

MEMO

To: Hon Julie Anne Genter, Minister for Women
From: Peter Noble, Director Corporate Services
Date: 1 May 2019
Subject: Amendment to confirmed 2018 gender stocktake results
Priority: Routine

Purpose

1. This memo provides an amendment to the confirmed results of the 2018 gender stocktake of state sector boards and committees, provided in our briefing of 16 April 2019 [MW 18-19 0392]. This amendment will be included in our formal release of the stocktake in June.

Amendment to confirmed results of the 2018 gender stocktake

2. On 24 April 2019, the Ministry for Women was advised by officials at the Ministry for Primary Industries that a member listed on the Forestry Ministerial Advisory Group had resigned prior to the stocktake date of 31 December 2018. We have adjusted the stocktake results accordingly.
3. The amended results now show that, as at 31 December 2018:
 - women held 47.4 percent (1,258 of 2,656) of the appointed roles of state sector boards and committees, the same percentage as first reported (when women held 1,259 of 2,657 roles)
 - the Minister for Forestry portfolio had nine appointments to one board, of which two (22.2 percent) were women
 - based on the current numbers of board membership, if the number of male appointees remained the same 140 new women members would need to be appointed to reach the Government's 50 percent target (not 139 as originally reported)
 - alternatively, keeping the same numbers of overall members, 70 male member roles would need to be replaced by female member roles to reach the Government's 50 percent target
 - women's 1,258 roles were held by 1,075 individual women.

Proactive release

4. Within three months of the date of this memo, it will be considered for release under the Ministry's proactive release of documents policy.

Contact for telephone discussion (if required)

Name	Position	Telephone	1 st Contact
Peter Noble	Director, Corporate Services	s9(2)(a)	✓

Ministry for Women Advice Cover Sheet

Tuesday, 16 April 2019

Confirmed results of the 2018 Gender Stocktake of women's participation on state sector boards and communication plan

Briefing No:	MW 18-19 0392
Doc Ref No:	D-226278
Min Office No:	
Priority:	Medium

Purpose

This briefing provides the confirmed results of the 2018 gender stocktake of state sector boards and committees and a communications plan for the release of these results

Action sought

From	Action sought	Suggested Deadline
Minister for Women Hon Julie Anne Genter	<p>Agree to the planned release of the 2018 gender stocktake results in early June.</p> <p>Note that the 2018 gender stocktake results show that, as at 31 December 2018, women held 47.4 percent of appointed roles on state sector boards and committees.</p> <p>Note the proposed communications plan and launch event.</p> <p>Discuss the proposed options for the release of the gender stocktake results.</p> <p>Note that within three months of the date of this briefing it will be considered for release under the Ministry's proactive release of documents policy.</p>	Thursday 2 May 2019

Resources used to prepare this advice

Work Programme	Output Plan or Ministerial Priority <input checked="" type="checkbox"/>	Responding to ad hoc requests <input type="checkbox"/>	Other agency work (budget/governance) <input type="checkbox"/>
Name of Project			
Other resources used to provide this advice			

Contact for telephone discussion

Name	Position	Telephone	1 st Contact
Renee Graham	Chief Executive	s9(2)(a)	
Peter Noble	Director, Corporate Services		✓

Confirmed results of the 2018 gender stocktake of women's participation on state sector boards and communication plan

Purpose

1. This briefing provides a summary of:
 - the confirmed results of the 2018 gender stocktake and analysis of these findings
 - a communications plan for the release of the stocktake results
2. We have attached the following appendices:
 - **Appendix One:** 2018 stocktake results by Ministerial portfolio
 - **Appendix Two:** analysis of the stocktake findings
 - **Appendix Three:** s9(2)(g)(i)
 - **Appendix Four:** questions and answers

Confirmed 2018 gender stocktake results

3. The confirmed results of the annual gender stocktake for 2018 shows that, as at 31 December 2018, women held 47.4 percent (or 1,259 of 2,657) of the appointed roles on state sector boards and committees¹.
4. This is the highest level of women's participation ever recorded, and marks the sixth consecutive year of growth in women's representation since 2012, when women's representation was at 40.5 percent.
5. These results show that Cabinet appointments have been tracking at an appropriate rate to achieve Government's target of 50 percent women's representation on state sector boards and committees by 2021.
6. Full results for each Ministerial portfolio are provided in Appendix One. Further analysis of these results, including a comparison with the 2017 results, is provided in Appendix Two.

Factors underlying the stocktake result

7. Of the 490 new appointments to boards and committees recorded in the 2018 stocktake, 265 of them (54.1 percent) were women. This high appointment rate is the primary driver for women's increased representation over the past year.

¹ Note that these results do not include Ministerial appointments made outside of Cabinet processes, or non-appointed members of boards.

