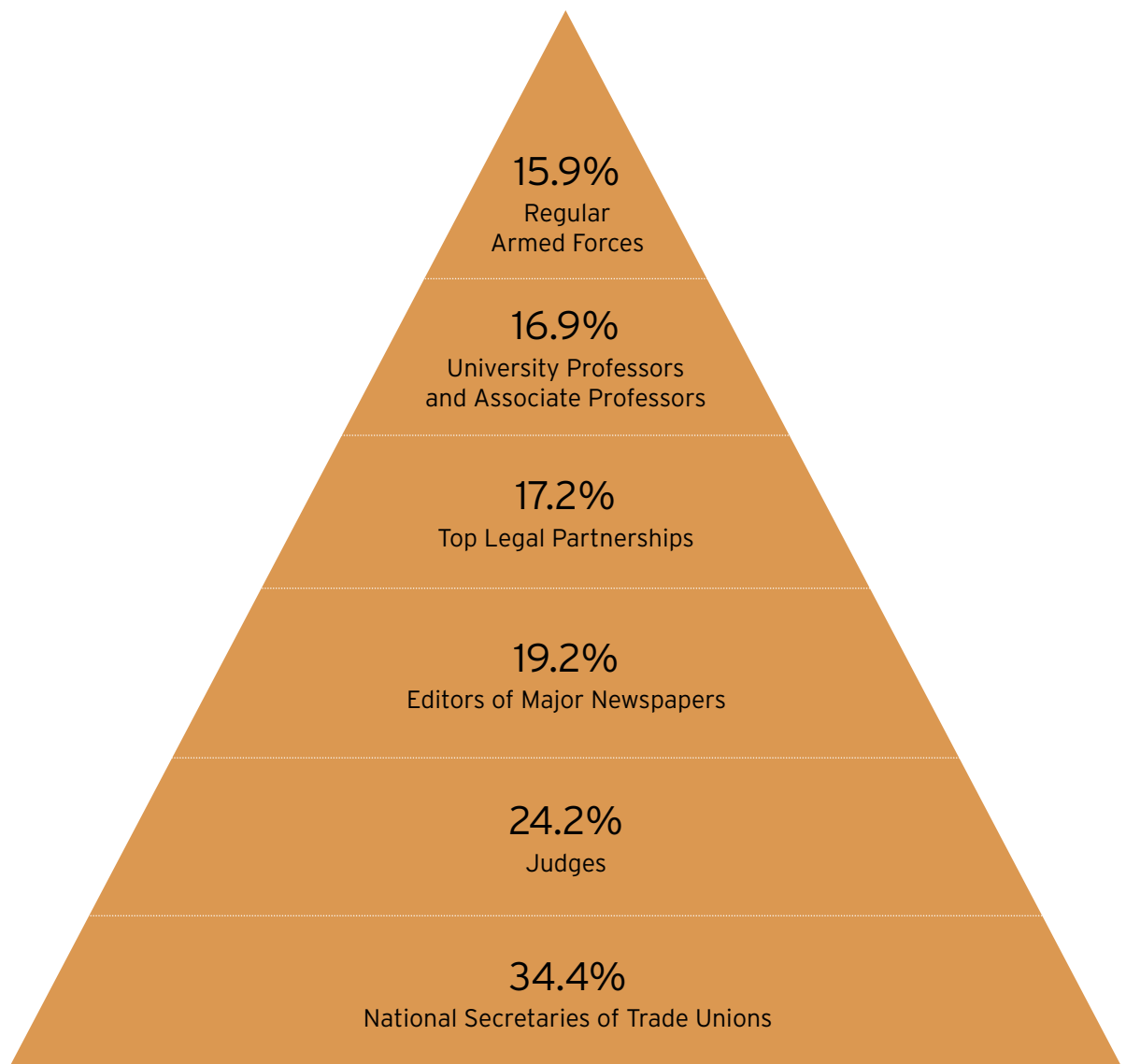
## Power Pyramid 1: Governance: Women's participation



### The dates of data collection

- > Directors of the NZX's three securities markets, the NZSX, NZDX and NZAX, 15 November 2005.
- > Crown Companies, Crown Company Monitoring Advisory Unit, 31 January 2006.
- > State Sector Statutory Bodies, Ministry of Women's Affairs, 20 December 2004.
- > Female percentage of New Zealand labour force, Department of Statistics, 2006.

## Power Pyramid 2: Employment: Women's participation

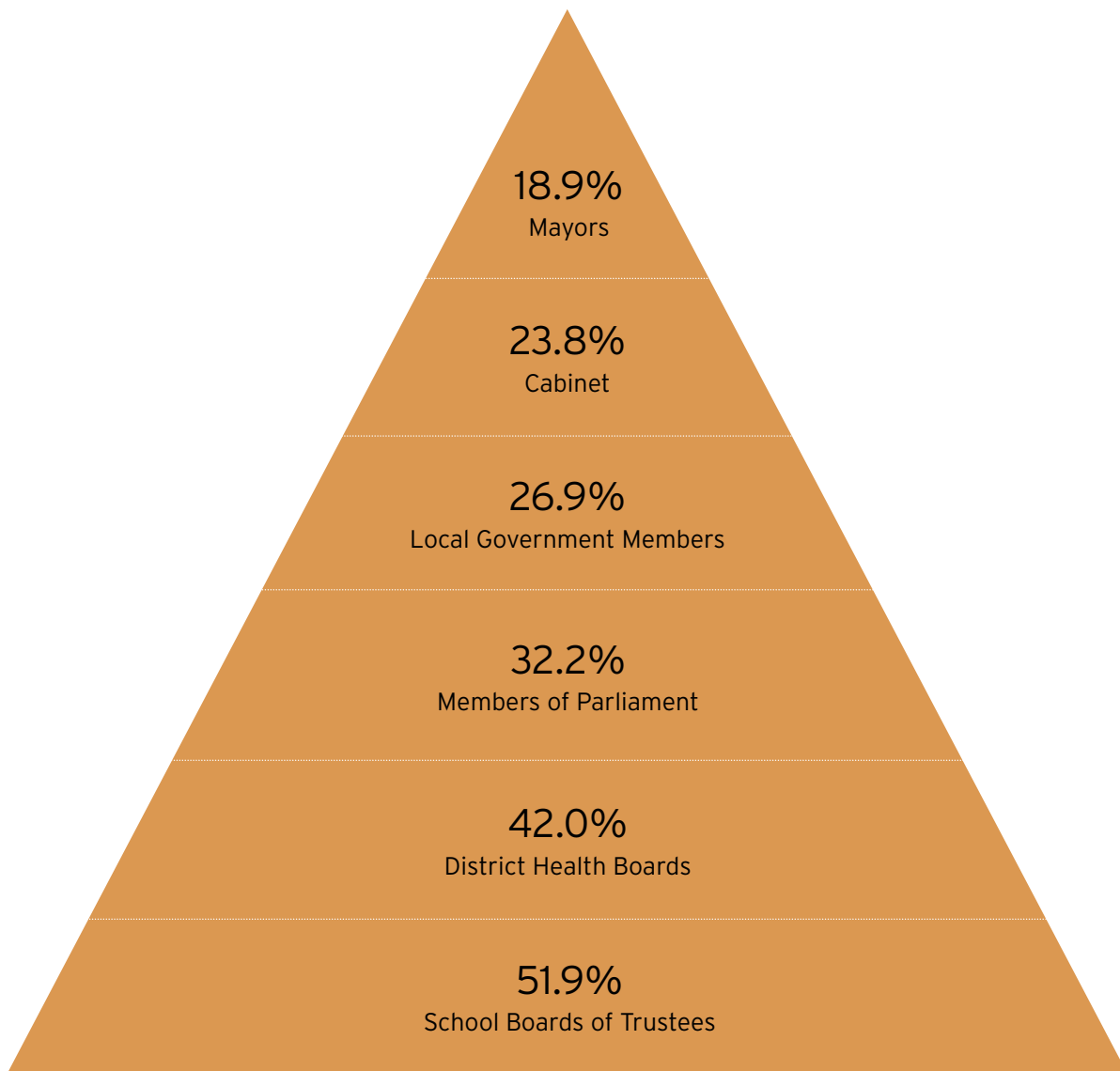


### The dates of data collection

- > Regular armed forces, Review of Progress in Gender Integration in the New Zealand Defence Force, New Zealand Defence Force, August 2005.
- > University professors and associate professors, University calendars 2005.
- > Top legal partnerships, correspondence, 1 January 2006.
- > Editors of major newspapers, media directories, November 2005.
- > Judges, Ministry of Justice, 31 December 2005.
- > National secretaries of trade unions, Council of Trade Union data, December 2005.



## Power Pyramid 3: Politics, health and education: Women's participation



### The dates of data collection

- > Mayors, Local Government New Zealand working paper, 2005.
- > Cabinet, Government website, 11 November 2005.
- > Local Government members, Local Government New Zealand working paper, 2005.
- > Members of Parliament, Government website, 11 November 2005.
- > District Health Boards, DHB Funding and Performance Directorate, 31 December 2005.
- > School Boards of Trustees, Data Management Unit, Ministry of Education, 15 September 2005.

# Results & Discussion

## NZX

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. It was not reported in the first Census. The NZAX is specifically designed for developing companies and companies with non-traditional structures.

Women hold 7.13 percent of board directorships of major companies listed on the New Zealand Stock Market. This figure is derived from the top 100 companies by market capitalisation and comprises 46 women out of the total 645 directors. The figures compare with 5.04 percent recorded in 2004. Only the top 100 companies are reported in the Census by company name in the following tables. However, further analysis of the top 163 companies listed on the NZSX shows the percentage of women in boardrooms drops to 6.44 percent (61 women out of 947 directors).

For the first time a top 100 company, Pumpkin Patch, has achieved gender parity in its boardroom with three women among its six directors. Seven other top 100 companies have two or more women on their boards. They are Telecom, Promina Group, Westpac Banking, AMP Limited, Telstra Corp, Richina Pacific and Kingfish Limited. Only 37 of the top 100 companies have any female directors. Six companies have added a woman to their boards since the previous Census in 2004. They are Contact Energy, New Zealand Refining Company, Freightways, Steel and Tube, Hallenstein Glasson and Ebos Group. Three companies have dropped female board directors including the Warehouse and Tourism Holdings who now have no female directors and Lyttleton Port Company that now has one woman.

Women hold 5.29 percent of directorships in the 40 companies listed on the NZDX. One company, Deleat's Group, has two women and nine other companies have one woman each. Only 10 of the 40 companies have any female directors.

A total of 5.74 percent of directorships of NZAX companies are held by women, seven females out of a total of 122 directors. One company, Oyster Bay Marlborough Vineyards, has two women out of six directors and five other companies have one woman each. Only six of the 24 companies have any female directors. Three NZAX companies lost women directors since 2004. They are Comvita Limited, Windflow Technology and Loan and Building Society.

Compilation of the 2006 Census shows a significant degree of company churn from the first report in 2004. However, the overall results show continuing, systemic non-participation of women in boardrooms. A total of 63 percent of top 100 companies have no women, an improvement on the 71.91 percent from the previous Census. However, 75 percent of NZDX and NZAX companies have no female board room representation and the NZAX has a significantly decreased proportion of women in governance, falling from 16.39 percent to 5.74 percent between the two Census reports. The NZAX has doubled from 12 companies to 24 companies in the time period but the significant regression is of concern.

## International comparison

The results show dismal progress for women in corporate governance in New Zealand. The findings demonstrate a small increase in two years at a time when there has been heightened public recognition of the need for diversity in participation at the top. They reveal that while the environment in which business operates is dynamic and fast-paced, this sense of change is not reflected in board composition.





New Zealand lags behind many comparable countries in this respect. In contrast, the United Kingdom in 2005 recorded a bigger increase in women in top FTSE 100 companies. The FTSE 100 recorded a new high of 78 companies with female directors. This is over twice the number of New Zealand top 100 companies with female directors (37). The new female directors in the United Kingdom are “more likely to be international, have board experience and have much richer, more varied work backgrounds than the men” (Singh & Vinnicombe, 2005).

