



EEO Trust Diversity Survey Report 2004



Research undertaken and report compiled by the EEO Trust, 2004.

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ISSN No 1176-8045

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Foreword

The 'Ideal' Worker Changes Shape

The face of New Zealand continues to change significantly. We are becoming increasingly diverse in our cultural, linguistic, and spiritual mix. We are living longer, having fewer children later and we are starting to realise that the future of work will not necessarily be the way we expected it to be.

New Zealand, like many other developed countries, is experiencing a skill shortage in many industries. There has been much media comment on this during the year. For many organisations this skill shortage makes recruitment and retention concerns more acute. At the same time, there are a significant number of New Zealanders experiencing difficulties finding a role that can accommodate their particular requirements for a balanced life.

The EEO Trust continues to suggest that effective management of diversity within the workplace can address both these concerns. Looking beyond the norm and adjusting historical management practices to accommodate versatility in the workplace can mean that untapped talent emerges from unlikely sources. Our "PeoplePower – successful diversity at work" project, conducted earlier this year in conjunction with the Department of Labour, provides examples of this.¹

As Michael Barnett, Chief Executive Auckland Regional Chamber of Commerce and Industry and Chairman of The EEO Trust says "A big step in the right direction would be if New Zealand businesses could let go of the stereotypes they have created of the "ideal worker."

"Holding on to these stereotypes telescopes the number of potential employees in an already small pool of workers."²

New Zealand business is improving in its management of diversity, but we have a way to go. The following information sets out the results of a survey completed by 590 organisations in June 2004.

Once again the results of this survey indicate that members of the EEO Trust's Employers Group have better results generally than non-members. We suggest that this could be due to their heightened awareness of EEO principles along with the support they receive from the EEO Trust. The longer respondents have been associated with the EEO Trust the more likely they are to have an EEO/diversity strategy in place, an active implementation plan and subsequent success.

We invite you to compare your organisation's results with those of your peers, and to consider how you might improve in the year to come.

¹ PeoplePower – Successful diversity at work. EEO Trust, Department of Labour, Future of Work. 2004 ISBN 0-478-28007-6. www.eeotrust.org.nz/peoplepower

² B Innovative October 2004 Issue 37: Skills, think outside the square. Michael Barnett.

The EEO Trust provides relevant and current information from businesses and thought-leaders around the world to help its members develop versatile workplaces. Contact us whenever you require support or advice to progress your EEO strategies.

Philippa Reed
Chief Executive, EEO Trust

1. Executive Summary

More organisations responded to the 2004 Diversity Survey than ever before. This may indicate the growing awareness among employers of the importance of EEO/diversity and their interest in comparing performance in this vital part of business.

As in previous years EEO Trust Employers Group members and the public sector tended to 'outperform' the private sector and non-EEO Trust members in all areas covered by the survey.

Diversity within Leadership & Education

Women

The proportion of women in the top three tiers of management did not increase overall in the past year, except amongst EEO Trust Employer Group members (32%) and the public sector (35%). Women, Asian people and those from 'other' ethnic groups are those from the EEO target groups that are best represented at management level in terms of their proportions in the population.

Women continue to increase their representation in the professions at lower levels and in the under 40 age group, which is related to their representation in tertiary education. Representation at senior level has increased in some professions (primary and intermediate education) but not in others such as law. This increase has not been matched in trade and industry training for women.

Maori

There has been a slight increase in the proportion of Maori in the top three tiers of management.

Pacific peoples

Although Pacific peoples have doubled their representation in the top three tiers of management since 1998 from 0.7% - 1.4% this is still only about 1/5 of their proportion in the population.

Disability

Of the four EEO target groups, those with a disability have made the most rapid progress since 1998 (from 0.8% to 3.6%) in the top three tiers of management. However, they are still the least represented at management level as they make up 20% of the population.

Work Life Balance

The awareness of the need for work and life balance has increased along with workplace initiatives to improve the balance most people require to perform to their best. Survey results have improved in all sectors. The survey shows that the provision of flexible work hours is high and many organisations offer flexible work locations. Provision of or support for childcare, after-school care and school holiday programmes is increasing, but still low.

EEO Strategy, Management & Training

While EEO Trust Employer Group members and the public sector performed best on EEO/diversity indicators in our survey, the private sector and non-members have improved more in areas such as:

- Strategies, policies and plans
- Managers' commitment, accountability and training in EEO/diversity
- Auditing for compliance

This indicates a greater mainstreaming of EEO concepts and practices.

