

Individual Action Plan

Economy: New Zealand

<p>Ratio of women's representation in leadership* in both the public and private sectors (* based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN; see https://careers.un.org/lbw/home.aspx?viewtype=SC)</p>	<ul style="list-style-type: none"> • As of December 2014, women held 31 per cent of positions within the New Zealand Parliament including: <ul style="list-style-type: none"> ○ 33.3 per cent of Ministers of the Crown • As of December 2013, 30.25 per cent of women held local government positions including: <ul style="list-style-type: none"> ○ 33 per cent of city councillors ○ 37 per cent community board members ○ 31 per cent district councillors ○ 27 per cent regional councillors • As of December 2014, women held 41.7 per cent of New Zealand state sector board and committee positions. • As at December 2014 women held 14 per cent of the New Zealand Stock Exchange (NZX) board positions. • As at 30 June 2014, 42 percent of women were in the top leadership roles of the New Zealand Public Sector, compared with 60 percentage of women in the total public sector workforce
<p>Voluntary goals of women's representation in leadership in public and private sectors toward by the end of 2020 (%; total target of increasing the share of women in leadership positions which are based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN)</p>	<ul style="list-style-type: none"> • Gender diversity, particularly in leadership, has become a priority for New Zealand as we recognise the significant benefits in having women in leadership roles. • New Zealand women have higher participation and completion rates in tertiary education compared to men, and they are increasingly outnumbering men in education achievement. • The New Zealand Government wants to change the way leadership is defined and talked about so that we can build better New Zealand organisations. • The Government has talked to women about their career aspirations for moving into leadership roles. New Zealand women have the skills and talents to succeed. • Information and tools have been developed and made available to support women to achieve the best results, helping them to take that next step in their career.

	<ul style="list-style-type: none"> • Case studies of successful New Zealand women <i>Inspiring Women</i> have been developed and shared on our website www.women.govt.nz to inspire other women to take the next step in their careers with confidence. • The New Zealand Government supports a nominations service which facilitates the appointment of women to state sector boards and committees. Women, who are interested in governance, are encouraged to join the database from throughout -New Zealand. Advice is provided to interested women about developing their governance career. • Interested women who want to assess their board readiness can do so through a programme at the Ministry for Women called <i>My board strengths</i>. • This is a confidential on line self-assessment. At the end of the self-assessment an individualised report on the types of governance roles the person is suitable for, based on their current experience is provided.
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals</p>	<p>Improving Diversity at all levels</p> <ul style="list-style-type: none"> • Many public sector and private agencies are working to improve the diversity of their staff at all levels. Organisations are undertaking unconscious bias training, and recognising the benefits of flexible work for staff at all levels; and by reaching out to females to take up opportunities in sectors such as Police and Defence as well as traditional male occupations women are able to increase their economic independence. • The New Zealand Government has made flexible work available to all workers and has increased paid parental leave for eligible parents to 16 weeks in 2015 with a further increase to 18 weeks in 2016. • The UN Women’s Empowerment Principles are a driving force for change with many larger employers in New Zealand. Two of our largest

	<p>employers - BNZ and Sovereign have received UN awards for the work done to improve the working lives of all staff and increasing the opportunities for women at all staff levels to take up leadership opportunities.</p> <ul style="list-style-type: none"> • The New Zealand Stock Exchange (NZX) has introduced a Diversity listing rule for listed companies to provide a breakdown of the gender composition of their Directors and Officers in their Annual Reports with comparative figures for the prior balance date. • Issuers are encouraged to adopt and implement a diversity policy, with measurable objectives, to provide clarity as to both the terms and extent of their commitment to diversity, and as a potential tool in improving performance at both Board and senior management level. • Where a listed company has a diversity policy a statement from the Board providing an evaluation of its performance with respect to its diversity policy is required to be included in the issuer's annual report. • A Superdiversity Centre for Law, Policy and Business has been established to compile a Superdiversity Stocktake of key statistics and analysis, studies and surveys to help Government, business organisations. The Stocktake will be published and updated annually and will review New Zealand's law, and policy settings to identify key areas and challenges to ensure New Zealand sustainable benefits from diversity.
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✓ *The voluntary goals will be reviewed by each economy in the process of developing Interim report.*