

EEO TRUST

EQUAL EMPLOYMENT OPPORTUNITIES TRUST
PO BOX 12929, PENROSE, AUCKLAND, NEW ZEALAND
PHONE +649 525 3023 FACSIMILE +649 525 7076
www.eeotrust.org.nz



Gender equity

- Women's labour market participation has increased from 39% of all women in 1971 to 60.2% in 2005. Women now make up 47% of the **total** workforce.
- Statistics indicate that women earn 87% of men's average hourly pay.¹
- 83% of employed women work in service based industries such as health and community services, education, retail, hospitality, and property and business services.
- In 2003, men represented 1% of kindergarten and early child care teachers (129 out of 12,650).²
- In 2006, 8.5% of the participants in the Modern Apprenticeship scheme were women.³
- New Zealand has the 6th smallest gender gap of 58 surveyed countries, including all OECD countries.⁴ This low gap is in part due to a high rating in political empowerment; with women currently making up 32.23%⁵ of Members of Parliament in New Zealand, an increase from 29.16% in 2002.
- In the top 100 companies on the New Zealand Stock Exchange, only 7.13% of directors are women.⁶
- In 2004, women held 36% of the top three tiers of senior management positions in the public service.⁷

Best practice

Katrina Troughton, who is Managing Director of IBM New Zealand is a strong advocate of gender equity in the workforce. As Ms Troughton says, "IBM has long believed in equality of opportunity in the workplace and works hard to support a diverse work environment. A key part of this is our support of women in the workplace.

¹ <http://www.stats.govt.nz/products-and-services/hot-off-the-press/nz-income-survey/new-zealand-income-survey-jun06qtr-hotp.htm?page=para004Master>

² http://www.childforum.com/article_details.asp?REF_NO=5

³ <http://www.neon.org.nz/documents/Give%20Girls%20a%20Go%20Report.pdf#search=%22Give%20girls%20a%20go%20female%20modern%20apprentices%20in%20New%20Zealand%22>

⁴ http://www.weforum.org/pdf/Global_Competitiveness_Reports/Reports/gender_gap.pdf

⁵ <http://www.ps.parliament.govt.nz/schools/texts/members.shtml>

⁶ <http://www.neon.org.nz/documents/HRC%20Census%20OUTPUT.pdf#>

⁷ http://www.ssc.govt.nz/upload/downloadable_files/EEO-Progress-Report-2000-2004-Data_Stories.pdf

"We work hard to recognise the needs of all our employees, particularly when it comes to family or taking career breaks and our policies and culture supports flexibility and work-life balance. We recognise that many women want to fit their careers around family and other interests. That's why we support policies such as offering flexible working practices around hours worked and working from home where possible.

"Women make a great contribution to IBM and our clients. By being flexible about working arrangements, everybody wins."

More than 30% of IBM's New Zealand workforce are women. Globally, IBM has a strong women's network focused on career and personal development and growth. In addition, a Women In Technology (WIT) archive communicates the achievements of women employed by IBM. This archive provides motivating role models and information to attract and retain women and girls in science, engineering and technology careers.

What do you know about gender equity in your organisation?

Eg

- percentage of women in workforce
- percentage of women in senior positions
- equity initiatives