8. In our briefing of 3 April 2019 regarding the interim results of the 2018 stocktake [refer MW 18-19 0401], we noted that the smaller rise in women's representation observed that year was partly due to an increase in the number of vacant positions on boards that year.
9. While the number of appointed roles rose in 2018, from 2,623 to 2,657, the number of unfilled vacancies has also increased. The Ministry notes that 112 appointed board roles were vacant as of 31 December 2018, compared with 102 in 2017.
10. This large number of vacancies means that continued progress in increasing women's representation relies on maintaining a high appointment rate of women members through APH in the coming year. If every current vacancy were to be filled by a female member, women's representation would rise to 49.5 percent. If every vacancy were to be filled by a male member, women's representation would drop to 45.5 percent.

Background and process to gender stocktake

11. The Ministry for Women has conducted the gender stocktake since 2004, monitoring the appointed membership of state sector boards and committees as of 31 December each year.
12. The stocktake counts members appointed by Ministers through Cabinet's APH Committee, or other relevant Cabinet committees. It does not include non-appointed members such as elected or ex officio members. The stocktake also does not include temporary boards appointed for periods of 18 months or less.

Communications plan

13. You can use the gender stocktake results to:
 - focus on upcoming board vacancies with the greatest strategic potential in order to reach the 50 percent target
 - identify which portfolios need to make more progress towards increasing women's representation on their associated boards.
14. We suggest you release the gender stocktake results by media release in mid June, after the release of the Budget. We have identified the following options for you to consider:
 - You could present an oral item or paper at APH congratulating Ministers on progress to increase the number of women on state sector boards². This could provide Ministers with a summary of the findings of the 2018 stocktake, and update Ministers on the quarterly progress of appointments made through APH from 1 January to 31 March 2019. It could also seek agreement from Ministers to a new data collection process the Ministry has developed with the Department of Prime Minister and Cabinet (DPMC) and the Office of Ethnic Communities (OEC). If you agree to this option, we will provide you with either talking points for APH or the draft APH paper (tbc June).

² Note that a paper would require four to six weeks to prepare due to consultation with other agencies.

- You could host an event for members of state sector boards and committees. We suggest that this event could be hosted by the chair of the 50 Percent Steering Group, who is a Deputy Chief Executive at the Ministry of Transport. We note that in 2018 the Ministry of Transport significantly increased the number of women appointed to its boards. The purpose of this event would be to acknowledge progress and encourage further diversity on boards (tbc June).
 - You could announce the results of the 2018 gender stocktake at a proposed private sector leadership event on increasing gender diversity on private sector boards. We note that you have discussed the event with Rob Campbell, Chair of SKYCITY Entertainment Group and the Champions for Change. The Ministry is also meeting with the Institute of Directors on 16 April for their input on such an event (tbc July).
15. We have provided you with a communications plan, a draft media release and supporting Q&As (Appendix Three and Appendix Four).
 16. On the date of release we will:
 - provide the stocktake results to the Chief Executives of appointing agencies, other central agencies and to key partners such as the Human Rights Commission, the Institute of Directors and Governance New Zealand
 - publish the results on the Ministry website, social media channels and in the next Panui/e-newsletter, and also in a publication on women in governance in 2018. This publication is for the Ministry's stakeholders and provides an overview of progress on gender, diversity and the private sector as well as promoting the Nominations Service.
 17. Once released, the gender stocktake results will be published on the Ministry website, social media channels and in the next Panui/e-newsletter.

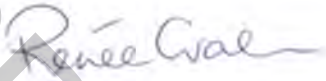
Recommendations

The Ministry recommends that you:

1. **agree** to the planned release of the 2018 gender stocktake results in mid June
Agree / disagree
2. **note** that the 2018 gender stocktake results show that, as at 31 December 2018, women held 47.4 percent of appointed roles on state sector boards and committees
Noted
3. **note** the proposed communications plan and launch event
Noted
4. **discuss** the proposed options for the release of the results of the gender stocktake results
Agree / disagree

5. **note** that within three months of the date of this briefing, it will be considered for release under the Ministry's proactive release of documents policy.

