

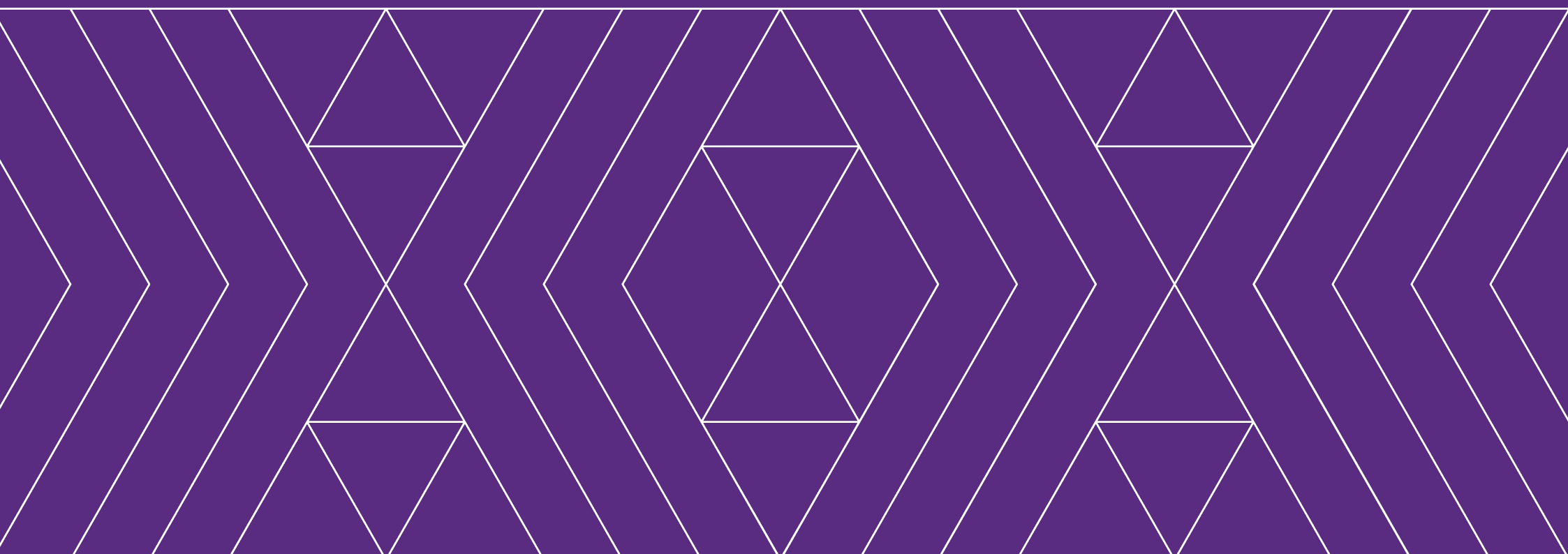


Te Kāwanatanga o Aotearoa
New Zealand Government



Manatū Wāhine
Ministry for Women

2024 stocktake of gender and ethnic diversity on public sector boards and committees



Forewords



The 2024 stocktake of gender and ethnic diversity on public sector boards and committees shows that women's representation in public sector governance remains strong.

As at December 2024, women hold 52.1% of public sector board positions – making this the fifth consecutive year women's representation on boards has been above 50%.

Women also continue to be well-represented in Board chair positions – at 44.5%.

This is a great achievement, but the work is not done. It's taken a deliberate and coordinated effort to achieve this. We continue to focus on ensuring we have gender-balanced boards appointed on merit that result in better governance practices, decision-making and financial performance and, ultimately, better outcomes for New Zealanders.

I want to see women continue to be appointed to government boards and committees so that we have the necessary range of experience, skills, and perspectives for good governance.

I'd like to thank my Ministerial colleagues for their contribution to these results and the businesses and organisations supporting and championing women in leadership.

Hon Nicola Grigg
Minister for Women



The 2024 stocktake shows that gender diversity is becoming more embedded in the public sector.

This is now the fifth consecutive year that women's representation on public sector boards and committees has reached over 50%.

Māori and ethnic diversity of public sector boards has increased since data collection for ethnicities on boards began in 2019. It is an excellent result, and I'd like to thank everyone involved.

Having more women in leadership positions can bring about greater diversity, better governance and decision-making, and more innovation and performance.