In an effort to increase women’s representation, Norway, which has the highest percent of female directors of any European country, has introduced a quota system. This coercive approach requires companies to appoint women to their corporate boards to achieve a 40 percent female representation within a three year period. Sweden has followed this approach but with a 25 percent threshold. In 2003, the Norwegian government issued proposals for new legislation. With regard to members elected by company owners, both sexes are to be represented on boards of two to three members, on boards of four to five, each sex is to have two members,

and on boards with more than nine, at least 40 percent representation is required. The new law encompasses all state-owned companies and public limited companies. There are no rules proposed for private limited companies, mainly family businesses, where the owners are personally represented on the board.

Not surprisingly, the proposals have been strongly opposed by business. The Confederation of Norwegian Business and Industry is opposed on the basis that the voluntary approach is working, even if it is slow progress. Norwegian companies also oppose interference in the rights of private companies to run their own affairs.

However, concern about the lack of women in decision-making roles in Europe is not confined to Nordic countries. The European Commission (2005) has undertaken a census of women directors in the top 50 listed companies in countries of the enlarged EU and has issued a Green paper outlining different perspectives on managing diversity in business. The most recent figures show the European average is around 11 percent.

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

Country	Latest Figures*
Norway	22% (2005)
United States	13.6% (2003)
Canada	11.2% (2003)
United Kingdom	10.5% (2005)
Australia	8.6% (2004)
New Zealand	7.13% (2006)
South Africa	7.1% (2004)

\*NB: The comparative studies vary in the number of companies included in their analysis.

## State sector

New Zealand's first ever stocktake across the state sector shows that successive governments have made excellent progress towards gender parity in the membership of all state sector boards and statutory committees. The Nominations Service of the Ministry of Women's Affairs (MWA) completed the stocktake which shows that as at 20 December 2004 there were 397 state sector boards and statutory bodies with 2605 members and women representing 41 percent (1063) of the total. The stocktake recorded only ministerial appointments that are approved by the Cabinet Appointments and Honours Committee (APH). This includes the ministerial appointees on bodies that also have elected members, members appointed by professional groups without ministerial involvement, and ex-officio members. It therefore only reports membership that is within government control, through the influence of the APH process.

It needs also to be noted that the data as reported here differs in part from other presentations of the stocktake material by the MWA. This has been done in order to report the latest possible figures available in specific areas. The MWA 2004 results show all the government agencies which are responsible for appointments and the aggregated totals for all the statutory bodies for which they are responsible. The results range from the Ministry of Social Development with eight boards at 61 percent of female ministerial appointees through to the Ministry of Consumer Affairs with one board and no female ministerial appointees. The aggregated table (Table 5) includes District Health Boards and Crown Companies. The gender composition of the boards of the 36 crown companies, state-owned enterprises and other government bodies that come under the Crown

Company Monitoring Advisory Unit (CCMAU) is then reported separately as at January 2006 to provide comparison with the previous Census (Table 6). Also presented separately is the latest data on District Health Boards membership which includes both appointed and elected members (Table 7).

The stocktake is the first and it provides a benchmark from which future comparisons can be made. It tells us little about the past, however. Some caution needs to be expressed about directly comparing the stocktake results of 41 percent to, for example, top 100 private sector boards at 7.13 percent. The stocktake includes a wide range of government bodies from those with small, specific, local functions to major public utilities with a more commercial focus. As expected, the agencies working in sectors with a traditionally high proportion of women's involvement such as the health, social development and community sectors, have the highest representation of women. However, The Treasury, the Ministries of Transport, Justice, Economic Development, Agriculture and Forestry, and Research, Science and Technology are among those with a much lesser proportion of women's involvement. The stocktake provides transparency and will doubtless be a catalyst for inter-departmental comparison in future.

Figures from CCMAU that cover some major public utilities in power, energy, postal services, public broadcasting, airports, and in the science and research area, show little progress between the two Census reports of women's board membership. It is vital that women's participation in governance is not only concentrated in health, education and social development but covers the broadest spectrum of economic activity that contributes to New Zealand's prosperity.



## Universities

Women hold 16.91 percent of senior academic positions in New Zealand's eight universities, up slightly from 15.82 percent in the previous Census. The proportion of women professors (13.77 percent) is down slightly from 2003 but associate professors are up to 19.87 percent. Four universities improved their proportions of senior women (Massey, Victoria, Canterbury and AUT) and four lost ground (Auckland, Lincoln, Otago and Waikato).

AUT retains its top ranking (despite its proportion of women associate professors dropping by 7.14 percent), and slightly increases its overall percent of senior women to 30.36 percent. This partly reflects its newer university status and the way it has appointed senior academic staff. Victoria University moves up from fourth in the previous Census to second place, with 21.47 percent. Waikato drops from an overall second in 2003 to a third ranking (20.63 percent), with its 7.07 percentage point decrease in female professors mostly offset by a corresponding increase in associate professors. Massey University moves from sixth to fourth place (19.31 percent), with the biggest overall increase (5.72 percentage points) representing an improved proportion of women at both professor and associate professor level. Auckland University loses ground, moving from third to fifth overall, linked to its 6.55 percentage point drop in female professors. This decrease was foreshadowed in its Equal Opportunities Annual Report 2004, which noted the falling percentage of senior academic women (although more positively this was reported to be accompanied by a rising rate of promotion applications by women and high levels of success). As in the previous Census, the southern universities are clustered towards the bottom of the various rankings; in 2005, the notable improvement by Massey leaves Otago, Lincoln

and Canterbury to consistently take positions six, seven and eight overall.

Canterbury has the lowest proportion of senior academic women of all eight universities (6.29 percent). However, unlike Otago and Lincoln it has at least improved overall since the last Census. Business academic Sue Newberry, who left Canterbury University for an associate professor position in Australia after complaining about gender bias in Canterbury's promotion round, recently noted "the enduring barriers" facing women at her former workplace. In a letter to *The Press* newspaper, she claimed that there was much the University could do to improve equity and diversity, writing that "No one is seeking special advantage. Fair and equitable treatment by the university would be fine" (Newberry, 2005, p.8).

The overall slight improvement in women's status within the universities is mainly attributable to the increase in senior women academics at Massey University, which may be the result of a mentoring scheme introduced in 2004. This was prompted in part by the previous Census and an Association of University Staff (AUS) survey on academic promotions, using Massey as a case study. The survey found that although male and female respondents had similar success rates in the promotion process, women were less likely to both apply for promotion and to feel they had reached the level they aspired to.

While the improved figures for Massey, and to a lesser extent Victoria, are encouraging, the phasing in of Performance Based Research Funding (PBRF) for universities creates a further potential barrier for women seeking promotion. The AUS has identified issues with the model's initial process and outcomes, notably the gender imbalance on panels and women's lower average scores, which it suggests will "help to solidify

existing inequalities" (AUS, 2005). This will require further monitoring.

International comparisons also show academic women in overseas universities clustered in lower level positions, although generally doing better than New Zealand universities. The American Association of University Professors Fact Sheet 2003-4 says that women make up 23 percent of full professors (compared to 13.77 percent in New Zealand) but over half of instructor and unranked positions. Some overseas universities exhibit progressive and award-winning approaches to gender diversity, while in New Zealand the University of Auckland stands out for its comprehensive reporting of equal opportunities. A summary report published in 2005 as part of Auckland's equity benchmarking shows the New Zealand university tends to be outperformed by at least some of its Australian and Canadian partners in terms of the percent of academic women at associate professor and professor level.

The under-representation of women in academia is not as apparent in the university councils, where government appointments have, at four of the universities, been at least 50 percent female. Only the universities of Waikato and Auckland lack a woman among the four government appointees.

The Australian Vice-Chancellors' Committee (AV-CC) is visibly committed to the promotion of gender equity in its public material and has developed initiatives aimed at improving women's status. The AV-CC's website ([www.avcc.edu.au](http://www.avcc.edu.au)) includes a policy statement on gender equity that specifies a commitment to encouraging each university to undertake specific actions. The Australians have also developed an action plan for women employed in Australian universities that includes performance measures to improve

the proportion of female academic staff at particular levels of seniority.

### Law

Law Society figures show that while women make up well over a third of practitioners, they lag behind significantly in terms of partnerships. Overall, less than 20 percent of legal partners are women. The Law Society's 2004 Annual Report shows that more women than men continue to be admitted (496 women and 353 men), and that the number of male and females practising law has risen since the previous Census.

Women have made some inroads as partners in New Zealand's major legal firms. A total of 17.24 percent of partners at the listed firms are female, up from 14.12 percent in the previous Census. The results are mixed, however. For example, while AJ Park went from ten partners in 2003 to 19 in 2005, the number of women remained static at two. One firm, Anthony Harper, has no female partner, down from one in the previous Census, and is included in this report which looks at major law firms with more than 10 partners, despite dropping below that total. The legal firms which have significantly increased their proportion of women include Anderson Lloyd Caudwell, Brookfields, Kensington Swan, and Meredith Connell. Overall, Phillips Fox Lawyers (31 percent) and Wynn Williams & Co (30 percent) have the highest proportion of female partners.

The Women's Consultative Group's 2005 survey of male and female practitioners suggests the gender discrepancy is linked to the average longer practising time of male respondents (notably, 44 percent of male respondents have more than 20 years experience, compared to just 12 percent of women). However, differences in the key issues of male and female practitioners are also telling. Both groups identified hours of work and salary as two of the most pressing



issues, but women ranked professional support and advancement as similarly significant in the survey. Other analysis, taking into account years of practice and work area, suggests these differences may be the result of a younger female cohort of respondents. However, the New Zealand Law Society Annual Report 2004 shows equal numbers of men and women with between 11 and 15 years of experience. These reports can be accessed at <http://www.lawyers.org.nz/wcg/statistics.asp>

### Media

Since 1988, survey data gathered by industry has shown that women comprise nearly half of New Zealand journalists (1988, women 46 percent of journalists; 1994, 45.3 percent), with a non-representative survey in 2004 suggesting women are now 53 percent. However, new data shows that just 19.2 percent of newspaper editors are women. Currently only five newspapers (Northern Advocate, Manawatu Standard, Marlborough Express, Oamaru Mail, and the Sunday Star-Times), none of them metropolitan dailies, have women at the helm.

Women are also similarly under-represented on the boards of private media companies. Women comprise just 6.25 percent of board members among privately owned broadcasters, and 8 percent of the boards of newspaper companies. State owned media have achieved a better balance, with 45.0 percent female representation.

### Politics

There are currently 39 women (32.2 percent) from a total of 121 Members of Parliament (MPs). Since the previous Census, the National Party has doubled its number of female MPs (from 6 to 12) but, along with the Māori Party, has just 25 percent female representation. Other than the Progressive Coalition Party, with its one male MP, New Zealand First is the least

representative party in Parliament by gender, having one female MP from a total of seven (14.3 percent). The Green Party has the highest proportion of women MPs (four out of six, or 66.7 percent), followed by ACT (one female MP from a total of two) and Labour (19 out of 50, 38 percent). Nearly half of all women MPs are Labour representatives (19 out of a total 39 women in Parliament).

The current 39 women MPs is an increase of four from the previous election. This is the largest number of women MPs in New Zealand's parliamentary history (the previous record was 37 women in the 1999-2002 term). Female representation has increased steadily over the past 30 years, especially since the introduction of MMP, but has slowed since the mid-1990s and dropped during the 2002-2005 term.

In addition, three of the total eight parties represented in Parliament have female leaders: Labour leader Helen Clark, Green Party co-leader Jeannette Fitzsimons, and Māori Party co-leader, Tariana Turia. This is one more female leader since the previous Census, but is the result of the formation of a new party (the Māori Party) rather than a shift towards female leadership within established parties.

There are 27 MPs who represent ministerial portfolios (this excludes the two ministers from outside Cabinet from other parties: Winston Peters and Peter Dunne). Of the 21 ministers inside Cabinet, five are women (Helen Clark, Annette King, Ruth Dyson, Lianne Dalziel and Nanaia Mahuta). There are two women (Judith Tizard and Winnie Laban) among the six ministers outside Cabinet.