Noted



Renee Graham
Chief Executive



Hon Julie Anne Genter
Minister for Women
Date...4...May...2019

Appendix One: 2018 stocktake results by Ministerial portfolio

Ministerial Portfolio	Boards	Ministerial Appointed Members	Women Ministerial Appointed Members	Percentage of Women
Prime Minister	5	10	6	60.0%
Minister for ACC	2	13	5	38.5%
Minister of Agriculture	15	82	33	40.2%
Minister for Arts, Culture and Heritage	11	63	22	34.9%
Attorney-General	8	98	35	35.7%
Minister for Biosecurity	2	11	6	54.5%
Minister of Broadcasting, Communications and Digital Media	7	38	17	44.7%
Minister for Building and Construction	6	43	15	34.9%
Minister for Children	9	27	16	59.3%
Minister of Commerce and Consumer Affairs	13	72	27	37.5%
Minister for the Community and Voluntary Sector	2	12	9	75.0%
Minister of Conservation	30	242	109	45.0%
Minister of Corrections	3	6	2	33.3%
Minister of Defence	1	1	1	100.0%
Minister for Disability Issues	1	10	4	40.0%
Minister Responsible for the Earthquake Commission	2	10	5	50.0%
Minister for Economic Development	4	20	8	40.0%
Minister of Education	38	170	81	47.6%
Minister for Energy and Resources	4	18	9	50.0%
Minister for the Environment	7	66	25	37.9%
Minister for Ethnic Communities	1	8	3	37.5%
Minister of Finance	20	167	81	48.5%
Minister of Fisheries	1	1	1	100.0%
Minister for Food Safety	1	3	2	66.7%
Minister of Forestry	1	10	3	30.0%
Minister of Foreign Affairs	11	50	20	40.0%
Minister for Greater Christchurch Regeneration	4	19	8	42.1%
Minister of Health	56	517	311	60.2%
Minister of Housing and Urban Development	3	23	9	39.1%
Minister for Infrastructure	1	6	2	33.3%
Minister of Internal Affairs	31	155	95	61.3%
Minister of Justice	55	239	92	38.5%
Minister for Land Information	4	19	9	47.4%
Minister of Local Government	2	8	2	25.0%
Minister for Māori Development	8	43	19	44.2%
Minister of Pacific Peoples	3	22	12	54.5%
Minister responsible for Pike River Re-entry	1	1	0	0.0%
Minister for Racing	2	8	2	25.0%

Ministerial Portfolio, cont.	Boards	Ministerial Appointed Members	Women Ministerial Appointed Members	Percentage of Women
Minister for Regional Economic Development	2	15	6	40.0%
Minister of Research, Science and Innovation	11	78	34	43.6%
Minister for Social Development	6	22	9	40.9%
Minister for Sport and Recreation	4	27	13	48.1%
Minister for State Owned Enterprises	16	77	30	39.0%
Minister of Tourism	3	16	5	31.3%
Minister of Transport	7	42	14	33.3%
Minister for Treaty of Waitangi Negotiations	1	2	2	100.0%
Minister for Veterans	4	19	9	47.4%
Minister for Women	1	9	7	77.8%
Minister of Workplace Relations and Safety	4	29	18	62.1%
Minister for Youth	1	10	6	60.0%
	435	2657	1259	47.4%

The stocktake is dated 31 December 2018. It includes only New Zealand Ministerial appointments that are required to be considered through the Cabinet Appointments and Honours Committee (APH) or other Cabinet committees. The stocktake does include appointments made by the Governor-General on the recommendation of a Minister. It does not include members who have been elected, appointed as members of professional groups without Ministerial right of approval, ex-officio members, or current Members of Parliament. The stocktake does not include temporary boards or committees i.e. bodies set up for a particular project that is expected to take no more than approximately 18 months and are intended to disband as soon as that project is completed.

Appendix Two: Analysis of findings

The Ministry for Women has conducted the gender stocktake since 2004, monitoring the appointed membership of state sector boards and committees as of 31 December each year.

The stocktake counts members appointed by Ministers through Cabinet's APH Committee, or other relevant Cabinet committees. It does not include non-appointed members such as elected or ex officio members. The stocktake also does not include temporary boards appointed for periods of 18 months or less.

Confirmed results of the 2018 gender stocktake

As at 31 December 2018, women held 1,260 (47.4 percent) of the 2,657 Ministerial appointed roles on state sector boards. This represents a significant increase from 2017, when women held 45.7 percent of these roles.

Of 50 Ministerial portfolios which appoint to boards, 16 had reached 50 percent women's representation, whereas 34 were below 50 percent.

Of the portfolios which appoint to boards, 21 appoint to five or more boards – these "major portfolios" therefore have the greatest effect on the overall stocktake result.

Of these portfolios, in 2018 the highest-performing major portfolios were:

- Internal Affairs (31 boards, 61.3 percent women) ✓
- Health (56 boards, 60.2 percent women) ✓
- Prime Minister (five boards, 60.0 percent women) ✓
- Children (nine boards, 59.3 percent women) ✓
- Finance (20 boards, 48.5 percent women) ✓

As in previous years, the overall result was inflated by these large and high-performing portfolios.

The major portfolios with the lowest level of women's representation were:

- Transport (seven boards, 33.3 percent women)
- Building and Construction (six boards, 34.9 percent women)
- Arts, Culture and Heritage (11 boards, 34.9 percent women)
- Attorney General (eight boards, 35.7 percent women)
- Commerce and Consumer Affairs (13 boards, 37.5 percent women)

Note that despite having some of the lowest levels of women's representation the Transport, Building and Construction, and Commerce and Consumer Affairs portfolios had each improved from their 2017 results.

Factors underlying the stocktake results

The increase in women's representation was largely due to a much higher proportion of women being appointed to roles. Of the 490 new members recorded in the 2018 stocktake, 265 of them (54.1 percent) were women.

Of the 50 Ministerial portfolios, 28 showed an improvement in women's representation. Eight portfolios remained unchanged, and only 11 portfolios showed a downturn in women's representation (among these, four are already above 50 percent women's representation). Three additional portfolios were newly-instated in 2018.

Between 2016 and 2017 the number of unfilled vacancies on boards and committees showed a significant 100 percent rise, from 51 in 2016 to 102 in 2017. This rise has continued, with 112 roles on boards being listed as vacant as of 31 December 2018.