Growing the leadership pipeline is crucial to identifying and promoting a pool of talented women at every level who are ready to step into public and the private sector governance roles.

The Ministry is continuing work to attract new women onto its Nominations Service database, build the Service's offering and outreach, and broaden the range of resources on our Leadership Learning Hub to grow leadership and governance skills.

The 2024 stocktake is the result of dedicated work by appointing agencies and the wider public service, as well as the talented women who continue to demonstrate their leadership and value in various governance roles.

Kellie Coombes
Secretary for Women and Chief Executive | Te Tumu Whakarae mō te Wāhine

Key findings for 2024

Members on public sector boards and committees

52.1% women

compared to 53.9% in 2023, and 53.1% in 2022

New board members

42.9% women

compared to 54.1% in 2023

Board chairs

44.5% women

compared to 46.2% in 2023

Ethnic representation on public sector boards and committees (all genders)

NZ European or European

68.1%

Māori

27.2%

Pacific

6.8%

Asian

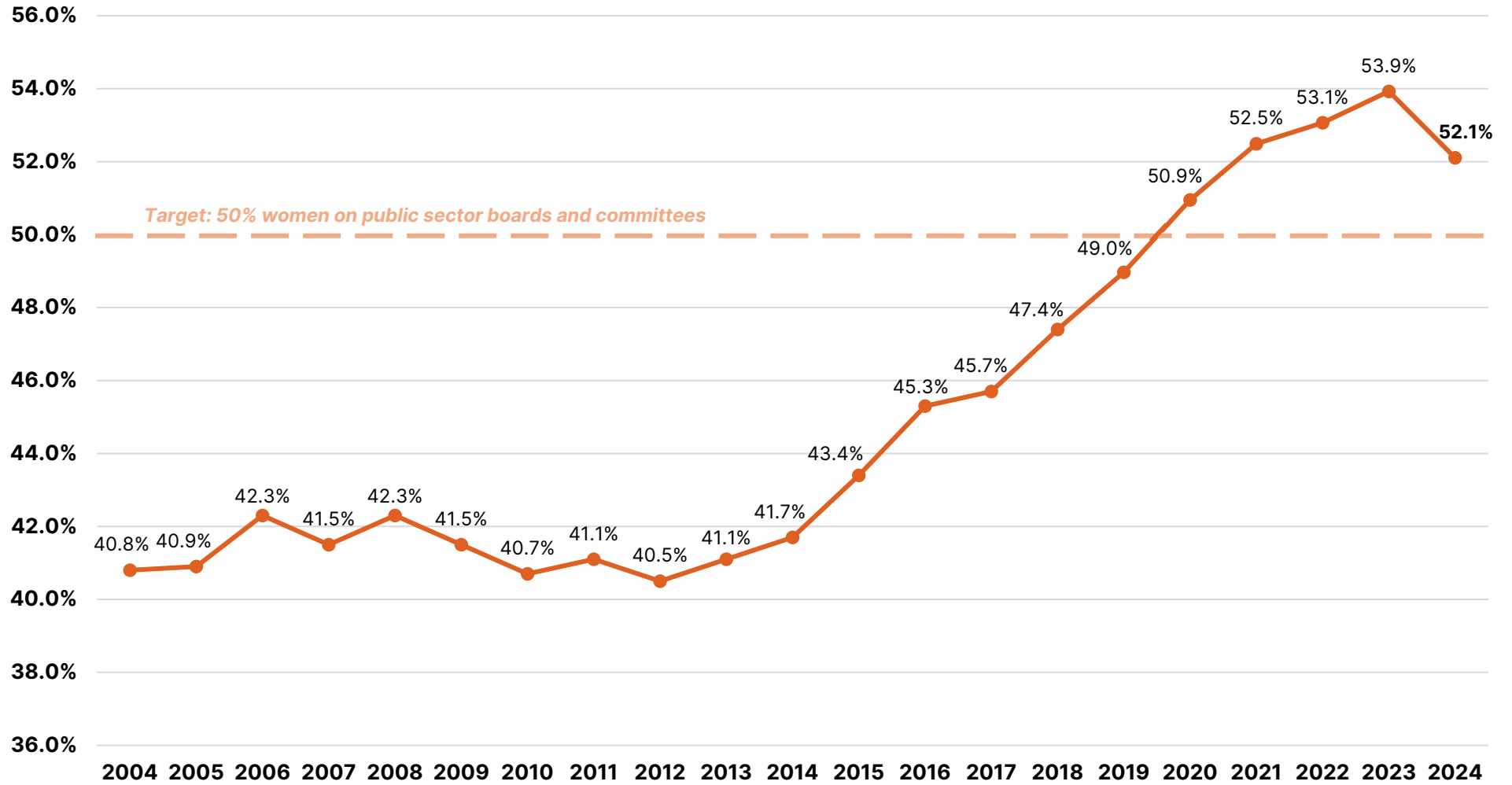
6.2%

MELAA*

0.6%

*Middle Eastern, Latin American and African

Women's representation on public sector boards and committees, 2004-2024



Overall results

Gender and ethnicity data

As at 31 December 2024, **women held 52.1% of Cabinet appointed public sector board and committee roles**. This is compared to 53.9% in 2023 and 53.1% in 2022.

This represents the **fifth year in a row** in which women's representation on public sector boards and committees has been at 50% or above.

Ethnicity data was provided for 2,227 board roles, or 98.7% of appointed members (compared to 97.5% in 2023).

The 2024 data shows that members (all genders) are:

- 68.1% NZ European or European (compared to 66.9% in 2023).
- 27.2% Māori (compared to 27.5% in 2023).
- 6.8% Pacific (compared to 7.0% in 2023).
- 6.2% Asian (compared to 6.1% in 2023).
- 0.6% Middle Eastern, Latin American and African (MELAA) (compared to 0.8% in 2023).

Gender breakdowns by ethnicity:

- Of 1,516 roles held by NZ European or European members, 765 roles (50.5%) were held by NZ European or European women.
- Of 605 roles held by Māori members, 339 roles (56.0%) were held by wāhine Māori.
- Of 152 roles held by Pacific members, 88 roles (57.9%) were held by Pacific women.
- Of 138 roles held by Asian members, 85 roles (61.6%) were held by Asian women.