Of the 14 select committees, six are chaired by women and five have a female deputy chair. Three committees (foreign affairs, defence and trade; health; and social services) have both a

woman chair and deputy chair. The finance and expenditure select committee has no women represented and another three committees have only one (government administration, primary production, Māori affairs). Women are the majority on two select committees. The highest proportion of women MPs sit on the health (nine out of 11 members are women) and social services (eight out of eleven) committees.

According to the Inter-parliamentary Union, New Zealand is well above the global average of 16.3 percent for parliamentary representation. Nordic countries do the best in regional terms, with an average of 40 percent women. Currently New Zealand is ranked 14<sup>th</sup> in the world for women's representation, just behind South Africa and ahead of Germany. Rwanda tops the list, with 48.8 percent women, followed closely by Sweden (45.3 percent), then Norway (37.9 percent), Finland (37.5 percent) and Denmark (36.9 percent). Australia comes 27<sup>th</sup> (with 24.7 percent), United Kingdom 50<sup>th</sup> (19.7 percent), and United States 66<sup>th</sup> on 15.2 percent. These figures are all based on the lower or only house, as at 30 November 2005. More details are available at <http://www.ipu.org/wmn-e/world.htm>.

### Local government

Local spheres of government are important as one entry point for women's national participation in decision-making. Following the most recent local body elections, in 2004, there are currently 275 women serving as regional, city and district councillors and mayors, from a total of 1024 seats. The proportion of women at 26.9 percent, is down from 27.9 percent in 2001 (and 29 percent in 1998; see Shi, 2005). The number of women councillors of all types (regional, city and district) dropped from 2001 to 2004, but the number of mayors increased slightly, from 12 in 2001 to 14 in 2004. Only 18.9 percent of New

Zealand mayors are currently women, up from 16.2 percent in 2001.

A 2005 study of Australian women's representation in regional and rural organisations, from companies to local government, shows that 17 percent of local government chairs are women. Overall figures for local government councillors were not reported but the study did convey the findings from a New South Wales Department of Local Government survey (looking at the 144 NSW councils) showing that in 2004, 26 percent of councillors elected were women - unchanged from the 1999 election (Australian Government Department of Transport and Regional Services, 2005). These figures are similar to New Zealand.

The United Cities and Local Governments organisation's data about women's representation in local decision-making, used to develop the Local Government statement presented to the Beijing+10 summit meeting in New York, shows that 20.9 percent of councillors (in the 67 countries studied) are women, although the global figures are steadily increasing. The overall figure for mayors (from 60 countries) is 9 percent. These statistics can be accessed at <http://www.cities-localgovernments.org/uclg/index.asp?pag=wldmstatistics.asp&type=&L=EN&pon=1&IDpag=124>.

Survey data gathered by Local Government New Zealand alongside official statistics, suggest that following the most recent election elected members have become less ethnically diverse. The proportion of Māori dropped from 5.3 percent in 2001 to 4.3 percent in 2004, and other ethnic groups went from 2.7 percent to 1.7 percent. In 2004, the overwhelming majority of elected local government members were Pakeha (94 percent). However, it should be noted that this information is based on a survey with an 86 percent return rate and excludes





elected members of District Health Boards and Community Boards.

Figures provided by the Ministry of Health show that women currently hold 95 of the 226 positions on District Health Boards around New Zealand. This number is slightly down from 96 in 2002 but up from 91 in 2004. The figures vary significantly across regions, with Wairarapa, for example, having a strong tradition of female representation (currently eight female and three males), and South Canterbury consistently having few women (two women and nine men). Boards such as Auckland currently have more balanced representation than in the past and others, such as Tairāwhiti, West Coast, and Lakes, have consistently achieved equality or near parity. Around the country, the numbers of women range from two to eight, and the numbers of men from three to nine.

#### School boards of trustees

Women continue to be well represented on school Boards of Trustees at 51.9 percent of board representatives (2004). However, gender composition of boards mirrors imbalances in the school system. Reflecting the teacher and staff populations, staff representatives are 80 percent women. Student representatives are 59 percent female. Meanwhile, fewer women than men are Principals or Acting Principals, ministerial appointments, or proprietor's representatives.

There is also a continued trend of women being slightly less likely than men to be elected onto boards by parents with this becoming especially marked in the choices of parents in wealthier, urban areas. For example, in decile 1 schools women comprise 64 percent of candidates and 62 percent of parent-elected trustees. At decile 10 schools, women are only 41 percent of candidates and 40 percent of parent-elected trustees. Overall, women made up exactly half

of all candidates for election, and were 49 percent of all parent-elected representatives. Female candidates also overall had slightly less experience than the male candidates. Only 41 percent of board chairs are women. Most board chairs are parent-elected representatives.

## Table 2 / Directors of NZSX Companies (incl. Alternate Directors)

As at 15 November 2005

Name of Companies - NZSX	Women 2005	Total Men & Women 2005	Women 2003	Women's progress since 2003
Telecom Corporation of New Zealand Limited (NS)	2	8	2	-
Contact Energy Limited	1	6	0	plus 1
Fletcher Building Limited	1	7	1	-
Carter Holt Harvey Limited	1	9	1	-
Vector Limited	0	7		-
Sky Network Television Limited	0	8	0	-
Auckland International Airport Limited	1	5	1	-
Sky City Entertainment Group Limited (NS)	1	7	1	-
Fisher & Paykel Healthcare Corporation Limited	1	7	1	-
TrustPower Limited	0	6	0	-
Guinness Peat Group Plc <sup>1</sup>	0	5		
The Warehouse Group Limited	0	8	1	minus 1
APN News & Media Limited	1	13		
Air New Zealand Limited (NS)	1	7	1	-
The New Zealand Refining Company Limited	1	12	0	plus 1
Promina Group Limited	2	7		
Westpac Banking Corporation	2	8		
Fisher & Paykel Appliances Holdings Limited <sup>2</sup>	0	8	0	-
Kiwi Income Property Trust	0	6	0	-
Infratil Limited <sup>2</sup>	0	5	0	-
Toll NZ Limited	0	5		
PGG Wrightson Limited	1	12		
Tower Limited	1	9	1	-
Waste Management NZ Limited	0	7	0	-
ING Property Trust	0	6		
Port of Tauranga Limited (NS)	0	7	0	-
Pumpkin Patch Limited	3	6		
Australia and New Zealand Banking Group Limited <sup>2</sup>	1	9		
Ryman Healthcare Limited	0	6	0	-
Macquarie Goodman Property Trust	0	7		
AMP NZ Office Trust	0	6		
Pyne Gould Corporation Limited	0	8		
AMP Investments' World Index Fund (NS)	1	4		
CanWest MediaWorks (NZ) Limited	1	8		
Sanford Limited	0	7	0	-
Freightways Limited	1	5	0	plus 1
Steel & Tube Holdings Limited	1	6	0	plus 1
Capital Properties New Zealand Limited	0	6	0	-



Table 2 / continued...

Name of Companies - NZSX	Women 2005	Total Men & Women 2005	Women 2003	Women's progress since 2003
AMP Limited	2	7		
Metlifecare Limited	0	4	0	-
Nuplex Industries Limited	0	6	0	-
Mainfreight Limited	0	8	0	-
Michael Hill International Limited	1	6	1	-
Hallenstein Glasson Holdings Limited	1	9	0	plus 1
Trans Tasman Properties Limited	0	6	0	
Briscoe Group Limited	1	5	1	-
Rubicon Limited	0	4	0	-
Tenon Limited	0	5		
AXA Asia Pacific Holdings Limited	0	9		
Property for Industry Limited	0	4	0	-
Hellaby Holdings Limited	0	6	0	-
Lion Nathan Limited	1	11		
AFFCO Holdings Limited	0	7	0	-
CDL Hotels New Zealand Limited	0	6	0	-
New Zealand Oil and Gas Limited	0	5	0	-
Lyttelton Port Company Limited (NS)	1	6	2	minus 1
Cavalier Corporation Limited	0	8	0	-
Calan Healthcare Properties Trust	0	5		
Tourism Holdings Limited	0	6	1	minus 1
BIL International Limited	0	6		
Telstra Corporation Limited	2	7		
Gullivers Travel Group Limited	0	6		
Turners & Growers Limited	0	8		
Skellmax Industries Limited	1	6	1	-
Northland Port Corporation (NZ) Limited (NS)	0	6	0	-
Pacific Retail Group Limited	0	7	0	-
Foreign & Colonial Investment Trust Plc	0	9		
Ebos Group Limited	1	6	0	plus 1
Restaurant Brands New Zealand Limited	1	7	1	
The National Property Trust	0	6	0	-
Repco Corporation Limited <sup>1</sup>	0	4		
Hirequip New Zealand Limited	0	5		
Horizon Energy Distribution Limited	0	4	0	-
New Zealand Exchange Limited	0	6		
42 Below Limited	1	5		
Australian 20 Leaders Index Fund (NS)	1	4		

Table 2 / continued...

Name of Companies - NZSX	Women 2005	Total Men & Women 2005	Women 2003	Women's progress since 2003
Provenco Group Limited	0	6	0	-
The Colonial Motor Company Limited <sup>2</sup>	0	6	0	-
Richina Pacific Limited	2	5	0	
NZSX 10 Fund (NS)	0	3		
New Zealand Finance Holdings Limited	0	6		
Baycorp Advantage Limited	1	8		
Feltex Carpets Limited	0	5		
CDL Investments New Zealand Limited	0	7	0	-
Dorchester Pacific Limited <sup>1</sup>	0	5	0	
Methven Limited	0	5		
Dominion Finance Holdings Limited	1	7		
Turners Auctions Limited	0	4	0	-
Australian Foundation Investment Company Limited	1	8		
Cadmus Technology Limited	0	6		
Wellington Drive Technologies Limited	0	5	0	
Wakefield Health Limited	0	7		
Kingfish Limited	2	4		
Scott Technology Limited	0	6	0	
Blue Chip Financial Solutions Limited	0	6		
Taylor's Group Limited	0	7	0	-
Evergreen Forests Limited	0	4	0	-
Mooring Systems Limited	0	5		
Renaissance Corporation Limited <sup>2</sup>	0	6		
TeamTalk Limited	0	6		
<b>Total</b>	<b>46</b>	<b>645</b>		

<sup>1</sup> Information taken from website

<sup>3</sup> Information taken from database supplied by NZX

<sup>2</sup> Information verified by calling

<sup>4</sup> Information taken from annual report

## Table 3 / Directors of NZDX Companies (incl. Alternate Directors)

As at 15 November, 2005

Name of Companies - NZDX	Women 2005	Total Men & Women 2005	Women 2003	Women's progress since 2003
NGC Holdings Limited	0	3	1	minus 1
Generator Bonds Limited	1	5		
Delegat's Group Limited	2	5		
Australasian Hotel Holdings Limited	0	3		
HY-FI Securities Limited	0	3		
Pacific Print Group Limited <sup>3</sup>	0	4		
BIL Finance Limited	0	3		
Fletcher Building Finance Limited <sup>2</sup>	1	7		
NPT Capital Limited	0	6		
Fernz Corporation (NZ) Limited	0	4		
GPG Finance Plc	0	4		
Global Corporate Credit Limited	0	3		
Motor Trade Finances Limited	0	7		
Wrightson Finance Limited	1	12		
New Zealand Government Stock	-	-		
Fonterra Co-operative Group Limited	0	11		
PPCS Limited	0	12		
Blue Star Print Group Limited	0	5		
JPMorgan Fleming Japanese Investment Trust plc	0	5		
Rural Portfolio Investments Securities Limited	0	2		
Templeton Emerging Markets Plc	0	7		
Goodman Finance Limited	0	4		
CBA Capital Australia Limited <sup>2</sup>	0	3		
BBI Networks (New Zealand) Limited	0	5		
Sapphire Securities Limited	0	2		
ANZ National Bank Limited	0	9		
Electricity Corporation of NZ Ltd	1	3		
Powerco Limited	0	6	1	minus 1
National Australia Bank Limited	1	12		
TCNZ Finance Limited	1	4		
MDSnews Limited	0	5		
Origin Energy Contact Finance Limited	0	2		
Fairfax New Zealand Finance Limited <sup>4</sup>	1	7		
St Laurence Property & Finance Limited	0	3		
A&R Whitcoulls Group Holdings Pty Limited	0	3		
JPMorgan Fleming Overseas Investment Trust	0	5		
Macquarie Fortress Investments Limited	1	3		
Montana Group (NZ) Limited	0	8		