This high number of vacancies means that it is necessary to maintain a high appointment rate of women members through APH in the coming year. If every current vacancy were to be filled by a female member, women's representation would rise to 49.5 percent. If every vacancy were to be filled by a male member, women's representation would drop to 45.5 percent, a lower rate of representation than 2017.

Year-by year comparison

Women's representation on state sector boards and committees has climbed continuously since 2012, when it had been at 40.5 percent. At 47.4 percent, the 2018 stocktake result represents women's highest ever recorded representation in appointed board roles.



Comparison with results of the 2017 stocktake

The 2018 stocktake recorded results for 50 Ministerial portfolios, including 21 major portfolios appointing to five or more boards. Overall:

- 28 portfolios (including 17 major portfolios) increased women's representation on their boards
- Eight portfolios (including no major portfolios) made no change
- 11 portfolios (including four major portfolios) decreased women's representation on their boards, however four portfolios (including one major portfolio) are already above 50 percent.

Three additional portfolios were newly-instated in 2018 and hence were not included in the 2017 stocktake. These portfolios were Forestry, Pike River Re-entry and Regional Economic Development.

Two portfolios which appeared in the 2017 stocktake (Small Business and Whānau Ora) no longer appoint to stocktake-eligible boards through APH.

Of the major portfolios, the most improved were:

- Prime Minister, at 60.0 percent (up 22.5 percent)
- Building and Construction, at 34.9 percent (up 8.8 percent)
- Research, Science and Innovation, at 43.6 percent (up 7.4 percent)
- Agriculture, at 40.2 percent (up 7.4 percent)
- Transport, at 33.3 percent (up 6.7 percent)

Additionally, some significant improvements were made in smaller portfolios.

The Greater Christchurch Regeneration portfolio, which appoints to four boards, showed an 18.0 percent increase and the Housing and Urban Development portfolio (with three boards) showed an increase of 10.6 percent.

Of the major portfolios, the decreases were seen in:

- Children, at 59.3 percent (down 2.8 percent)
- Arts, Culture and Heritage, at 34.9 percent (down 2.8 percent)
- Attorney-General, at 35.7 percent (down 1.7 percent)
- Social Development, at 40.9 percent (down 0.5 percent)

Note that increases and decreases are reported here in percentage points rather than proportion.

Individual men and women in state sector governance roles

From 2014 the stocktake has recorded the number of appointed roles held by individual board members. Members with multiple roles are identified through matching the names and biographical information of members (gender, age and location). When matches are identified, they are then confirmed through online research.

For the first time since this record began, two members have been identified who hold more than five appointed board roles. Both of these members are women.

However, analysis shows that a clear majority of roles held by both men and women are held by board members with only one or two appointed roles. In 2018, women's 1,259 appointed roles were held by 1075 individual women. This compares well with last year, where 1,200 roles were held by 1005 individual women. It also compares well with men's roles, where 1,398 roles were held by 1,225 men.

Number of roles held by individual members, by year

		2014	2015	2016	2017	2018
Women	1 Role	780	872	874	861	944
	2 Roles	105	103	113	110	96
	3 Roles	25	22	24	22	24
	4 Roles	7	7	7	7	7
	5 Roles	0	1	2	5	2
	6 Roles	0	0	0	0	1
	7 Roles	0	0	0	0	1
	Total	917	1005	1020	1005	1075
Men	1 Role	1146	1144	1119	1083	1084
	2 Roles	141	142	120	113	118
	3 Roles	27	28	21	24	15
	4 Roles	3	5	9	8	7
	5 Roles	2	0	1	2	1
	6 Roles	0	0	0	0	0
	7 Roles	0	0	0	0	0
	Total	1319	1319	1270	1230	1225
Total # individuals	2236	2324	2290	2235	2300	
Total # vacancies	65	59	51	102	112	

In 2018, roles were held by 70 more individual women, and by five fewer individual men.

This shows that despite a small number of highly-visible women holding multiple board appointments, women's increased representation is primarily due to many more individual women being appointed to boards.

Women as board chairs

From 2015, the stocktake has also recorded the percentage of chair roles held by women.

Chair roles are recorded when identified by the appointing agency, or the relevant page of an organisation's website. Members appointed to unique individual positions (e.g. Commissioners, Chief Advisors and Assessors) are also counted as "chairs". Boards may be recorded as having two co-chairs if this is identified in the relevant legislation.

In 2018, women held 117 of 339 appointed chair roles (34.5 percent). This percentage remains unchanged from 2017. In 2016 women held 35.0 percent of chair roles.

Future improvements needed to reach 50 percent women's representation

Based on current numbers of board membership, if the number of appointed male roles remained the same 139 new women members would need to be appointed to reach the target of 50 percent women's representation on state sector boards.

Alternatively, keeping the same numbers of overall members, 70 men members would need to be replaced by women members to reach 50 percent women's representation.