- Of 14 roles held by MELAA members, 6 roles (42.9%) were held by MELAA women.

Overall results

Individual members holding multiple roles by gender:

- 1,965 members held 2,257 roles. 1,176 board roles were held by women, 1,077 roles were held by men, and 4 board roles were held by people who do not identify with a gender.
- 1,011 women held 1,176 board roles. Women made up 51.5% of all individuals holding roles.

Individual members holding multiple roles by ethnicity:

- 1,937 individuals provided ethnicity data (98.6%).
 - 1,319 NZ European or European people held 1,516 board roles. NZ European or European people made up 68.1% of all individual members.
 - 660 NZ European or European women held 765 board roles. NZ European or European women made up 34.1% of all individual members.
 - 502 Māori people held 605 board roles. Māori made up 25.9% of all individual members.
 - 280 wāhine Māori held 339 board roles. Wāhine Māori made up 14.5% of all individual members.
 - 125 Pacific people held 152 board roles. Pacific people made up 6.5% of all individual members.
 - 70 Pacific women held 88 board roles. Pacific women made up 3.6% of all individual members.
 - 109 Asian people held 138 board roles. Asian people made up 5.6% of all individual members.
 - 65 Asian women held 85 board roles. Asian women made up 3.4% of all individual members.
 - 11 MELAA people held 14 board roles. MELAA people made up 0.6% of all individual members.
 - 6 MELAA women held 6 board roles. MELAA women made up 0.3% of all individual members.

Overall results

Board chairs

There were 301 appointed members identified as board chairs, either on the organisation forms provided or on boards' or agencies' websites. Of these, 134 (44.5%) were women (compared to 46.2% in 2023). 300 (99.7%) provided ethnicity data.

Ethnic breakdown of women board chairs:

- 97 were NZ European or European (72.9%).
- 39 were Māori (29.3%).
- 8 were Pacific (6.0%).
- 4 were Asian (3.0%).
- None were MELAA.
- 1 chair specified an "Other" ethnicity.
- 1 further chair preferred not to specify their ethnicity.

New appointments

There were 424 new members recorded in 2024. Of these, 182 (42.9%) were women. Ethnicity data was received for 406 of the new members (95.8%).

Ethnic breakdown of new members (all genders):

- 67.7% were NZ European or European.
- 21.9% were Māori.
- 5.4% were Pacific.
- 7.6% were Asian.
- 0.5% were MELAA.