There is a decline by public sector respondents in auditing for compliance. There is also a decline in the proportion of organisations requiring recruitment consultants to be EEO Employers Group members and to demonstrate their ability to attract a diverse range of applicants whilst complying with the Human Rights Act. This could indicate a general resistance to compliance in the business world, where the softer approach of developing commitment through consultation is a more favoured approach. For example, there has been an increasing use of climate, opinion or exit surveys to find out about diversity issues in the workplace.

Awareness, Acceptance and Action

There have been marked declines in reported awareness and acceptance of the benefits of EEO/diversity, EEO/diversity activities and increased diversity of staff. This indicates that for EEO Trust Employer Group members there is a need to move beyond an emphasis on policies to the implementation of those policies and diffusion of EEO/diversity principles and practices throughout the organisation. Activities and diversity, however, do increase with the length of Employers Group membership.

How Do We Measure Up?

There has been significant research published in the past year on the progress of EEO in New Zealand, particularly on gender equity. The EEO Unit of the Human Rights Commission published the 'Framework for the Future: Equal Opportunities in New Zealand' in June 2004 and the 'New Zealand Census of Women's Participation in Governance and Professional Life'. Both these reports provide extensive material on diversity and equity issues and are referred to throughout this document.

New Zealand organisations that belong to the EEO Trust are ahead of the UK benchmark for flexible working provisions and New Zealand as a whole is similar to Australia for flexible working provisions. We rate relatively well on gender pay equity as 6th in the developed world for overall ratio of male to female earnings. However, we are lagging in the provision of EEO policies, and in EEO/diversity training for managers, particularly in the private sector and among non-EEO Trust Employer Group members.

2. Background

The main source of information for this report is the EEO Trust's 8th annual Diversity Survey. New Zealand organisations have provided information about the implementation and progress of EEO/diversity in their workplaces. We have once again reviewed changes over time, both overall and for individual organisations.

The EEO Trust's 2004 annual Diversity Survey questionnaire was sent to 3,711 organisations, primarily those employing over 20 staff and was completed by 590 organisations. Completion of the survey is a requirement of membership of the EEO Employers Group. This group consists of employers who are committed to quality EEO/diversity employment practices. The remaining participants in the survey are from a range of organisations in New Zealand that are not currently members of the EEO Trust.

This survey sample is not a random sample and is likely to be biased toward employers with an interest in EEO. It represents a snapshot of these workplaces in 2004. The survey covers 15% of the New Zealand workforce, being more representative of larger organisations, with 51% of those responding employing more than 100 full-time equivalent (FTE) employees.³

For the first time we surveyed members with fewer than 10 employees separately. Questions about formal policies and plans and about the top 3 tiers of management were omitted in this group. Their answers to the remaining questions are included with those of medium-large members and reported as "members" in the main report, but are reported separately in section 9 to get a better understanding of this group – which makes up 97% of all businesses in New Zealand, employing 50% of full time equivalent employees (FTEs). We are also interested in how they differ from medium-large organisations, and will be following this up with a separate study focussed on work-life and diversity in small organisations in New Zealand.

Information and Methodology

The EEO Trust Diversity Survey report is compiled from different sources:

- Results from the EEO Trust's annual Diversity Survey
- Published and unpublished data from Statistics New Zealand
- Current national and international research

Key references are footnoted.

³ FTE: Full time equivalent is the total number of full-time employees and working proprietors plus half the part-time employees and working proprietors. SNZ Business Demographics Glossary of Terms. www.stats.govt.nz

3. A Profile of New Zealanders and their Workplaces

A recent report released by the Department of Labour and the EEO Trust indicates that diversity in New Zealand continues to increase.⁴

Fertility Rates

In 17 of the last 20 years fertility in New Zealand has been below replacement level.⁵ Declining fertility rates and the implications for the future labour market and broader economy is a topic much discussed internationally and increasingly in this country.

Low fertility is related to late commencement of child-bearing and low levels of subsequent child-bearing – which are associated with poor levels of support for both parents to combine work and family.⁶

Attempts by women to balance paid work and family have resulted in entrenchment of low fertility, to sub-replacement levels in New Zealand, Japan, many European and other western countries. Fertility levels in New Zealand are clearly inversely linked to occupational level, with women in professional and managerial occupations, particularly those who work full-time, being less likely to have children, or having fewer children than those in other occupational groups.⁷ This is consistent with it being women in urban areas who have low rates of childbearing.