The following major portfolios need the highest number of additional women (i.e. women members replacing men) to reach 50 percent women's representation:

- Justice (28 women needed)
- Attorney-General (14 women needed)
- Conservation (12 women needed)
- Arts, Culture and Heritage (10 women needed)
- Commerce and Consumer Affairs (9 women needed)

If these five major portfolios each reached 50 percent women's representation, and all other portfolios remained the same, women's overall representation would be 50.1 percent.

The results for each portfolio, and the number of women needed for portfolios to reach 50 percent, are listed by individual Ministers in the table at the end of this Appendix.

Board level ethnicity information

In 2018 DPMC made changes to the Organisation Form (CAB 51) used to collect information on board membership, introducing a new section recording ethnicity data.

This new section collects ethnicity data at the board level, rather than matching the data to individual members as happens with gender, geographic location and term dates. No distinction is made in this section between appointed and non-appointed membership, as is made in the gender stocktake. For a large number of boards the ethnicity data is missing or incomplete.

For these reasons we are unable to report on gender by ethnicity, and the collected ethnicity data poses significant challenges for any meaningful analysis of members' ethnicities.

Of the 435 boards included in the 2018 stocktake:

- 77 boards provided no ethnicity information (17.7 percent)
- 93 boards provided fewer ethnicities than the total membership (21.4 percent)
- 217 boards provided an equal number of ethnicities to the total membership (49.9 percent)
- 48 boards provided a higher number of ethnicities than the total membership (11.0 percent)

These results show that 82.3 percent of boards collected at least some ethnicity data on their membership, and suggest that 60.9 percent of boards may collect complete ethnicity data on their membership. Within this second group the responses may differ in terms of whether members have been able to identify with more than one ethnicity.

Of the 358 boards which identified at least some ethnicity information, 229 boards (64.0 percent) identified at least one non-European ethnicity, and 186 boards (52.0 percent) identified a diverse range of ethnicities within their board membership.

The lower result for board diversity, as opposed to non-European membership, is partially due to some agencies listing only the non-European membership of their boards. When considering only those boards which listed an equal or greater number of ethnicities to the total number of members, 150 of 265 boards (or 56.6 percent) listed an ethnically diverse membership.

The Ministry is currently developing a revised data collection form, in partnership with DPMC and the Office of Ethnic Communities, which would enable the standardised collection of multiple ethnicities against individual board members. We will trial this new process with appointing agencies, in an effort to develop a process allowing us to report on the ethnicity of appointed board members by gender.

**2018 Gender Stocktake of State Sector Boards and Committees
Summary Table by Ministerial Portfolio**

Minister	Boards	Ministerial Appointed Members	Women Ministerial Appointed Members	Percentage of Women	Women Needed to Reach 50%
1. Rt Hon Jacinda Ardern					
Prime Minister	5	10	6	60.0%	N/A
Minister for Arts, Culture and Heritage	11	63	22	34.9%	10
2. Rt Hon Winston Peters					
Minister of Foreign Affairs	11	50	20	40.0%	5
Minister for State Owned Enterprises	16	77	30	39.0%	9
Minister for Racing	2	8	2	25.0%	2
3. Hon Kelvin Davis					
Minister of Corrections	3	6	2	33.3%	1
Minister of Tourism	3	16	5	31.3%	3
4. Hon Grant Robertson					
Minister of Finance	20	167	81	48.5%	3
Minister for Sport and Recreation	4	27	13	48.1%	1
5. Hon Phil Twyford					
Minister of Housing and Urban Development	3	23	9	39.1%	3
Minister of Transport	7	42	14	33.3%	7
6. Hon Dr Megan Woods					
Minister of Energy and Resources	4	18	9	50.0%	N/A
Minister for Greater Christchurch Regeneration	4	19	8	42.1%	2
Minister of Research, Science and Innovation	11	78	34	43.6%	5
Minister Responsible for the Earthquake Commission	2	10	5	50.0%	N/A
7. Hon Chris Hipkins					
Minister of Education	38	170	81	47.6%	4
8. Hon Andrew Little					
Minister of Justice	55	239	92	38.5%	28
Minister for Treaty of Waitangi Negotiations	1	2	2	100.0%	N/A
Minister responsible for Pike River Re-entry	1	1	0	0.0%	1
9. Hon Carmel Sepuloni					
Minister for Social Development	6	22	9	40.9%	2
Minister for Disability Issues	1	10	4	40.0%	1
10. Hon Dr David Clark					
Minister of Health	56	517	311	60.2%	N/A
11. Hon David Parker					
Attorney-General	8	98	35	35.7%	14
Minister for Economic Development	4	20	8	40.0%	2
Minister for the Environment	7	66	25	37.9%	8
12. Hon Nanaia Mahuta					
Minister for Māori Development	8	43	19	44.2%	3
Minister of Local Government	2	8	2	25.0%	2