Summary of Women's Representation by Administering Agency

Administering Agency	Number of Boards	Ministerial Appointed Members	Women Ministerial Appointed Members	Percentage of Women
Department of Conservation	27	215	105	48.8%
Department of Corrections	2	4	1	25.0%
Department of Internal Affairs	54	304	171	56.3%
Department of the Prime Minister and Cabinet	4	20	12	60.0%
Environmental Protection Authority	1	1	0	0.0%
Land Information New Zealand	4	20	7	35.0%
Ministry for Culture and Heritage	15	94	50	53.2%
Ministry for the Environment	8	64	27	42.2%
Ministry for Pacific Peoples	2	15	9	60.0%
Ministry for Women	1	9	9	100.0%
Ministry of Business, Innovation and Employment	47	294	140	47.6%
Ministry of Education	14	88	43	48.9%
Ministry of Foreign Affairs and Trade	7	29	13	44.8%
Ministry of Health	35	258	163	63.2%
Ministry of Housing and Urban Development	2	14	5	35.7%
Ministry of Justice	43	289	153	52.9%
Ministry of Primary Industries	13	54	30	55.6%
Ministry of Social Development	5	34	21	61.8%
Ministry of Transport	8	45	14	31.1%
New Zealand Defence Force	5	24	8	33.3%
New Zealand Police	1	4	1	25.0%
Oranga Tamariki Ministry for Children	11	33	27	81.8%

Administering Agency	Number of Boards	Ministerial Appointed Members	Women Ministerial Appointed Members	Percentage of Women
Parliamentary Counsel Office	1	1	0	0.0%
Social Investment Agency	1	9	5	55.6%
Te Arawhiti Office of Treaty Settlements and Takutai Moana	1	5	2	40.0%
Te Puna Aonui	1	11	9	81.8%
Te Puni Kōkiri Ministry of Māori Development	9	50	21	42.0%
Tertiary Education Commission	13	57	27	47.4%
Treasury	39	205	98	47.8%
Whaikaha Ministry of Disabled People	1	7	5	71.4%
Total	375	2257	1176	52.1%

The stocktake is dated 31 December 2024. 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). Boards which normally have one or more Ministerial appointments, but where these roles were vacant in 2024, are not included in total board numbers.

Summary of Women's Representation by Ministerial Portfolio

Ministerial Portfolio	Number of Boards	Ministerial Appointed Members	Women Ministerial Appointed Members	Percentage of Women
Prime Minister	4	10	4	40.0%
Minister for ACC	1	8	5	62.5%
Minister of Agriculture	13	54	30	55.6%
Minister for Arts, Culture and Heritage	8	49	27	55.1%
Attorney-General	6	97	52	53.6%
Minister for Biosecurity	1	4	2	50.0%
Minister for Building and Construction	6	45	20	44.4%
Minister for Children	11	33	27	81.8%
Minister for Climate Change	3	17	6	35.3%
Minister of Commerce and Consumer Affairs	14	85	41	48.2%
Minister for the Community and Voluntary Sector	2	14	6	42.9%
Minister of Conservation	26	206	103	50.0%
Minister of Corrections	2	4	1	25.0%
Minister of Defence	1	9	4	44.4%
Minister for Digitising Government	1	3	0	0.0%
Minister for Disability Issues	1	7	5	71.4%
Minister for Economic Development	4	18	9	50.0%
Minister of Education	14	84	43	51.2%
Minister for Emergency Management and Recovery	1	10	7	70.0%

Ministerial Portfolio	Number of Boards	Ministerial Appointed Members	Women Ministerial Appointed Members	Percentage of Women
Minister for Energy	4	18	6	33.3%
Minister for the Environment	5	45	19	42.2%
Minister for Ethnic Communities	1	8	5	62.5%
Minister of Finance *	23	185	93	50.3%
Minister for Food Safety	1	3	2	66.7%
Minister of Foreign Affairs	6	32	16	50.0%
Minister of Health	35	258	163	63.2%
Minister of Housing *	2	14	5	35.7%
Minister for Hunting and Fishing	1	9	2	22.2%
Minister for Infrastructure	3	15	5	33.3%
Minister of Internal Affairs	30	121	80	66.1%
Minister of Justice	38	199	104	52.3%
Minister for Land Information	4	20	7	35.0%
Minister of Local Government	4	27	15	55.6%
Minister for Māori Development	9	50	21	42.0%
Minister for Media and Communication	6	30	14	46.7%
Minister for Pacific Peoples	2	15	9	60.0%
Minister of Police	1	4	1	25.0%
Minister for the Prevention of Family and Sexual Violence	1	11	9	81.8%
Minister for Racing	4	15	4	26.7%
Minister for Rail	2	7	5	71.4%
Minister for Regional Development	1	6	4	66.7%
Minister Responsible for RMA Reform	2	7	3	42.9%

