

## Individual Action Plan (2017)

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 <a href="https://careers.un.org/lbw/home.aspx?viewtype=SC">https://careers.un.org/lbw/home.aspx?viewtype=SC</a>)</p>	<ul style="list-style-type: none"><li>• As of December 2016 women held 34 percent of positions within the New Zealand Parliament including:<ul style="list-style-type: none"><li>○ 37 percent of Ministers of the Crown are women; 38 percent of Cabinet Ministers are women.</li></ul></li><li>• As of January 2017, 21 percent of mayors elected in the 2016 local body elections are women (14 out of 67 mayors).</li><li>• As of December 2013 (not updated as yet for 2016) 30.25 per cent of women held local government positions including:<ul style="list-style-type: none"><li>○ 33 percent of city councillors</li><li>○ 37 percent of community board members</li><li>○ 31 percent district councillors</li><li>○ 27 percent regional councillors.</li></ul></li><li>• As of December 2016, women held 45.2 percent of New Zealand state sector board and committee positions.</li><li>• As at December 2015 women held 17 percent of the New Zealand Stock Exchange (NZX) board positions. Women hold 20 percent of senior management positions.</li><li>• As at 30 June 2016 women are 60.7 percent of the public service positions overall and hold 45.2 percent of senior leadership roles.</li></ul>
---	---

<p>Voluntary goals of women’s representation in leadership in public and private sectors toward by the end of 2020</p> <p>(%; total target of increasing the share of women in leadership positions which are based on each economy’s indicators and definitions, or equivalent to P-5 and above of the UN)</p>	<ul style="list-style-type: none"> <li>• Gender diversity, particularly in leadership in the private sector is a priority for New Zealand as we recognize the significant benefits in having women in leadership roles.</li> <li>• New Zealand women have higher participation and completion rates in tertiary education compared to men, and they are increasingly out-numbering men in education achievement.</li> <li>• The New Zealand Government wants to change the way leadership is defined and talked about so that we can build better New Zealand organisations.</li> <li>• The Government has talked to women about their career and leadership aspirations. New Zealand women have the skills and talents to succeed.</li> <li>• Case studies of 75 successful New Zealand women (<i>Inspiring Women</i>) have been developed and shared on our website <a href="http://www.women.govt.nz">www.women.govt.nz</a> to inspire other women to take the next step in their careers with confidence.</li> <li>• 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 the country. Advice is provided to interested women about developing their governance career.</li> </ul>
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<p><b>Improving Diversity at all levels</b></p> <ul style="list-style-type: none"> <li>• All public sector and many private sector agencies are working to improve the diversity of their staff at all levels. Organisations are undertaking unconscious bias training, and recognizing the benefits of flexible work for staff at all levels. By reaching out to women to take up opportunities in sectors such as Police and Defence as well as traditional male occupations women are able to increase their economic</li> </ul>

	<p>independence</p> <ul style="list-style-type: none"> <li>• The New Zealand Government has made flexible work available to all workers and increased paid parental leave for eligible parents to 18 weeks in 2016.</li> <li>• The UN Women's Empowerment Principles are a driving force for change with many larger employers in New Zealand. Several of our largest employers – ANZ, Westpac, BNZ and Sovereign received UN Awards for the work done to improve the working lives of all staff and increasing the opportunities for women at all staff levels to take up leadership opportunities.</li> <li>• The New Zealand Stock Exchange (NZX) has recommended that NZX listed companies be required to have a diversity policy and that they are required to report on a 'comply or explain' basis.</li> <li>• The rule requires companies to provide a breakdown of the gender composition of their Directors and Officers in their Annual Reports with comparative figures for the prior balance date.</li> <li>• A Superdiversity Centre for Law, Policy and Business has been established to compile a Superdiversity Stocktake to help Government and business organisations. The Stocktake will be published and updated annually and will review New Zealand's law and policy settings to identify key areas and challenges to ensure New Zealand sustainable benefits from diversity.</li> </ul>
--	---

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