<sup>1</sup> Information taken from website

<sup>3</sup> Information taken from database supplied by NZX

<sup>2</sup> Information verified by calling

<sup>4</sup> Information taken from annual report

## Table 3 / continued...

Name of Companies - NZDX	Women 2005	Total Men & Women 2005	Women 2003	Women's progress since 2003
New Zealand Dairy Foods Holdings Limited	0	3		
TOWER Finance Limited	1	10		
<b>Total</b>	<b>11</b>	<b>208</b>		

## Table 4 / Directors of NZAX Companies (incl. Alternate Directors)

As at 15 November 2005

Name of Companies - NZAX	Women 2005	Total Men & Women 2005	Women 2003	Women's progress since 2003
Plus SMS Holdings Limited <sup>3</sup>	0	3		
Just Water International Limited	0	3		
Livestock Improvement Corporation Limited (NS)	0	12		
Zintel Group Limited	0	3	0	-
New Zealand Wool Services International Limited	0	6		
Comvita Limited	0	6	1	minus 1
Oyster Bay Marlborough Vineyards Limited	2	6	2	-
Ashburton Building Society (NS)	1	7		
The New Zealand Wine Company Limited	1	5	1	-
Wool Equities Limited (NS)	0	6	0	-
Avon Investments Limited	0	4		
Windflow Technology Limited	0	4	1	minus 1
Loan and Building Society (NS)	0	5	1	minus 1
A2 Corporation Limited	0	5		
Satara Co-operative Group (NS)	1	8		
Southern Travel Holdings Limited	0	3		
Cynotech Holdings Limited	0	3		
Speirs Group Limited	1	8		
Media Technology Group Limited	0	4		
Jasons Travel Media Limited	0	4		
Eastern Hi Fi Group Limited	0	4		
Connexionz Limited	0	4		
Solution Dynamics Limited <sup>2</sup>	0	5		
The CACI Group Limited	1	4	1	-
<b>Total</b>	<b>7</b>	<b>122</b>		

<sup>1</sup> Information taken from website

<sup>3</sup> Information taken from database supplied by NZX

<sup>2</sup> Information verified by calling

<sup>4</sup> Information taken from annual report

## Table 5 / Stocktake of Statutory Bodies

As at 20 December 2004 compiled by Ministry of Women's Affairs

Administering Agency	No. of Boards	No. of Ministerial Appointees	No. Women Ministerial Appointees	Percentage of Women
Ministry of Social Development	8	31	19	61%
Ministry of Health	67	591	302	51%
Minister of Sport's Office	2	14	7	50%
Department of Labour	13	149	73	49%
Department of Internal Affairs	38	268	130	49%
National Library of New Zealand	2	11	5	45%
Ministry of Pacific Island Affairs	2	22	10	45%
Ministry of Education	46	181	78	43%
Ministry of Culture and Heritage	12	65	28	43%
New Zealand Trade and Enterprise	1	7	3	43%
Te Puni Kōkiri	5	48	20	42%
Department of Conservation	23	206	79	38%
CCMAU	35	213	76	36%
Ministry of Foreign Affairs and Trade	11	67	23	34%
Ministry of Fisheries	1	3	1	33%
Ministry for the Environment	5	34	11	32%
Department of Building and Housing	6	69	22	32%
Ministry of Justice	59	256	80	31%
Land Information New Zealand	3	17	5	29%
Ministry of Transport	11	51	15	29%
The Treasury	9	49	14	29%
Veterans' Affairs New Zealand	2	7	2	29%
Ministry of Economic Development	16	118	31	26%
Ministry of Agriculture and Forestry	12	75	19	25%
Ministry of Tourism	3	24	6	25%
Ministry of Research, Science and Technology	4	26	4	15%
Ministry of Consumer Affairs	1	3	0	0%
<b>Total</b>	<b>397</b>	<b>2605</b>	<b>1063</b>	<b>41%</b>

- > Totals include District Health Boards and Crown Companies as at 2004
- > Tables 6, 7 & 8 report CCMAU Crown Companies as at 31 January 2006 and District Health Boards as at 31 December 2005 to provide the most up to date information.
- > The remaining statutory bodies are reported in Table 9 as at 2004.

## Table 6 / Directors of New Zealand Crown Companies

As at 31st January 2006 compiled by CCMAU

Company	Women 2006	Total Men & Women 2006	% Women 2006	Women 2004	Women's progress since 2004
Quotable Value Ltd	4	6	66.67%	3	plus 1
NZ Lotteries Commission	3	5	60.00%	2	plus 1
Dunedin International Airport Ltd <sup>3</sup>	1	2	50.00%	1	-
New Zealand Institute for Crop & Food Research Ltd	4	8	50.00%	4	-
Invercargill Airport Ltd <sup>3</sup>	1	2	50.00%	1	-
Landcorp Farming Ltd	3	6	50.00%	3	
Public Trust	4	8	50.00%	5	minus 1
Asure New Zealand Ltd	3	7	42.86%	2	plus 1
Institute of Geological & Nuclear Sciences Ltd	3	7	42.86%	2	plus 1
Landcare Research New Zealand Ltd	3	7	42.86%	3	-
Research & Education Advanced Network NZ Ltd <sup>1</sup>	2	5	40.00%		
Genesis Power Ltd	3	8	37.50%	1	plus 2
Mighty River Power Ltd	3	8	37.50%	3	plus 1
Meteorological Service of New Zealand Ltd	3	8	37.50%	4	minus 1
Radio New Zealand Ltd	3	8	37.50%	2	-
AgriQuality Ltd	2	6	33.33%	2	-
Airways Corporation of New Zealand Ltd	2	6	33.33%	2	-
Electricity Corporation of New Zealand (Residual) Ltd	1	3	33.33%	1	-
Institute of Environmental Science & Research Ltd	2	6	33.33%	2	-
Industrial Research Ltd	2	6	33.33%	2	-
Learning Media Ltd	2	6	33.33%	2	-
Meridian Energy Ltd	2	6	33.33%	2	-
National Institute of Water & Atmospheric Research Ltd	3	9	33.33%	3	-
Scion Ltd <sup>2</sup>	2	6	33.33%	2	-
Timberlands West Coast Ltd	2	6	33.33%	2	-
AgResearch Ltd	2	7	28.57%	3	minus 1
The Horticulture & Food Research Institute of New Zealand Ltd	2	7	28.57%	2	-
Solid Energy New Zealand Ltd	2	7	28.57%	2	-
Transmission Holdings Ltd	2	7	28.57%	2	-
Television New Zealand Ltd	2	8	25.00%	3	minus 1
Transpower New Zealand Ltd	2	8	25.00%	1	plus 1
New Zealand Post Ltd	2	9	22.22%	2	-
New Zealand Venture Investment Fund Ltd	1	5	20.00%	1	-
ONTRACK (New Zealand Railways Corporation)	1	6	16.67%	2	minus 1
Animal Control Products Ltd	-	2	0.00%	-	-
Christchurch International Airport Ltd <sup>3</sup>	-	2	0.00%	-	-
<b>Total</b>	<b>79</b>	<b>223</b>	<b>35.43%</b>	<b>74</b>	

<sup>1</sup> New since Census 2004    <sup>2</sup> Formerly known in Census 2004 as New Zealand Forest Research Institute Limited    <sup>3</sup> Crown Appointees

## Table 7 / District Health Boards by Gender

As at 31 December 2005 compiled by DHB Funding and Performance Directorate, Ministry of Health

Members	Male		Female	
	Number	Percentage	Number	Percentage
<b>Total</b>	<b>131*</b>	<b>57.96</b>	<b>95</b>	<b>42.04</b>

\*N.B. Male total includes one male who is deputy chair of three DHBs.

## Table 8 / Members of District Health Boards

DHB	31/01/2002		31/12/2004		31/12/2005	
	Female	Male	Female	Male	Female	Male
Northland	3	8	4	7	4	7
Waitemata	6	5	4	6	5	6
Auckland	5	6	3	8	2	8
Counties Manukau	2	8	1	8	3	8
Waikato	3	7	3	6	4	7
Lakes	5	6	5	6	5	6
Bay of Plenty	4	7	6	4	6	5
Tairāwhiti	5	5	5	5	5	5
Taranaki	4	6	4	7	4	7
Hawke's Bay	4	7	3	6	3	8
Whanganui	6	5	4	6	5	6
MidCentral	5	6	4	7	4	7
Hutt	5	6	4	7	4	7
Capital & Coast	4	7	6	5	6	5
Wairarapa	8	3	7	4	7	4
Nelson Marlborough	4	7	6	4	6	3
West Coast	5	6	5	5	5	5
Canterbury	3	8	4	7	4	7
South Canterbury	2	9	2	9	2	9
Otago	5	6	6	5	6	5
Southland	5	6	5	6	5	6

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

## Table 9 / Ministerial Appointments on Statutory Bodies (excl. District Health Boards and Crown Companies)

As at 20 December 2004 compiled by Ministry of Women's Affairs

Agency and statutory body	No. Min Apptees	No. Women Min Apptees	% of Women
<b>Ministry of Social Development</b>			
Children's Commissioner	1	1	100.00%
Retirement Commissioner	1	1	100.00%
Social Security Appeal Authority	3	3	100.00%
Families Commission	6	4	66.70%
Social Workers Registration Board	10	6	60.00%
Ministerial Advisory Council for Senior Citizens	4	2	50.00%
New Zealand Artificial Limb Board	5	2	40.00%
Student Allowance Appeal Authority	1	0	0.00%
<b>Ministry of Health</b>			
National Kaitiaki Group	5	5	100.00%
Nursing Council of New Zealand	10	10	100.00%
Occupational Therapy Board	6	6	100.00%
Midwifery Council	8	8	100.00%
Medical Radiation Technologists Board	7	6	85.70%
Dietitians Board	7	6	85.70%
Medicines Classification Committee	4	3	75.00%
Physiotherapy Board	8	6	75.00%
Lower Southern Regional Ethics Committee	12	9	75.00%
New Zealand Blood Service	4	3	75.00%
National Ethics Committee on Assisted Human Reproduction	10	7	70.00%
Medical Council of New Zealand	9	6	66.70%
Multi-Region Ethics Committee	12	8	66.70%
National Advisory Committee on Health and Disability Support Services Ethics (National Ethics Advisory Committee)	12	7	58.30%
Northern X Regional Ethics Committee	12	7	58.30%
Northern Y Regional Ethics Committee	12	7	58.30%
Upper Southern A Regional Ethics Committee	12	7	58.30%
Pharmacy Council	7	4	57.10%
Health Practitioners' Disciplinary Tribunal	109	60	55.00%
Central Regional Ethics Committee	11	6	54.50%
Dental Council	13	7	53.80%
National Advisory Committee on Health and Disability (National Health Committee)	12	6	50.00%
Medical Laboratory Technologists' (Science) Board	8	4	50.00%
Health and Disability Commissioner	2	1	50.00%
Health Sponsorship Council	6	3	50.00%
Mental Health Commission	2	1	50.00%



Table 9 / continued...