* The boards for Kainga Ora Homes and Communities and Tamaki Redevelopment Company Ltd are co-appointed by the Ministers for Finance and Housing. Data for these two boards are counted against both portfolios but are counted only once in overall totals.

Ministerial Portfolio	Number of Boards	Ministerial Appointed Members	Women Ministerial Appointed Members	Percentage of Women
Minister of Science, Innovation and Technology	11	78	41	52.6%
Minister for Social Development and Employment	5	34	21	61.8%
Minister for Social Investment	1	9	5	55.6%
Minister for Space	1	2	0	0.0%
Minister for Sport and Recreation	4	30	17	56.7%
Minister for State Owned Enterprises	14	74	31	41.9%
Minister for Tertiary Education and Skills	15	72	34	47.2%
Minister of Tourism and Hospitality	2	7	4	57.1%
Minister for Trade	1	1	0	0.0%
Minister of Transport	8	45	14	31.1%
Minister for Treaty of Waitangi Negotiations	1	5	2	40.0%
Minister for Veterans	4	15	4	26.7%
Minister for Women	1	9	9	100.0%
Minister for Workplace Relations and Safety	3	34	15	44.1%
Total	375	2257	1176	52.1%

The stocktake is dated 31 December 2024. 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). Boards which normally have one or more Ministerial appointments, but where these roles were vacant in 2024, are not included in total board numbers. Boards are listed by the portfolios which appointed to them as at 31 December 2024.

Summary of Reported Ethnicities (Appointed Members) by Administering Agency

Agency	Number of appointees	Appointees with ethnicity data (%)	European (# / %)		Māori (# / %)		Pacific (# / %)		Asian (# / %)		MELAA (# / %)		Other (# / %)		Did not specify (# / %)	
Department of Conservation	215	99.5%	120	56.1%	93	43.5%	2	0.9%	7	3.3%	0	0.0%	0	0.0%	0	0.0%
Department of Corrections	4	100.0%	1	25.0%	3	75.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Department of Internal Affairs	304	100.0%	193	63.5%	75	24.7%	24	7.9%	34	11.2%	2	0.7%	4	1.3%	7	2.3%
Department of the Prime Minister and Cabinet	20	100.0%	18	90.0%	6	30.0%	3	15.0%	0	0.0%	0	0.0%	2	10.0%	0	0.0%
Environmental Protection Authority	1	100.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Land Information New Zealand	20	100.0%	13	65.0%	5	25.0%	0	0.0%	2	10.0%	0	0.0%	0	0.0%	0	0.0%
Ministry for Culture and Heritage	94	98.9%	49	52.7%	32	34.4%	15	16.1%	1	1.1%	1	1.1%	0	0.0%	1	1.1%
Ministry for the Environment	64	100.0%	52	81.3%	15	23.4%	2	3.1%	1	1.6%	0	0.0%	0	0.0%	0	0.0%