Minister	Boards	Ministerial Appointed Members	Women Ministerial Appointed Members	Percentage of Women	Women Needed to Reach 50%
13. Hon Stuart Nash Minister of Fisheries	1	1	1	100.0%	N/A
14. Hon Iain Lees-Galloway Minister for Workplace Relations and Safety	4	29	18	62.1%	N/A
Minister for ACC	2	13	5	38.5%	2
15. Hon Jenny Salesa Minister for Building and Construction	6	43	15	34.9%	7
Minister for Ethnic Communities	1	8	3	37.5%	1
16. Hon Damien O'Connor Minister of Agriculture	15	82	33	40.2%	8
Minister for Biosecurity	2	11	6	54.5%	N/A
Minister for Food Safety	1	3	2	66.7%	N/A
Hon Ron Mark Minister of Defence	1	1	1	100.0%	N/A
Minister for Veterans	4	19	9	47.4%	1
Hon Tracey Martin Minister for Children	9	27	16	59.3%	N/A
Minister of Internal Affairs	31	155	95	61.3%	N/A
Hon Shane Jones Minister of Forestry	1	10	3	30.0%	2
Minister for Infrastructure	1	6	2	33.3%	1
Minister for Regional Economic Development	2	15	6	40.0%	2
Hon Kris Faafoi Minister of Broadcasting, Communications and Digital Media	7	38	17	44.7%	2
Minister of Commerce and Consumer Affairs	13	72	27	37.5%	9
Hon Peeni Henare Minister for the Community and Voluntary Sector	2	12	9	75.0%	N/A
Minister for Youth	1	10	6	60.0%	N/A
Hon Aupito William Sio Minister for Pacific Peoples	3	22	12	54.5%	N/A
Hon Julie Anne Genter Minister for Women	1	9	7	77.8%	N/A
Hon Eugenie Sage Minister of Conservation	30	242	109	45.0%	12
Minister for Land Information	4	19	9	47.4%	1
	435	2657	1259	47.4%	69 overall

Appendix Four: Questions and Answers

What does the stocktake show?

The participation rate of women on state sector boards and committees is at the highest level. As at 31 December 2018 it has increased to 47.4 percent. This is up from 45.7 percent in 2017 and great progress towards the 50 percent target.

Why have a target – is it a quota?

The measurement of participation ensures we get the best boards for the state sector and the diversity we need.

Why has the percentage increased?

There has been a greater focus on diversity in New Zealand across both public and private sectors. The Ministry for Women has been working with Chief Executives and appointing agencies in the public sector to promote more women onto boards.

Of the 490 new appointments to boards and committees in 2018, 265 of them (54.1 percent) were women. This high appointment rate is the primary driver for women's increased representation over the past year.

While the number of appointed roles rose in 2018 (from 2,623 to 2,657) there are also a number of unfilled board positions as at 2018. This means that maintaining a high rate of participation for women means ensuring women are filling many of these vacancies.

What are you doing to further increase the participation rate?

I am continuing to work closely with Ministers and their appointing agencies to ensure they are identifying and nominating suitable women candidates for governance roles, and that they are monitoring the gender composition of their boards and committees.

Does achieving 50 percent mean more men will come off state sector boards?

Yes. Every year board members within state sector boards change with term dates ending, and appointments of new members. In order to achieve the 50 percent target, we need to appoint more women to state sector boards and committees.

What has the rate been over the past years?

The rate has been around 40 to 42 percent up to 2014. It has risen to 47.4 percent over the past four years.

What does the data tell us?

The 2018 stocktake recorded results for 50 Ministerial portfolios, including 21 major portfolios appointing to five or more boards. Overall:

- 28 portfolios (including 17 major portfolios) increased women's representation
- eight portfolios (including no major portfolios) made no change
- 11 portfolios (including four major portfolios) decreased women's representation, however four portfolios (including one major portfolio) are already above 50 percent.

How do the appointments happen?

Many public sector agencies are responsible for appointing members to state sector boards and committees. Each of these agencies nominates board members to their Minister. The Minister then makes a recommendation to the Cabinet Appointments and Honours Committee (APH). This committee makes the final decision regarding state sector board and committee appointments.

Who is included in the stocktake?

The Gender Stocktake of State Sector Boards and Committees counts the Ministerial appointments to state sector boards and committees as at 31 December 2018.

This includes appointments made to state sector boards and committees that are required to be considered by the APH or other Cabinet committees and appointments made by the Governor-General on the recommendation of a Minister.

The Ministry for Women does not count appointees who have been elected, appointed as members of professional groups without Ministerial right of approval, ex-officio members, or current Members of Parliament appointees. It also do not count temporary boards or committees which are established for a particular project, approximately 12-18 months, and are intended to disband as soon as the project is completed.

How do we compare to other countries?

On 1 July 2016, the Australian Government's set a target of women holding 50 percent of Government board positions overall, and men and women each holding at least 40 percent of positions on individual boards. This target replaced the previous gender diversity target of women holding 40 percent of Australian Government board positions overall.

As at 31 December 2018, women held 47.3 percent of Australian Federal Government board positions. This is the highest outcome since public reporting on the gender balance of Government boards began.

In the United Kingdom, women's representation on public sector boards has remained steady at 43 percent, from 31 March 2017 to 31 March 2018.