Agency and statutory body	No. Min Apptees	No. Women Min Apptees	% of Women
Residual Health Management Unit	4	2	50.00%
Psychologists Board	9	4	44.40%
National Health Epidemiology and Quality Assurance Advisory Committee (EPIQUAL)	9	4	44.40%
New Prescribers Advisory Committee	16	7	43.80%
Podiatrists Board	7	3	42.90%
Upper Southern B Regional Ethics Committee	12	5	41.70%
Medical Practitioners Disciplinary Tribunal	28	11	39.30%
Osteopathic Council	8	3	37.50%
Health Workforce Advisory Committee	9	3	33.30%
Optometrists and Dispensing Opticians Board	9	3	33.30%
PHARMAC	6	2	33.30%
Child and Youth Mortality Review Committee	10	3	30.00%
Health Research Council	10	3	30.00%
Medicines Adverse Reactions Committee	7	2	28.60%
Chiropractic Board	7	2	28.60%
Alcohol Advisory Council of New Zealand	7	2	28.60%
Medicines Review Committee	7	2	28.60%
Plumbers, Gasfitters and Drainlayers Board	10	2	20.00%
Radiation Protection Advisory Council	5	1	20.00%
Medicines Assessment Advisory Committee (MAAC)	12	2	16.70%
<b>Minister of Sport's Office</b>			
SPARC (Sport and Recreation New Zealand)	9	5	55.60%
New Zealand Sports Drug Agency	5	2	40.00%
<b>Department of Labour</b>			
National Advisory Council on the Employment of Women (NACEW)	8	8	100.00%
Equal Employment Opportunities Trust	4	3	75.00%
Refugee Status Appeals Authority	27	16	59.30%
Accident Compensation Corporation (ACC)			
Ministerial Advisory Group	7	4	57.10%
Residence Review Board	18	10	55.60%
Remuneration Authority	2	1	50.00%
Stakeholder Reference Group	22	10	45.50%
National Occupational Health and Safety Advisory Committee	5	2	40.00%
Employment Relations Authority	18	7	38.90%
Removal Review Authority	18	7	38.90%

Table 9 / continued...

Agency and statutory body	No. Min Apptees	No. Women Min Apptees	% of Women
Ministerial Advisory Panel on Work-Related Gradual Process, Disease, or Infection	7	2	28.60%
Accident Compensation Corporation (ACC) Board	8	2	25.00%
Injury Surveillance Ministerial Advisory Panel	5	1	20.00%
<b>Department of Internal Affairs</b>			
Film and Video Labelling Body	5	5	100.00%
Lottery Bay of Plenty/Gisborne Community Distribution Committee	5	4	80.00%
Lottery Manawatu/Horowhenua/Taranua Community Distribution Committee	5	4	80.00%
Bay of Plenty Community Trust	12	8	66.70%
Trust Waikato	14	9	64.30%
The Community Trust of Mid & South Canterbury Inc	10	6	60.00%
Lottery Health Research Distribution Committee	5	3	60.00%
Lottery Marae Heritage and Facilities Distribution Committee	5	3	60.00%
Lottery Northland Community Distribution Committee	5	3	60.00%
Lottery Auckland Community Distribution Committee	5	3	60.00%
Lottery Canterbury/Kaikoura Community Distribution Committee	5	3	60.00%
Lottery Otago/Southland Community Distribution Committee	5	3	60.00%
The Community Trust (of Canterbury)	12	7	58.30%
Winston Churchill Memorial Trust	9	5	55.60%
Community Trust of Southland	10	5	50.00%
Lottery Taranaki/New Plymouth Community Distribution Committee	4	2	50.00%
Office of Film and Literature Classification	2	1	50.00%
ASB Community Trust	15	7	46.70%
Whanganui Community Foundation	9	4	44.40%
The Community Trust of Wellington	9	4	44.40%
Film and Literature Board of Review	9	4	44.40%
Pacific Development and Conservation Trust	7	3	42.90%
Eastern and Central Community Trust	12	5	41.70%
TSB Community Trust	10	4	40.00%
New Zealand Fire Service Commission	5	2	40.00%
Lottery Environment and Heritage Distribution Committee	5	2	40.00%
Lottery National Community Distribution Committee	5	2	40.00%
Lottery Waikato Community Distribution Committee	5	2	40.00%
Lottery Hawkes Bay Community Distribution Committee	5	2	40.00%
Lottery West Coast/Marlborough/Tasman Community Distribution Committee	5	2	40.00%

Table 9 / continued...

Agency and statutory body	No. Min Apptees	No. Women Min Apptees	% of Women
Otago Community Trust	11	4	36.40%
New Zealand Lottery Grants Board	3	1	33.30%
Local Government Commission	3	1	33.30%
New Zealand Racing Board	7	2	28.60%
Chinese Poll Tax Heritage Trust	8	2	25.00%
Lottery Wellington Community Distribution Committee	5	1	20.00%
Gambling Commission	5	1	20.00%
West Coast Community Trust	7	1	14.30%
<b>National Library of New Zealand</b>			
Guardians Kaitiaki of the Alexander Turnbull Library	5	3	60.00%
Library and Information Advisory Commission	6	2	33.30%
<b>Ministry of Pacific Island Affairs</b>			
Minister's Advisory Council	15	7	46.70%
Pacific Business Trust	7	3	42.90%
<b>Ministry of Education</b>			
New Zealand Teachers Council	4	4	100.00%
Te Whare Wānanga o Awanuiārangī Council (Whakatane)	3	3	100.00%
Board of the Ngarimu VC and 28th (Māori) Battalion Memorial Scholarship Fund	1	1	100.00%
Christchurch College of Education Council	4	3	75.00%
Auckland University of Technology Council	4	3	75.00%
UNITEC Institute of Technology Council	4	3	75.00%
Western Institute of Technology at Taranaki Council	3	2	66.70%
Waikato Institute of Technology Council	3	2	66.70%
Tai Poutini Polytechnic Council	3	2	66.70%
University of Canterbury Council	3	2	66.70%
New Zealand National Commission for UNESCO	6	4	66.70%
New Zealand Qualifications Authority Board	10	6	60.00%
Career Services Board	6	3	50.00%
The Correspondence School	6	3	50.00%
Tairāwhiti Polytechnic Council	2	1	50.00%
Eastern Institute of Technology	4	2	50.00%
Northland Polytechnic Council	4	2	50.00%
Massey University Council	4	2	50.00%
Aoraki Polytechnic Council (Timaru)	4	2	50.00%
Dunedin College of Education Council	4	2	50.00%
Lincoln University Council	4	2	50.00%
Manukau Institute of Technology Council	4	2	50.00%
Southern Institute of Technology Council	4	2	50.00%

Table 9 / continued...

Agency and statutory body	No. Min Apptees	No. Women Min Apptees	% of Women
Telford Rural Polytechnic Council	4	2	50.00%
Whitireia Community Polytechnic Council	4	2	50.00%
Tertiary Education Commission	4	3	42.90%
Te Wānanga o Aotearoa Te Kuratini o Nga Waka Council	7	1	33.30%
Pacific Islands Polynesian Education Foundation	3	2	33.30%
Te Wānanga o Raukawa Council (Ōtaki)	6	1	25.00%
University of Otago Council	4	1	25.00%
Waiariki Institute of Technology (Rotorua)	4	1	25.00%
Bay of Plenty Polytechnic Council	4	1	25.00%
Nelson Marlborough Institute of Technology Council	4	1	25.00%
Otago Polytechnic Council	4	1	25.00%
Victoria University of Wellington Council	4	1	25.00%
Wellington Institute of Technology Council (Weltec)	4	1	25.00%
Wellington College of Education Council	4	1	25.00%
Pasifika Education Centre (formerly PIERC Education) Board of Trustees	5	0	20.00%
Christchurch Polytechnic Institute of Technology Council	3	0	0.00%
The Open Polytechnic of New Zealand Council	4	0	0.00%
Universal College of Learning Council (Palmerston North)	4	0	0.00%
University of Auckland Council	4	0	0.00%
University of Waikato Council	4	0	0.00%
New Zealand Council for Educational Research	1	0	0.00%
Ōtaki and Porirua Trusts Board	1	0	0.00%
Papawai and Kaikōkīrīkiri Trusts Board	1	0	0.00%
<b>Ministry of Culture and Heritage</b>			
Broadcasting Standards Authority	4	3	75.00%
Arts Board of Creative New Zealand	6	4	66.70%
New Zealand Historic Places Trust	3	2	66.70%
Te Waka Toi	5	3	60.00%
Museum of New Zealand Te Papa Tongarewa	8	4	50.00%
National Pacific Radio Trust (NPRT)	6	3	50.00%
Arts Council of New Zealand Toi Aotearoa	6	2	33.30%
New Zealand Symphony Orchestra (NZSO)	6	2	33.30%
Broadcasting Commission (NZ on Air)	6	2	33.30%
New Zealand Film Commission	8	2	25.00%
Māori Heritage Council	5	1	20.00%
National War Memorial Advisory Council	2	0	0.00%
<b>New Zealand Trade and Enterprise</b>			
Screen Council	7	3	42.90%

Table 9 / continued...

Agency and statutory body	No. Min Apptees	No. Women Min Apptees	% of Women
<b>Te Puni Kōkiri</b>	4	2	50.00%
Te Reo Whakapuaki Irirangi (Te Māngai Pāho)			
Waitangi Tribunal	29	13	44.80%
Te Taura Whiri I Te Reo (Māori Language Commission)	5	2	40.00%
Māori Television Service	3	1	33.30%
Te Ohu Kai Moana (Treaty of Waitangi Fisheries Commission)	7	2	28.60%
<b>Department of Conservation</b>			
Queen Elizabeth II National Trust Board	4	3	75.00%
Taranaki/Whanganui Conservation Board	10	6	60.00%
Auckland Conservation Board	12	6	50.00%
West Coast/Tai Poutini Conservation Board	12	6	50.00%
Nature Heritage Fund	4	2	50.00%
New Zealand Conservation Authority	13	6	46.20%
Chatham Islands Conservation Board	9	4	44.40%
East Coast/Hawke's Bay Conservation Board	12	5	41.70%
Canterbury/Aoraki Conservation Board	12	5	41.70%
Waikato Conservation Board	10	4	40.00%
Bay of Plenty Conservation Board	10	4	40.00%
Otago Conservation Board	10	4	40.00%
Guardians-Lakes Manapouri/Monowai/Te Anau	11	3	37.50%
Tongariro/Taupo Conservation Board	11	4	36.40%
Wellington Conservation Board	11	4	36.40%
Nelson/Marlborough Conservation Board	12	4	33.30%
Hauraki Gulf Forum	6	2	33.30%
Southland Conservation Board	10	3	30.00%
Taupo-nui-a-Tia Management Board	4	1	25.00%
Guardians of Lake Wanaka	5	1	20.00%
Nga Whenua Rahui Fund	5	1	20.00%
New Zealand Game Bird Habitat Trust Board	6	1	16.70%
Northland Conservation Board	10	0	0.00%
<b>Ministry of Foreign Affairs and Trade</b>			
International Development Advisory Committee (IDAC)	7	5	71.40%
New Zealand/France Friendship Fund Board	3	2	66.70%
New Zealand/Japan Young People's Exchange Programme Trust	4	2	50.00%
Fulbright New Zealand (Americas Division)	4	2	50.00%
Public Advisory Committee on Disarmament and Arms Control	8	3	37.50%
New Zealand National Group in the Permanent Court of Arbitration	3	1	33.30%

Table 9 / continued...