Agency	Number of appointees	Appointees with ethnicity data (%)	European (# / %)		Māori (# / %)		Pacific (# / %)		Asian (# / %)		MELAA (# / %)		Other (# / %)		Did not specify (# / %)	
Ministry for Pacific Peoples	15	100.0%	1	6.7%	1	6.7%	14	93.3%	1	6.7%	0	0.0%	0	0.0%	0	0.0%
Ministry for Women	9	100.0%	6	66.7%	3	33.3%	1	11.1%	1	11.1%	0	0.0%	0	0.0%	0	0.0%
Ministry of Business, Innovation and Employment	294	98.6%	226	77.9%	50	17.2%	10	3.4%	14	4.8%	5	1.7%	18	6.2%	10	3.4%
Ministry of Education	88	94.3%	34	41.0%	38	45.8%	14	16.9%	4	4.8%	1	1.2%	1	1.2%	0	0.0%
Ministry of Foreign Affairs and Trade	29	100.0%	20	69.0%	6	20.7%	1	3.4%	3	10.3%	0	0.0%	0	0.0%	0	0.0%
Ministry of Health	258	99.6%	149	58.0%	79	30.7%	23	8.9%	29	11.3%	3	1.2%	0	0.0%	0	0.0%
Ministry of Housing and Urban Development	14	100.0%	11	78.6%	2	14.3%	2	14.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Ministry of Justice	289	99.0%	234	81.8%	43	15.0%	16	5.6%	17	5.9%	2	0.7%	2	0.7%	0	0.0%
Ministry of Primary Industries	54	100.0%	46	85.2%	6	11.1%	1	1.9%	5	9.3%	0	0.0%	2	3.7%	0	0.0%
Ministry of Social Development	34	100.0%	23	67.6%	10	29.4%	5	14.7%	3	8.8%	0	0.0%	0	0.0%	0	0.0%

Agency	Number of appointees	Appointees with ethnicity data (%)	European (# / %)		Māori (# / %)		Pacific (# / %)		Asian (# / %)		MELAA (# / %)		Other (# / %)		Did not specify (# / %)	
Ministry of Transport	45	93.3%	39	92.9%	8	19.0%	1	2.4%	0	0.0%	0	0.0%	2	4.8%	0	0.0%
New Zealand Defence Force	24	91.7%	19	86.4%	7	31.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
New Zealand Police	4	100.0%	3	75.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	25.0%	0	0.0%
Oranga Tamariki Ministry for Children	33	72.7%	5	20.8%	20	83.3%	2	8.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Parliamentary Counsel Office	1	100.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Social Investment Agency	9	100.0%	6	66.7%	2	22.2%	1	11.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Te Arawhiti Office of Treaty Settlements and Takutai Moana	5	100.0%	5	100.0%	3	60.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Te Puna Aonui	11	100.0%	3	27.3%	11	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Te Puni Kōkiri Ministry of Māori Development	50	100.0%	13	26.0%	38	76.0%	1	2.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Tertiary Education Commission	57	100.0%	41	71.9%	14	24.6%	4	7.0%	2	3.5%	0	0.0%	1	1.8%	0	0.0%
Treasury	205	99.5%	177	86.8%	35	17.2%	10	4.9%	14	6.9%	0	0.0%	3	1.5%	0	0.0%
Whaikaha Ministry of Disabled People	7	100.0%	7	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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Summary of Reported Ethnicities (Appointed Members) by Ministerial Portfolio

Ministerial Portfolio	Number of appointees	Appointees with ethnicity data (%)	European (# / %)		Māori (# / %)		Pacific (# / %)		Asian (# / %)		MELAA (# / %)		Other (# / %)		Did not specify (# / %)	
Prime Minister	10	100.0%	8	80.0%	2	20.0%	1	10.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister for ACC	8	100.0%	7	87.5%	1	12.5%	1	12.5%	1	12.5%	0	0.0%	0	0.0%	0	0.0%
Minister of Agriculture	54	100.0%	47	87.0%	5	9.3%	0	0.0%	5	9.3%	0	0.0%	2	3.7%	0	0.0%
Minister for Arts, Culture and Heritage	49	100.0%	24	49.0%	23	46.9%	5	10.2%	1	2.0%	0	0.0%	0	0.0%	1	2.0%
Attorney-General	97	99.0%	81	84.4%	19	19.8%	2	2.1%	4	4.2%	0	0.0%	0	0.0%	0	0.0%
Minister for Biosecurity	4	100.0%	4	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister for Building and Construction	45	100.0%	32	71.1%	5	11.1%	2	4.4%	4	8.9%	1	2.2%	4	8.9%	2	4.4%
Minister for Children	33	72.7%	5	20.8%	20	83.3%	2	8.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister for Climate Change	17	100.0%	13	76.5%	5	29.4%	1	5.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister of Commerce and Consumer Affairs	85	97.6%	67	80.7%	12	14.5%	5	6.0%	3	3.6%	2	2.4%	5	6.0%	5	6.0%