What is the private sector participation rate for women in New Zealand?

The latest figures for women's representation on NZX-listed private sector boards remain much lower than the public sector at 22.5 percent, as at 31 December 2018.

In the United Kingdom women's representation on FTSE 100 boards increased from 12 percent in 2011 to 26 percent in 2016, and to 29 percent of FTSE 100 boards in 2018.

In Australia, the Australian Institute of Company Directors has set voluntary gender targets of 30 percent by 2018. The latest percentage of women on ASX 200 boards is 27.9 percent (30 June 2018) up from 25 percent in 2017.

Why not use quotas in the private sector to increase participation?

This Government is working to take the lead in the public sector and to work with private sector leaders on how they can increase women's participation in the private sector.

Ministry for Women Advice Cover Sheet

Tuesday, 2 April 2019

Interim results of the 2018 Gender Stocktake of women's participation on state sector boards

Briefing No:	MW 18-19 0401
Doc Ref No:	D-226141
Min Office No:	
Priority:	Medium

Purpose

This briefing provides the interim results from the 2018 annual gender stocktake of women's participation on state sector boards and committees.

Action sought

From	Action sought	Suggested Deadline
Minister for Women (Hon Julie Anne Genter)	<p>Note that the interim results of the annual gender stocktake 2018 show that, as at 31 December 2018, women held 47.5 percent of roles on state sector boards and committees</p> <p>Note we will provide you with full analysis of the confirmed stocktake results, a draft communications plan and a draft paper for you to take to Cabinet's Appointments and Honours (APH) Committee by 18 April.</p>	Friday 5 April 2019
Add additional lines if required for other Ministers		

Resources used to prepare this advice

Work Programme	Output Plan or Ministerial Priority <input checked="" type="checkbox"/>	Responding to ad hoc requests <input type="checkbox"/>	Other agency work (budget/governance) <input type="checkbox"/>
Name of Project			
Other resources used to provide this advice			

Contact for telephone discussion

Name	Position	Telephone	1 st Contact
Renee Graham	Chief Executive	s9(2)(a)	
Peter Noble	Director, Corporate Services		✓

Interim results of the 2018 Gender Stocktake of women's participation on state sector boards

Purpose

1. The interim results of the 2018 annual gender stocktake show that, as at 31 December 2018, women held **47.5** percent of roles on State sector boards and committees and that the Government is tracking well towards its 50 percent target.
2. This is the highest ever level of women's participation on boards and committees in the state sector. It represents the sixth consecutive year in which women's representation on these boards and committees has increased.
3. We will provide you with full analysis of the results, a draft communications plan and a draft paper for you to take to Cabinets Appointments and Honours (APH) Committee by 18 April 2019.

2018 gender stocktake interim results

4. The interim results show that as at 31 December 2018, women held **47.5** percent of roles on state sector boards and committees, up from 45.7 percent in 2017. Appendix One provides the interim results from the 2018 stocktake by Ministerial portfolio.
5. These results show that Cabinet appointments have been tracking at an appropriate rate to achieve the Government's target of 50 percent on state sector boards and committees by 2021.
6. Women's participation has grown each year since 2012, when it was at 40.5 percent. Women's current representation in the state sector compares well with the private sector, where women hold only 20 percent of board roles in NZX listed companies (as at June 2018). It also compares well with other comparable countries.
7. 17 Ministerial portfolios have met the Government's 50 percent target.
8. The increase in women's representation has been driven by improvements across 27 portfolios. This includes significant advances in some major portfolios (e.g. Conservation rising from 41.6 percent to 45 percent, and Research, Science and Innovation rising from 36.1 percent to 43.6 percent). It also includes significant improvements in some traditionally male-dominated sectors such as Transport, which has risen from 26.7 percent to 34.1 percent.

Women holding chair roles

9. We have also collected data on the proportion of women holding the role of Chair of state sector boards, or comparable roles such as Commissioners or Chief Inspectors. Overall, in 2018 women held 33.7 percent of chair-equivalent roles which are held by Ministerial appointees, up from 31.7 percent in 2017.

Ethnicity reporting in board roles

10. Work is underway to ensure an effective way of obtaining and measuring the ethnicity of board members.
11. In 2018 the Office of Ethnic Communities (OEC) conducted a survey of state sector board members, requesting ethnicity data for each member. This survey had a response rate of only 12 percent, meaning the survey results have not provided a clear picture of members' ethnicities.
12. Also in 2018 the Department of Prime Minister and Cabinet (DPMC) made changes to the forms used to collect information on board membership, introducing a new section recording ethnicity data for the board as a whole.
13. In consideration of this data, we have found it poses significant challenges for meaningful analysis of members' ethnicities, given inconsistencies in agencies' responses and the fact the new form records ethnicity at the board rather than individual level. A summary of the data collected through this new form will be provided in the briefing of 18 April.
14. The Ministry is currently developing a revised data collection form, in partnership with DPMC and the OEC, to enable the standardised collection of ethnicity data for board members. This would enable us to report on the ethnicities of board members to the same level of accuracy as we are currently able to report on gender. Advice on this work, and on seeking Ministers' agreement with the new form, will also be provided in the briefing of 18 April.
15. The Ministry considers gender and ethnicity when providing its nominations services.