Agency and statutory body	No. Min Apptees	No. Women Min Apptees	% of Women
New Zealand Antarctic Institute Board of Management	6	2	33.30%
Pacific Cooperation Foundation	12	3	25.00%
Voluntary Agency Support Scheme Project Selection Committee	5	1	20.00%
Asia New Zealand Foundation	14	2	14.30%
New Zealand Commissioner to the International Whaling Commission	1	0	0.00%
<b>Ministry of Fisheries</b>			
Catch History Review Committee	3	1	33.30%
<b>Ministry for the Environment</b>			
The Waitaki Catchment Water Allocation Board	5	2	40.00%
Toi te Taiao: the Bioethics Council	10	4	40.00%
Buller River Water Conservation Tribunal	3	1	33.30%
The Environmental Risk Management Authority (ERMA)	8	2	25.00%
The Energy Efficiency and Conservation Authority (EECA)	8	2	25.00%
<b>Department of Building and Housing</b>			
Architects Investigation Committee	3	2	66.70%
State Housing Appeals Authority	18	10	55.60%
Housing New Zealand Corporation	8	3	37.50%
Architects' Education And Registration Board (AERB)	13	4	30.80%
Chartered Professional Engineers Council	8	2	25.00%
Engineering Associates Registration Board	19	1	5.30%
<b>Ministry of Justice</b>			
Principal Tenancy Adjudicator	1	1	100.00%
Privacy Commissioner	1	1	100.00%
Abortion Supervisory Committee	3	3	100.00%
District Law Practitioners Disciplinary Committee - Southland	2	2	100.00%
Deportation Review Tribunal	3	3	100.00%
Prostitution Law Review Committee	12	10	83.30%
Human Rights Commission	8	5	62.50%
Coroner: Auckland	2	1	50.00%
Land Valuation Tribunal Wellington No 1	4	2	50.00%
Legal Services Agency Board	6	3	50.00%
District Law Practitioners Disciplinary Committee - Hamilton	2	1	50.00%
District Law Practitioners Disciplinary Committee - Hawke's Bay	2	1	50.00%
District Law Practitioners Disciplinary Committee - Otago	2	1	50.00%

Table 9 / continued...

Agency and statutory body	No. Min Apptees	No. Women Min Apptees	% of Women
District Law Practitioners Disciplinary Committee - Wellington	2	1	50.00%
Legal Aid Review Panel	27	13	48.10%
Human Rights Review Tribunal	15	7	46.70%
New Zealand Parole Board	21	9	42.90%
Lay Observers	5	2	40.00%
Trans-Tasman Occupational Appeal Authority	10	4	40.00%
Land Valuation Tribunal Gisborne	3	1	33.30%
Environment Court	19	1	31.60%
Electoral Commission	4	6	25.00%
Real Estate Agents Licensing Board	5	1	20.00%
Law Commission	6	1	16.70%
Criminal Justice Reimbursement Assessor	1	1	0.00%
Customs Appeal Authority	1	0	0.00%
NZ Law Practitioners Disciplinary Tribunal	3	0	0.00%
Liquor Licensing Authority	2	0	0.00%
Taxation Review Authorities	2	0	0.00%
Registrar of Private Investigators and Security Guards	1	0	0.00%
Representation Commission	5	0	0.00%
Land Valuation Tribunal Auckland	5	0	0.00%
Land Valuation Tribunal Hawke's Bay	4	0	0.00%
Land Valuation Tribunal Marlborough	3	0	0.00%
Land Valuation Tribunal Nelson	3	0	0.00%
Land Valuation Tribunal North Auckland	3	0	0.00%
Land Valuation Tribunal North Canterbury	4	0	0.00%
Land Valuation Tribunal Otago	3	0	0.00%
Land Valuation Tribunal Palmerston North	3	0	0.00%
Land Valuation Tribunal South Canterbury	3	0	0.00%
Land Valuation Tribunal Southland	3	0	0.00%
Land Valuation Tribunal Taranaki	5	0	0.00%
Land Valuation Tribunal Waikato No 1	3	0	0.00%
Land Valuation Tribunal Waikato No 2	3	0	0.00%
Land Valuation Tribunal Waikato No 4	3	0	0.00%
Land Valuation Tribunal Wanganui	4	0	0.00%
Land Valuation Tribunal Wellington No 2	4	0	0.00%
Land Valuation Tribunal Westland	3	0	0.00%
Police Complaints Authority	1	0	0.00%
Principal Disputes Referee	1	0	0.00%

Table 9 / continued...

Agency and statutory body	No. Min Apptees	No. Women Min Apptees	% of Women
Additional Members of the High Court - Land Valuation	2	0	0.00%
District Law Practitioners Disciplinary Committee - Auckland	2	0	0.00%
District Law Practitioners Disciplinary Committee - Canterbury	2	0	0.00%
District Law Practitioners Disciplinary Committee - Manawatu, Wanganui, Taranaki	2	0	0.00%
District Law Practitioners Disciplinary Committee - Marlborough, Nelson, Westland	1	0	0.00%
International Centre for Settlement of Investment Disputes	3	0	0.00%
Judicial Complaints Lay Observer	1	0	0.00%
Director, Human Rights Proceedings	1	0	0.00%
Accident Compensation Appeal Authority	1	0	0.00%
<b>Land Information New Zealand</b>			
New Zealand Geographic Board	6	2	33.30%
Valuers Registration Board	3	1	33.30%
Cadastral Surveyors Licensing Board of New Zealand	8	2	25.00%
<b>Ministry of Transport</b>			
Aviation Security Service	5	3	60.00%
Civil Aviation Authority	5	3	60.00%
Maritime Safety Authority	5	3	60.00%
Civil Aviation Authority - Medical Convener and Deputy Convener	2	1	50.00%
Land Transport New Zealand	6	2	33.30%
Road Safety Trust	3	1	33.30%
Transport Accident Investigation Commission	3	1	33.30%
Transit New Zealand	6	1	16.70%
Maritime Appeal Authority	1	0	0.00%
Oil Pollution Advisory Committee	14	0	0.00%
Pacific Forum Line	1	0	0.00%
<b>The Treasury</b>			
Crown Forestry Rental Trust	3	2	66.70%
National Provident Fund	6	3	50.00%
Government Superannuation Fund Authority	7	2	28.60%
The Guardians of New Zealand Superannuation	7	2	28.60%
Reserve Bank of New Zealand	7	2	28.60%
New Zealand Superannuation Fund Nominating Committee	5	1	20.00%
Government Superannuation Appeals Board	5	1	20.00%
Earthquake Commission	7	1	14.30%
Overseas Investment Commission	2	0	0.00%



Table 9 / continued...

Agency and statutory body	No. Min Apptees	No. Women Min Apptees	% of Women
<b>Veterans' Affairs New Zealand</b>	6	2	33.30%
War Pensions Appeal Board			
War Pensions Advisory Board	1	0	0.00%
<b>Ministry of Economic Development</b>			
Securities Commission	10	6	60.00%
Financial Intermediaries Task Force	7	3	42.90%
Charities Commission Establishment Group	6	2	33.30%
Copyright Tribunal	3	1	33.30%
Small Business Advisory Group	9	3	33.30%
Commerce Commission	10	3	30.00%
Food and Beverage Sector Engagement Taskforce	20	5	25.00%
New Zealand Trade and Enterprise (MFAT also has responsibility)	8	2	25.00%
Takeovers Panel	9	2	22.20%
Testing Laboratory Registration Council Of New Zealand (TELARC)	5	1	20.00%
Electricity Commission	6	1	16.70%
Electrical Workers Registration Board	7	1	14.30%
Standards Council	9	1	11.10%
Accounting Standards Review Board (ASRB)	5	0	0.00%
Temporary Safeguard Authority	2	0	0.00%
Joint Accreditation System of Australia and New Zealand ("JAS-ANZ")	2	0	0.00%
<b>Ministry of Agriculture and Forestry</b>			
Telford Farm Training Institute Board of Management	1	1	100.00%
National Animal Ethics Advisory Committee (NAEAC)	10	5	50.00%
National Animal Welfare Advisory Committee (NAWAC)	11	5	45.50%
Biosecurity Ministerial Advisory Committee	13	5	38.50%
Veterinary Council of New Zealand	3	1	33.30%
AGMARDT (Agricultural and Marketing Research and Development Trust)	4	1	25.00%
Taratahi Agricultural Training Centre (Wairarapa) Trust Board	6	1	16.70%
Deer Industry New Zealand	8	0	0.00%
New Zealand Horticulture Export Authority (NZHEA)	5	0	0.00%
Meat and Wool New Zealand Ltd	10	0	0.00%
New Zealand Pork Industry Board	1	0	0.00%
New Zealand Dairy Core Database Panel	3	0	0.00%

## Table 9 / continued...

Agency and statutory body	No. Min Apptees	No. Women Min Apptees	% of Women
<b>Ministry of Tourism</b>			
New Zealand Māori Arts and Crafts Institute Council	7	3	42.90%
New Zealand Tourism Board	9	2	22.20%
New Zealand Tourism Research Council	8	1	12.50%
<b>Ministry of Research, Science and Technology</b>			
Foundation of Research, Science and Technology	9	2	22.20%
Growth and Innovation Advisory Board	12	2	16.70%
New Zealand Co-ordinator of the New Zealand/Germany Scientific and Technological Cooperation Agreement	1	0	0.00%
BSE Expert Science Panel	4	0	0.00%
<b>Ministry of Consumer Affairs</b>			
Motor Vehicle Disputes Tribunal	3	0	0.00%

\* Figures exclude District Health Boards and Crown Companies. They are reported separately in Tables 6,7 & 8.

## Table 10 / Judiciary

As at 31 December 2005 compiled by Ministry of Justice

Court	Number	Women	Percentage
Chief Justice	1	1	100.0%
Supreme Court	4 (one vacancy)		0.0%
Court of Appeal	7	1	14.3%
High Court Judges	30	6	20.0%
Associate Judges of the High Court	6	1	16.7%
Employment Court	4	1	25.0%
Māori Land Court	8	3	37.5%
District Court Judges	130*	33*	25.4%
Family Court	45	16	35.6%
Environment Court	7	1	14.3%

\* These totals include the Judges of the Family Court and the Environment Court (to be appointed to the latter courts a Judge must be appointed as a District Court Judge).

## Table 11 / Legal Practitioners and Partners

As at 22 December 2005 compiled by the Law Society

Gender	Practitioners	Partners (including sole practitioners)
Male	5793 (60.3%)	2585 (81.8%)
Female	3710 (38.6%)	575 (18.2%)
Unspecified	107 (1.1%)	-
<b>Total</b>	<b>9610</b>	<b>3160</b>

## Table 12 / Legal Partnerships

As at 1 January 2006

Names of Firms	Women 2005	Total Men & Women Partners	% of Women	Women's status in 2003 (women/total number of partners)
Phillips Fox Lawyers	9	29	31.03%	6/35
Wynn Williams & Co	3	10	30.00%	2/11
Anderson Lloyd Caudwell	8	28	28.57%	4/22
AWS Legal	3	11	27.27%	3/11
Minter Ellison Rudd Watts	9	34	26.47%	7/34
Brookfields	5	19	26.32%	2/17
Gallaway Cook Allan	3	12	25.00%	2/10
Simpson Grierson	11	47	23.40%	11/41
Buddle Findlay	8	44	18.18%	5/45
Meredith Connell	4	22	18.18%	2/15
Lane Neave	2	12	16.67%	2/12
Cavell Leitch Pringle & Boyle	2	14	14.29%	1/11
Kensington Swan	5	37	13.51%	2/37
Chapman Tripp	6	48	12.50%	9/55
Duncan Cotterill	3	28	10.71%	2/26
A J Park	2	19	10.53%	2/10
Russell McVeagh	4	38	10.53%	5/39
Cooney Lees & Morgan	1	10	10.00%	1/10
Harman & Co	1	10	10.00%	1/10
Bell Gully	5	53	9.43%	4/58
Hesketh Henry	2	23	8.70%	3/24
Anthony Harper	0	9	0.00%	1/12
<b>Total</b>	<b>96</b>	<b>557</b>	<b>17.24%</b>	<b>14.12%</b>

Table 13 / University Professors and Associate Professors

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

AUT	5	12	17	30.36%	29.41%	Up 0.95
Victoria	13	25	38	21.47%	18.36%	Up 3.11
Waikato	10	16	26	20.63%	20.68%	Down 0.05
Massey	21	24	45	19.31%	13.59%	Up 5.72
Auckland	30	51	81	17.72%	19.59%	Down 1.87
Otago	17	22	39	13.45%	13.83%	Down 0.38
Lincoln	2	1	3	6.82%	7.50%	Down 0.68
Canterbury	4	5	9	6.29%	4.50%	Up 1.79
<b>Total</b>	<b>102</b>	<b>156</b>	<b>258</b>	<b>16.91%</b>	<b>15.82%</b>	<b>Up 1.09</b>

University	Female (2005)	Male (2005)	Total (2005)	% Female (2005)	% Female (2003)	% Point Change from 2003
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**Professors**