Ministerial Portfolio	Number of appointees	Appointees with ethnicity data (%)														Did not specify (# / %)
		European (# / %)		Māori (# / %)		Pacific (# / %)		Asian (# / %)		MELAA (# / %)		Other (# / %)				
Minister for the Community and Voluntary Sector	14	100.0%	10	71.4%	2	14.3%	2	14.3%	1	7.1%	0	0.0%	0	0.0%	1	7.1%
Minister of Conservation	206	99.5%	113	55.1%	91	44.4%	2	1.0%	7	3.4%	0	0.0%	0	0.0%	0	0.0%
Minister of Corrections	4	100.0%	1	25.0%	3	75.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister of Defence	9	100.0%	9	100.0%	3	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister for Digitising Government	3	100.0%	0	0.0%	3	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister for Disability Issues	7	100.0%	7	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister for Economic Development	18	94.4%	13	76.5%	6	35.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister of Education	84	94.0%	34	43.0%	37	46.8%	12	15.2%	3	3.8%	1	1.3%	1	1.3%	0	0.0%
Minister for Emergency Management and Recovery	10	100.0%	9	90.0%	5	50.0%	1	10.0%	0	0.0%	0	0.0%	1	10.0%	0	0.0%
Minister for Energy	18	100.0%	16	88.9%	2	11.1%	0	0.0%	2	11.1%	1	5.6%	2	11.1%	0	0.0%
Minister for the Environment	45	100.0%	41	91.1%	7	15.6%	1	2.2%	1	2.2%	0	0.0%	0	0.0%	0	0.0%

Ministerial Portfolio	Number of appointees	Appointees with ethnicity data (%)	European (# / %)		Māori (# / %)		Pacific (# / %)		Asian (# / %)		MELAA (# / %)		Other (# / %)		Did not specify (# / %)	
Minister for Ethnic Communities	8	100.0%	0	0.0%	0	0.0%	0	0.0%	8	100.0%	0	0.0%	0	0.0%	0	0.0%
Minister of Finance *	185	99.5%	133	72.3%	39	21.2%	13	7.1%	15	8.2%	0	0.0%	3	1.6%	0	0.0%
Minister for Food Safety	3	100.0%	2	66.7%	1	33.3%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister of Foreign Affairs	32	100.0%	19	59.4%	5	15.6%	6	18.8%	3	9.4%	0	0.0%	1	3.1%	0	0.0%
Minister of Health	258	99.6%	149	58.0%	79	30.7%	23	8.9%	29	11.3%	3	1.2%	0	0.0%	0	0.0%
Minister of Housing *	14	100.0%	11	78.6%	2	14.3%	2	14.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister for Hunting and Fishing	9	100.0%	7	77.8%	2	22.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister for Infrastructure	15	100.0%	12	80.0%	2	13.3%	2	13.3%	2	13.3%	0	0.0%	0	0.0%	0	0.0%
Minister of Internal Affairs	121	100.0%	76	62.8%	31	25.6%	8	6.6%	14	11.6%	2	1.7%	2	1.7%	6	5.0%
Minister of Justice	199	99.0%	159	80.7%	24	12.2%	15	7.6%	14	7.1%	2	1.0%	2	1.0%	0	0.0%
Minister for Land Information	20	100.0%	13	65.0%	5	25.0%	0	0.0%	2	10.0%	0	0.0%	0	0.0%	0	0.0%
Minister of Local Government	27	100.0%	22	81.5%	9	33.3%	1	3.7%	1	3.7%	0	0.0%	0	0.0%	0	0.0%
Minister for Māori Development	50	100.0%	13	26.0%	38	76.0%	1	2.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

* The boards for Kainga Ora Homes and Communities and Tamaki Redevelopment Company Ltd are co-appointed by the Ministers for Finance and Housing. Data for these two boards are counted against both portfolios but are counted only once in overall totals.