Annual gender stocktake process

16. We have carried out an annual gender stocktake of state sector boards and committees since 2004. The stocktake monitors the number of women on the state sector boards and committees as at 31 December each year. The results are also used to encourage more appointments to boards where women's participation is low.
17. The stocktake includes appointments made to state sector boards and committees that are considered by the APH Committee, other Cabinet committees, and appointments made by the Governor-General on the recommendation of a Minister.
18. The interim results include initial confirmed results for all portfolios and agencies apart from two committees which have yet to be confirmed by the Ministry of Health. Unconfirmed provisional results have been provided for these two committees.

19. In the period from 1 April to 15 April 2019, we will review the interim results and make corrections or additions as needed.

Next steps

20. We will finalise the data for all boards and provide you with the final stocktake results by 18 April.
21. This subsequent briefing will also include a communications plan with options for the release of these results.

Recommendations

The Ministry recommends that you:

1. **Note** that the interim results of the annual gender stocktake 2018 show that as at 31 December 2018, women held **47.5** percent of roles on state sector boards and committees

Agree / disagree →

2. **Note** we will provide you with full analysis of the confirmed stocktake results, a draft communications plan and a draft paper for you to take to Cabinet's Appointments and Honours (APH) Committee by 18 April.

Agree / disagree →

3. **Note** that, within three months of the date of this briefing, it will be considered for release under the Ministry's proactive release policy.

Noted



Peter Noble
Director, Corporate Services



Hon Julie Anne Genter
Minister for Women

Date 5 April 2019

Appendix One: Gender Stocktake 2018 interim results

2018 Gender Stocktake Summary Table by Ministerial Portfolio

Ministerial Portfolio	Boards	Ministerial Appointed Members	Women Members	Percentage of Women
Prime Minister	5	10	6	60.0%
Minister for ACC	2	13	5	38.5%
Minister of Agriculture	15	82	33	40.2%
Minister for Arts, Culture and Heritage	11	63	22	34.9%
Attorney-General	8	98	35	35.7%
Minister for Biosecurity	2	11	6	54.5%
Minister of Broadcasting, Communications and Digital Media	7	38	17	44.7%
Minister for Building and Construction	6	43	15	34.9%
Minister for Children	9	27	16	59.3%
Minister of Commerce and Consumer Affairs	13	72	27	37.5%
Minister for the Community and Voluntary Sector	2	12	9	75.0%
Minister of Conservation	30	242	109	45.0%
Minister of Corrections	3	6	2	33.3%
Minister of Defence	1	1	1	100.0%
Minister for Disability Issues	1	10	4	40.0%
Minister Responsible for the Earthquake Commission	2	10	5	50.0%
Minister for Economic Development	4	20	8	40.0%
Minister of Education	38	170	81	47.6%
Minister of Energy and Resources	4	18	9	50.0%
Minister for the Environment	7	66	25	37.9%
Minister for Ethnic Communities	1	8	3	37.5%
Minister of Finance	20	167	81	48.5%
Minister of Fisheries	1	1	1	100.0%
Minister for Food Safety	1	3	2	66.7%
Minister of Forestry	1	10	3	30.0%
Minister of Foreign Affairs	11	50	20	40.0%
Minister Supporting Greater Christchurch Regeneration	4	19	9	47.4%
Minister of Health *	56	517	311	60.2%
Minister of Housing and Urban Development	3	23	9	39.1%
Minister for Infrastructure	1	6	2	33.3%
Minister of Internal Affairs	31	155	95	61.3%

Ministerial Portfolio	Boards	Ministerial Appointed Members	Women Members	Percentage of Women
Minister of Justice	55	239	92	38.5%
Minister for Land Information	4	19	9	47.4%
Minister of Local Government	2	8	2	25.0%
Minister for Māori Development	8	43	19	44.2%
Minister of Pacific Peoples	3	22	12	54.5%
Minister responsible for Pike River Re-entry	1	1	0	0.0%
Minister for Racing	2	8	2	25.0%
Minister for Regional Economic Development	2	15	6	40.0%
Minister of Research, Science and Innovation	11	78	34	43.6%
Minister for Social Development	6	22	9	40.9%
Minister for Sport and Recreation	4	27	13	48.1%
Minister for State Owned Enterprises	16	77	30	39.0%
Minister of Tourism	3	16	5	31.3%
Minister of Transport	7	41	14	34.1%
Minister for Treaty of Waitangi Negotiations	1	2	2	100.0%
Minister for Veterans	4	16	8	50.0%
Minister for Women	1	9	7	77.8%
Minister of Workplace Relations and Safety	4	29	18	62.1%
Minister for Youth	1	10	6	60.0%
	435	2653	1259	47.5%

* Note that Ministry of Health information for two committees remains unconfirmed as of 3 April 2019. Finalised data for all portfolios will be available on 18 April.