AUT	5	23	28	17.86%	15.00%	Up 2.86
Victoria	13	71	84	15.48%	15.71%	Down 0.23
Waikato	10	56	66	15.15%	22.22%	Down 7.07
Massey	21	97	118	17.80%	15.11%	Up 2.69
Auckland	30	167	197	15.23%	21.78%	Down 6.55
Otago	17	142	159	10.69%	12.50%	Down 1.81
Lincoln	2	22	24	8.33%	8.69%	Down 0.36
Canterbury	4	61	65	6.15%	3.33%	Up 2.82
<b>Total</b>	<b>102</b>	<b>639</b>	<b>741</b>	<b>13.77%</b>	<b>15.65%</b>	<b>Down 1.88</b>

**Associate Professors**

AUT	12	16	28	42.86%	50.00%	Down 7.14
Victoria	25	68	93	26.88%	20.77%	Up 6.11
Waikato	16	44	60	26.67%	19.60%	Up 7.07
Massey	24	91	115	20.87%	12.50%	Up 8.37
Auckland	51	209	260	19.62%	17.75%	Up 1.87
Otago	22	109	131	16.79%	15.38%	Up 1.41
Lincoln	1	19	20	5.00%	5.88%	Down 0.88
Canterbury	5	73	78	6.41%	5.47%	Up 0.94
<b>Total</b>	<b>156</b>	<b>629</b>	<b>785</b>	<b>19.87%</b>	<b>15.97%</b>	<b>Up 3.90</b>

## Table 14 / School Boards of Trustees

As at 2004 elections

	Male	Female	Total
Parent elected representative	5,958	5,742	11,700
Appointed representative	218	219	437
Co-opted member	628	780	1,408
Principal / acting principal	1,461	1,045	2,506
Staff representative	449	1,821	2,270
Student representative	149	218	367
Ministerial appointed member	47	41	88
Proprietor's representative	613	425	1,038
Other members	5	2	7
Total	<b>9,528</b>	<b>10,293</b>	<b>19,821</b>
Percentage by gender	<b>48.07%</b>	<b>51.93%</b>	<b>100%</b>

## Table 15 / Newspaper Editors

As at November 2005

Newspapers	Male	Female
<b>Metropolitan Dailies</b>		
New Zealand Herald	✓	-
Waikato Times	✓	-
Dominion Post	✓	-
The Press (Christchurch)	✓	-
Otago Daily Times	✓	-
<b>Provincial Dailies</b>		
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	✓	-
<b>Sunday Papers</b>		
Sunday Star-Times	-	✓
Sunday News	✓	-
Herald on Sunday	✓	-
<b>Total</b>	<b>21</b>	<b>5</b>
<b>% Female Newspaper Editors</b>		<b>19.23%</b>

## Table 16 / Media Company Boards

As at November 2005

Company	Male	Female	% Female
Radio New Zealand (public ownership)	3	4	
Television New Zealand (public ownership)	4	3	
Māori Television (public ownership)	4	2	
<b>Total public broadcasters</b>	<b>11</b>	<b>9</b>	<b>45.00%</b>
Canwest Mediaworks NZ Ltd (private ownership) (includes Alternates)	8	1	
SKY TV (private ownership)	7	0	
<b>Total private broadcasters</b>	<b>15</b>	<b>1</b>	<b>6.25%</b>
APN News and Media	13	1	
John Fairfax Holdings Limited	7	1	
Allied Press Ltd	3	0	
<b>Total print media</b>	<b>23</b>	<b>2</b>	<b>8.00%</b>

## Table 17 / Members of Parliament

As at 2005 General Election

Party	Female	Total MPs	% Women
Act Party	1	2	50
Green Party	4	6	66.7
Labour Party	19	50	38
Māori Party	1	4	25
National Party	12	48	25
NZ First	1	7	14.3
Progressive Party	0	1	–
United Future	1	3	33.3
<b>Total</b>	<b>39</b>	<b>121</b>	<b>32.2</b>

## Table 18 / Select Committee Members and Chairs

As at November 2005

Select Committee	Number of male members	Number of female members	Gender of chair-person	Gender of deputy chair
Commerce	5	4	F	M
Education & science	6	4	M	F
Finance & expenditure	11	0	M	M
Foreign affairs, defence & trade	6	3	F	F
Government administration	5	1	M	M
Health	2	9	F	F
Justice & electoral	4	4	F	M
Law & order	4	3	M	M
Local government & environment	5	4	F	M
Māori affairs	7	1	M	M
Primary production	7	1	M	M
Regulations review	3	3	M	F
Social services	3	8	F	F
Transport & industrial relations	7	3	M	M

## Table 19 / Local Government Councillors and Mayors

As at 2004 election

Type of Councillor	2001	2004
Regional councillors	35	34
City councillors	86	72
District councillors	168	155
Mayors	12 (out of 74); 16.2%	14 (out of 74); 18.9%
Total women members	301 (out of 1080)	275 (out of 1024)
<b>% of Women Members</b>	<b>28%</b>	<b>27%</b>

Source: Adapted from Shi (2005)



## Table 20 / Defence Forces

As at August 2005

Representation of Women in Regular Force				
Year	Navy	Army	Air	Total
1990	12.3%	7.9%	15.4%	11.5%
1995	12.8%	10.3%	16.6%	12.9%
2000	18.1%	12.4%	15%	14.4%
2004	20.9%	13.3%	16.9%	15.9%
Total increase in proportion of women since 1990	8.6%	5.4%	1.5%	<b>4.4%</b>

## Table 21 / All Defence Force Services Distribution of Female Officers

As at August 2005

Representation of Women in Regular Force	1997	2004
Officers	13.4%	15.7%
Other ranks	14.5%	15.9%

## Table 22 / Officer and Other Ranks

As at August 2005

Distribution of Female Officers		
Rank	1998	2004
Lieutenant-General	0% (1)	0% (1)
Major-General	0% (4)	0% (5)
Brigadier	0% (14)	0% (15)
Colonel	4.2% (2)	5.7% (3)
Lieutenant-Colonel	4.9% (8)	7.4% (13)
Major	7.8%	11.5%
Captain	13.3%	20.6%
Lieutenant	22.3%	22.4%
Second Lieutenant	25.6%	14.3%
Officer Cadet	27%	23.5%
Warrant Officer	3.9%	5.2%
Sergeant	6.9%	11.6%
Staff Sergeant	11.5%	13%
Corporal	16.6%	18%
Lance-Corporal	14.5%	18%
Private	18.5%	18.4%

\* Defence data from *Review of Progress in Gender Integration in the New Zealand Defence Force*, August 2005.

# Women in Trade Unions



An increased focus on women in trade unions has occurred internationally. In 2004 the International Council of Free Trade Unions (ICFTU) urged the development of gender audits in national unions. The New Zealand Council of Trade Unions set up a committee in 2003 to monitor women's participation and to develop strategies for improvement.

Trade unions are important social partners along with the government and employers and their representative organisations in the promotion of equality at work. The International Labour Organisation's (ILO) global report "Time for Equality at Work" in 2003 urged that "trade unions and employers' organisations acknowledge the existence of discriminatory practices and combat those practices starting from within their own institutions. If no deliberate action is taken they, like other organisations, are destined, like any other social institution, to mirror and sometimes reinforce the sexist, racist or other discriminatory practices prevailing around them."

The rise of women in labour market participation has been one of the most dynamic business trends of the past quarter century. The ILO reports 1.1 billion women are employed worldwide representing 40 percent of the world's workforce. In just 10 years 200 million more women joined the global workforce.

Women's labour force participation rate in New Zealand increased from 39 percent to 60 percent between 1971 and 2001, compared with 74 percent for men in 2001. In the September 2005

quarter the female participation rate remained at the highest level ever recorded, 61.4 percent, compared with the male participation rate of 75.3 percent over the same period. Employment growth has been much faster among women than among men, with almost 200,000 more women in jobs in 2001 (the last Census) than in 1991.

The Human Rights Commission contracted the New Zealand Council of Trade Unions to undertake a gender audit of its affiliated unions in 2005 for inclusion in this Census. A summary of the results is reported here.

Carol Beaumont, secretary of the CTU, says one of the goals of the CTU's Women's Council "is to increase the participation rates of women in all levels of the union movement, including governance and leadership structures." The results will allow the Women's Council to more effectively work with unions to raise gender issues about governance.

The results reveal a mixed picture for the trade union movement with some positive news about participation and room for improvement in terms of representation of women at the top in elected and paid positions. New Zealand women are more likely to be unionised (22 percent compared with 16 percent for men) and represent more than 55 percent of CTU membership. This compares favourably with British research in 2004 showing women make up 42 percent of union membership in the United Kingdom. But overall New Zealand women are under-represented in elected positions and at the top of union structures as national or assistant national secretaries.

**Table 23 / Individual Unions**

Union	Members Total	Members % Women	Delegates % Women	Elected Positions (National Executive) % Women	Nat and Asst Nat Sec % Women
EPMU (Engineering Printing & Manufacturing Union)	50828	23%	19%	4%	50%
PSA (Public Service Association)	47794	67%	60%	36%	29%
NZEI (New Zealand Educational Institute)	44775	87%	87%	67%	33%
NZNO (New Zealand Nurses Organisation)	39519	95%	93%	83%	50%
SFWU (Service & Food Workers Union)	22288	67%	66%	75%	50%
NDU (National Distribution Union)	19860	37%	34%	27%	33%
PPTA (Post Primary Teachers' Association)	16231	58%	54%	63%	33%
Finsec (New Zealand's Finance Information Union)	7670	80%	73%	50%	0%
DWU (Dairy Workers Union)	7037	20%	8%	10%	0%
AUS (Association of University Staff)	6500	50%	52%	57%	100%

The data reported here was collected from a questionnaire emailed to 33 unions affiliated to the CTU. The response rate was 27 unions (82 percent) including larger unions, representing around 93.6 percent of all CTU membership. As five of the six smaller unions which did not respond are male intensive, the reported figures

may slightly overstate women's involvement in unions. Some unions do not have a structure that encompasses national secretary and assistant national secretary positions and in those cases the unions supplied the equivalent senior management structure.



Table 24 / Women's Unionisation

Gender	Filled Jobs (Mar 05) <sup>1</sup>	Union Members	Rate of Unionisation
Male	742 400	120 317	16.2%
Female	771 800	172 751	22.4%

<sup>1</sup> Source: Statistics New Zealand, Quarterly Employment Survey (QES)

#### Women's unionisation

The higher rates of unionisation for women than men is significant, given the difference in the numbers of women and men participating in the labour market. The latest Quarterly Employment Survey lists total filled jobs for men at 826,900. But 84,600 of these are working proprietors who are not eligible for union membership. Similarly, total filled jobs for women totalled 818,900 of which 47,100 are working proprietors. The table shows revised figures of those eligible for union membership.

Women make up more than 60 percent of the membership of three of the four largest unions. These three unions are public sector unions and this may be a contributing factor to the differing rates of unionisation above. This pattern is very similar to that in the United Kingdom with women making up a higher proportion of the public sector unions (in particular UNISON 72 percent, NUT 76 percent and NASUWT 69 percent).

#### Women's structures

Women's structures within the trade union movement are generally considered to advance equality at work issues both inside the trade union movement and in the labour market generally. Less than a third (8 out of 27 unions that responded) had some kind of women's structure although in one union it was not active. A total of 90 women from the seven unions with active women's structures were involved in the national women's structure and 321 women participated around the country at a local level.

#### Female delegates

The survey results report 12,354 female delegates and 7,362 male delegates. The higher percentage (63 percent) of female delegates is partly the result of a single union having a very large delegate structure and a higher proportion of female delegates than other unions. Most of the 10 biggest unions have either the same or proportionate number of women delegates as women members. And for those that have a lower proportion, it is only a slight difference. This shows that in general women are well represented in delegate structures.

**Table 25 / Women in Elected Positions**

Position	Unions Answered	Women	Men	% Women
National Exec Members	27	127	196	39.3%
President	26	7	19	26.9%
Vice President	33	17	21	44.7%

**Women in elected positions**

Overall women are under-represented in elected positions. This is a pattern consistent with recent United Kingdom research on TUC-affiliated unions.