Ministerial Portfolio	Number of appointees	Appointees	European (# / %)	Māori (# / %)	Pacific (# / %)	Asian (# / %)	MELAA (# / %)	Other (# / %)	Did not specify (# / %)
		with ethnicity data (%)							
Minister for Media and Communication	30	100.0%	19 63.3%	6 20.0%	8 26.7%	1 3.3%	1 3.3%	0 0.0%	0 0.0%
Minister for Pacific Peoples	15	100.0%	1 6.7%	1 6.7%	14 93.3%	1 6.7%	0 0.0%	0 0.0%	0 0.0%
Minister of Police	4	100.0%	3 75.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 25.0%	0 0.0%
Minister for the Prevention of Family and Sexual Violence	11	100.0%	3 27.3%	11 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Minister for Racing	15	100.0%	15 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Minister for Rail	7	100.0%	7 100.0%	2 28.6%	1 14.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Minister for Regional Development	6	100.0%	5 83.3%	1 16.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Minister Responsible for RMA Reform	7	100.0%	3 42.9%	4 57.1%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Minister of Science, Innovation and Technology	78	98.7%	54 70.1%	19 24.7%	1 1.3%	3 3.9%	1 1.3%	7 9.1%	3 3.9%
Minister for Social Development and Employment	34	100.0%	23 67.6%	10 29.4%	5 14.7%	3 8.8%	0 0.0%	0 0.0%	0 0.0%
Minister for Social Investment	9	100.0%	6 66.7%	2 22.2%	1 11.1%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Minister for Space	2	100.0%	2 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%

Ministerial Portfolio	Number of appointees	Appointees with ethnicity data (%)	European (# / %)		Māori (# / %)		Pacific (# / %)		Asian (# / %)		MELAA (# / %)		Other (# / %)		Did not specify (# / %)	
Minister for Sport and Recreation	30	96.7%	20	69.0%	6	20.7%	3	10.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister for State Owned Enterprises	74	100.0%	61	82.4%	17	23.0%	2	2.7%	3	4.1%	0	0.0%	2	2.7%	0	0.0%
Minister for Tertiary Education and Skills	72	100.0%	51	70.8%	17	23.6%	6	8.3%	4	5.6%	0	0.0%	1	1.4%	0	0.0%
Minister of Tourism and Hospitality	7	100.0%	5	71.4%	3	42.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister for Trade	1	100.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister of Transport	45	93.3%	39	92.9%	8	19.0%	1	2.4%	0	0.0%	0	0.0%	2	4.8%	0	0.0%
Minister for Treaty of Waitangi Negotiations	5	100.0%	5	100.0%	3	60.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister for Veterans	15	86.7%	10	76.9%	4	30.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Minister for Women	9	100.0%	6	66.7%	3	33.3%	1	11.1%	1	11.1%	0	0.0%	0	0.0%	0	0.0%
Minister for Workplace Relations and Safety	34	100.0%	31	91.2%	2	5.9%	2	5.9%	2	5.9%	0	0.0%	0	0.0%	0	0.0%

The stocktake is dated 31 December 2024. 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). Boards which normally have one or more Ministerial appointments, but where these roles were vacant in 2024, are not included in total board numbers. Boards are listed by the portfolios which appointed to them as at 31 December 2024.

Methodology

Manatū Wāhine Ministry for Women undertakes this stocktake of gender and ethnicity on public sector boards and committees annually.

Ministerial appointments to public sector boards and committees are counted as at 31 December each year, with data taken from organisation forms submitted by agencies to the Department of the Prime Minister and Cabinet. The current stocktake is dated 31 December 2024 and reports on all appointed members of permanent or ongoing boards, and other appointed roles, as of that date. Where boards are summarised by portfolio, they are listed by the portfolios which appointed to them as at 31 December 2024

The stocktake includes only New Zealand Ministerial appointments considered through Cabinet's Appointments and Honours Committee (APH), or other Cabinet committees. It does not count non-appointed members such as elected or ex-officio members. It also does not count temporary boards appointed for periods of 18 months or less.

Appointing agencies were contacted by Manatū Wāhine Ministry for Women to provide clarity on board membership where necessary, and all agencies were given an opportunity to review and confirm their member data.

Board members self-identified their own ethnicity data and were able to specify multiple ethnicities. Ethnicity data has been coded in keeping with the relevant Stats NZ classification. Members who preferred not to divulge ethnicity data were recorded under the category "Do not wish to specify". All ethnicity data percentages provided refer to the proportion of total members who reported ethnicities.

Throughout 2024, 27 boards were reclassified as exempt from consideration by Cabinet's APH Committee, and a further 24 boards were disestablished. Boards or roles which were entirely vacant as of 31 December 2024 are also not listed here. As a result the 2024 stocktake contains data for 52 fewer boards than in 2023, and 533 fewer members.

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ISSN: 2703-5840

June 2025