**Women in paid positions**

In paid positions women again appear to be under-represented in comparison with female union membership. Overall, 11 of the 32 union secretaries (34.4 percent) were women and 21

were men. Of 27 unions who replied, 25 had one secretary only and 9 of the 25 (36 percent) were women. Two other unions had three or four secretaries respectively and a women held one of the positions in each union. A slightly higher number of women, 8 out of 18 (38.8 percent), filled assistant national secretary positions.

New Zealand is ahead of the United Kingdom in women's representation in paid positions. The TUC has 12 of 71 (17 percent) females who are general secretaries.

**Table 26 / Women in National Secretary Positions**

Survey responses from 27 unions	Female	Male	Total	% Women
Unions with one secretary (25)	9	16	25	36%
Unions with more than one secretary	2	5	7	28.5%
Total secretaries	11	21	32	34.4%

# Methodology

This Census brings together an extensive range of material about women's participation in public life in New Zealand. The breadth of this information is possible by drawing on a variety of primary and secondary sources. These sources and the verification processes used are identified and described below. Where use is made solely of information supplied by other agencies, this should be regarded as the best available data rather than independently verified material.

## NZX

The 2006 Census data on women on boards of directors is based on a database purchased by the Human Rights Commission on 15 November 2005 from NZX, which detailed company information including the names of directors of companies listed in the New Zealand Stock Exchange (NZSX), New Zealand Debt Market (NZDX) and the New Zealand Alternative Market (NZAX). This material was verified by checking the directors' names against company details on the NZX website. Letters were then sent to each company (top 163 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 15 November 2005. Clarification was sought about discrepancies between the purchased data and the NZX website. Companies which did not respond to the letter were later emailed, and those who did not reply to any of this early correspondence were followed up by telephone or facsimile. The final stage of verification involved checking with the companies' websites and examining on-line annual reports.

## State sector statutory boards

The first stocktake of the membership of all state sector boards and statutory committees

by gender has recently been completed by the Nominations Service of the Ministry of Women's Affairs.

The tables list the government agencies (ministries, departments or other state agencies) which are responsible for appointments; the statutory bodies each agency administers; the representation of women on each board by number and percentage; and the aggregated totals for all the statutory bodies for which that agency is responsible.

The stocktake recorded only Ministerial appointments that are approved by the Cabinet Appointments and Honours Committee (APH). This includes the Ministerial appointees on bodies that also have elected members, such as District Health Boards and tertiary education institutions. It excludes elected members, members appointed by professional groups without ministerial involvement, and ex-officio members (i.e. all membership that is outside the influence of the APH process). As mentioned in the Results and Discussion section the District Health Boards and CCMAU companies are reported within the aggregated table as at 20 December 2004 and then separately at later dates.

## Universities

Information about professors and associate professors was gathered from the staff listings provided in the 2005 university calendars. Where necessary, gender was verified by website search or a telephone call to the relevant university. 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, and professorial fellows or readers, were not included in the Census figures. Similarly, deans, vice-chancellors, and any other senior administrative leaders with professorial titles were discounted, unless they were also included in academic listings (i.e. under school, department, institute, or research centre staff).

#### Law

The figures on legal practitioners and partners by gender were provided by the Law Society (as at 22 December 2005), and reflect practitioners with current practising certificates. This information comes from a database which relies on material provided by the district law societies who issue these certificates. Information about judges came from the Ministry of Justice, as at 31 December 2005. Legal firms with 10 or more partners, listed in the previous Census, were contacted again for the 2006 report (even though one of the original companies had subsequently dropped to nine partners). These firms were asked to verify whether the number of women partners and total number of partners had changed (as at 1 January 2006). The initial contact was made by email and followed up by telephone.

#### Media

The figures showing women's representation on boards of broadcasting and newspaper companies, and as newspaper editors, are drawn from figures collated by the Human Rights Commission and reviewed by the New Zealand Journalists Training Organisation. The data are based on company websites as at 26 September 2005, and media directories.

#### Politics

The percent of women Members of Parliament (MPs) was established using information downloaded from Parliament's official website (<http://www.ps.parliament.govt.nz/mps.htm>), on 11 November 2005. The gender breakdown of select committee members and chairs is based on information provided by the Office of the Clerk as at 11 November 2005. The information about Cabinet Ministers comes from the list announced on 19 October 2005, published in MAF Policy's November 2005 *Rural Bulletin*.

#### Local government

The local government statistics come from a Local Government New Zealand working paper, published in September 2005, titled *Description and analysis of the overall profiles of elected members following the 1998, 2001 and 2004 local government elections*. This paper, written by Yanjie Shi, draws on survey material and statistics from the Department of Internal Affairs.

The Ministry of Health provided the gender breakdown of District Health Board members, taken as at 31 December 2002, 2004 and 2005.

#### Defence

The information on women in the Services was taken from the *Review of Progress in Gender Integration in the New Zealand Defence Force*, published in August 2005.

#### School boards of trustees

The information and figures on school Boards of Trustees came from the Ministry of Education.



# Building Better Boards

“Smart businesspeople know that every inefficiency is also an opportunity”.

**Thomas A. Stewart, Editor, Harvard Business Review.**

Countries that do not capitalise on the full potential of half of their societies are misallocating their human resources and undermining their competitive potential, according to the World Economic Forum (Lopez-Claros & Zahidi, 2004-05). New Zealand is one of those countries. The rise of women in employment is one of New Zealand's most dramatic labour market trends, but this participation is not reflected at the top in corporate company boardrooms.

The Census is a systematic attempt to make transparent the current status of New Zealand women on boards in the public and private sectors and in other areas of professional and public life. It is a timely reminder for companies wanting to exploit the opportunity to appoint women, not out of a sense of tokenism, but because it is good for business. The Economist (July 23, 2005) reports that research from America, the United Kingdom and Scandinavia shows a strong correlation between shareholder returns and the proportion of women in the higher executive echelons. “While this does not establish a causal relationship, it does suggest that a corporate culture which fosters women's careers can also foster profitability” (p.12).

Stocktakes of the progress of women on corporate boards in the United States, Canada, the United Kingdom, Australia, South Africa and European countries are regularly published. Researchers at the Cranfield School of Management in the United Kingdom state that the results of regular benchmarking are being used as evidence of the need for change. Policy-makers are starting to query why there is a lack

of women in decision-making roles (Singh & Vinnicombe, 2005). But the way in which action is taken differs from country to country.

A range of strategies, activities and interventions employed overseas to boost the gender balance of corporate boards are reported here for debate and consideration in the New Zealand context.

## Boards of directors

### Visibility and transparency of appointments to boards

A high level of informality surrounds the process of board appointment for many New Zealand companies. One of two recent reports on corporate governance in the United Kingdom states that “a rigorous, fair and open appointments process is essential to promote meritocracy in the boardroom”(Higgs, 2003, pp 39-40). The second report underlined the risks involved in relying on personal contacts as the sole source of candidates (Tyson, 2003).

A best practice checklist for new appointments promoted in the United Kingdom (Department of Trade and Industry, 2004) includes the following:

1. What's the business requirement going forward?
2. What skills, knowledge, experience are we looking for or feel we are missing?
3. What's the overall balance of the board in terms of age, profile, gender and geographical spread?
4. How does any new appointment relate to longer term succession planning?
5. What's the availability of people with the skill-sets, experience and market credibility we need?
6. Select the best available candidate.

Advertising for the widest range of suitable candidates would remove the dangers of informality and improve the narrow focus that interlocking directorships may bring to corporate strategic vision. Board head hunters and search companies should have transparent equity practices and chairs should be actively involved in nominations, selection and appointment processes.

### Developing the talent pool

#### a) Finding the talent

Successive New Zealand governments have led by example in setting the standard for more effective and diverse boards through the public appointments system. The nominations services developed by public agencies aimed at improving the strength and diversity of statutory boards could be made available for use by the private sector searching for new board talent. For example, the Ministry of Women's Affairs Nominations Service is a governance recruitment service for the public sector and holds the relevant information of over 2500 women. The database is used by the Ministry to search for candidates on the basis of governance experience, work experience, skill set, areas of interest, academic qualifications, expertise and geographical location. The Ministry should be adequately resourced so it can open the service to the private sector (on a user pays basis if need be). This would complement other nominations services available and remove any remaining stereotypical perceptions that high quality female candidates are not available.

#### b) Developing talent

The acquisition of basic directorship skills including knowledge of directors' duties, liabilities, legal responsibilities and finance is

part of the core business of organisations such as the Institute of Directors (IOD). With its 3,800 members, membership of the IOD is open to both aspiring and existing directors and it recently launched a Director Accreditation Programme which aims to allow accredited members to commit to professional standards and to provide shareholders with reassurance. It is too early to say whether the accreditation programme, which promotes a hierarchy of accreditation based partly on experience, will influence the progress of women on boards. Over the past five years, 2001-2005, there have been 24 Distinguished Fellows of the Institute, all of them men. The Institute had two females on its 10 member council in 2005.

Crown companies and other public sector boards show that there is a pool of skilled and talented women with governance experience in both the business and non-business worlds in New Zealand, who are overlooked by the top 100 companies for board appointment. The attributes and expertise of female directors in state-owned enterprises and in crown companies can be highly relevant to the corporate sector. The voluntary sector, too, has leaders who daily manage and govern large and complex organisations that face the same challenges as companies. Leaders in not-for-profit organisations often have specialist or technical skills and expertise in dealing with diverse stakeholders and sensitive political issues both nationally and internationally.

#### c) Mentoring and networking schemes

A growing number of schemes and initiatives involving mentoring and networking to help women unlock boardroom doors are available here and overseas. Two of the more innovative involve cross-company mentoring and consultancy work with male-only boards.



In the United Kingdom more than 20 FTSE 100 Chairmen or CEOs have committed to act as mentors to women who have been identified by their peers as potential directors. The unique, cross-company mentoring scheme is aimed at developing women in the “marzipan” layer, high performers just below board level. It is sponsored by the Change Partnership which has as one of its members a consortium, Women Directors on Boards (Department of Trade and Industry, 2004).

In the United States, Susan Adams and Patricia Flynn (2005) report on a promising intervention strategy springing up to promote women on corporate boards. The Boston Club is one of a number of organisations acting in a consulting capacity to organisations wishing to increase the number of women on their boards. The Club also actively solicits a consulting relationship with companies with a poor representation of women directors. Adams and Flynn say there is a need for such groups to understand and address the specific business goals of the companies they work with. Companies are more likely to take positive steps if other similar companies are doing so too.

#### Shareholder activity

Telecom, New Zealand’s largest company on the NZX by market capitalisation, currently has two female directors on the board and is a leader in gender representation. It wasn’t always the case. Less than a decade ago, Telecom was in the firing line from shareholders for its lack of gender diversity. A former chairman publicly stated that “good women were hard to find.”

Institutional investors and individual shareholders can be catalysts for change and the lack of diversity of board representation

has been questioned by small shareholders’ associations, institutional investors and individual shareholders. Over half, 63 percent of the top NZSX 100 companies in New Zealand have no women on their boards according to the Census results. Lack of female representation in the boardroom occurs, for example, in well-known companies that specifically use women in their advertising and as a target market for service and sales. The substantial under-representation of women on New Zealand company boards may be challenged at annual meetings and in other ways by shareholders concerned about added value and corporate health.

# Agenda for Change

The following proposals outline an agenda for change to promote gender balance in governance, professional and public life:

- › 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.
- › 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.
- › Publicly listed companies advertise board vacancies and vet search processes to encourage and ensure diversity of potential directors.
- › 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.
- › 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 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.
- › 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.
- › The Ministry of Justice considers the issue of female eligibility for judicial appointments, given the emphasis on gender balance in the Beijing Platform for Action.
- › 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 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.
- › 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.
- › 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 (Isaac@mwa.govt.nz) and/or the Crown Company Monitoring Advisory Unit (appointments@ccmau.govt.nz).