Families

Women play an increasing role in the workforce. Female participation in work has been steadily increasing for decades. Just as importantly, women are staying in the workforce longer and taking shorter breaks from work to have children.⁸ The immediate effect of this is there are more people in the workforce with responsibilities to care for children or other family members. However, it isn't only mothers as fathers too want to be able to spend more time with their children.⁹ Others need to combine paid work with caring for elderly family members.¹⁰

Family structures are changing with more varied types of families becoming commonplace.¹¹

⁴ PeoplePower – Successful diversity at work. EEO Trust, Department of Labour, Future of Work. 2004 ISBN 0-478-28007-6. www.eeotrust.org.nz/peoplepower

⁵ Statistics New Zealand. Demographic Trends 2003. www.stats.govt.nz

⁶ *Work and Family Policies are the Right Approach to the Prevention of Very Low Fertility*, Professor Peter McDonald, WAM/WOM Work and Family inter-jurisdictional workshop, Australia and New Zealand, Sydney, March 2002.

⁷ Sceats, Janet, 2003: The impossible dream: motherhood and a career? *Population and Social Policy. Special issue of New Zealand Population Review*, 29(1), May 2003. Population Association of New Zealand, Wellington: 155-170.

⁸ Sceats, Janet, 2003: The impossible dream: motherhood and a career? *Population and Social Policy. Special issue of New Zealand Population Review*, 29(1), May 2003. Population Association of New Zealand, Wellington: 155-170.

⁹ EEO Trust Fathers in Paid Work, 2003; [www.eeotrust.org.nz/diversity information and research/fathers and paid work](http://www.eeotrust.org.nz/diversity%20information%20and%20research/fathers%20and%20paid%20work).

¹⁰ Judith Davey and Sally Keeling, 2004: Combining work and eldercare: a study of employees in two City Councils who provide informal care for older people. Dept of Labour, Wellington.

¹¹ New Zealand Families Today, Ministry of Social Development, July 2004.

Age

The workforce overall is getting older. Today the mid-point of the working population is 35 and is projected to keep rising. Among the working population, growth will be especially strong in the numbers and proportion of people aged 45-64 years.¹² An older workforce will bring greater experience, but may have different expectations from working life.

Ethnic Diversity

New Zealand's working-age population has become, and will continue to be more ethnically diverse, than in the past. Two forces are contributing to this: growing numbers of Maori and Pacific people reaching working age and increased proportions of migrants in the population. About 21% in 2001 of working-age New Zealand residents were born overseas, up from 17.6% in 1991. While about 15% of all New Zealanders are Maori, this rises to 23% of people under 20 years. A further 10% of New Zealanders under 20 are Pacific people.¹³

In 2003, 37% of permanent and long-term arrivals in New Zealand were from Asia, 34% from Oceania, 20% from Europe and 4% from the Americas.¹⁴

People with Disabilities

One in 5 adults identify as having some form of disability according to Statistics New Zealand.¹⁵ Many people with disabilities are currently in work but many are not.¹⁶ People's impairments range from mild to severe and may be physical, sensory, neurological, mental health related, intellectual, or a mix of these.

Access to the Internet

We include this information from the 2001 census¹⁷ on the basis that it can affect the ability to work flexibly from home or other locations.

- 37% of households have access to the internet
- The higher the household income, the greater the level of internet and telephone access
- 3 out of 10 households with one parent and children have access to the internet
- 1 in 4 people of Maori ethnicity live in households with internet access
- 1 in 5 Pacific people live in households with internet access

New Zealand Workplaces

Numbers

There were 1,527,200 full-time equivalent New Zealand employees (FTEs)¹⁸ in work in 2003, 49.8% of them in businesses with less than 20 employees.

¹² Statistics New Zealand Labour Force Projections (1996 base – 2051) series 4M.

¹³ Statistics New Zealand census 2001.

¹⁴ Statistics New Zealand 2003, Tourism and Migration. www.stats.govt.nz

¹⁵ The definition of disability used in the Statistics New Zealand disability survey was: "any self-perceived limitation in activity resulting from a long-term condition or health problem; lasting or expected to last six months or more and not completely eliminated by an assistive device. (Statistics New Zealand 2002, Disability Counts 2001:130).

¹⁶ Only 40% of people with a disability are employed compared with 70% of the rest of the population (Statistics New Zealand 2002: Disability Counts 2001).

¹⁷ Statistics New Zealand Census of Population and Dwellings 2001, www.stats.govt.nz

¹⁸ FTE: Full time equivalent is the total number of full-time employees and working proprietors plus half the part-time employees and working proprietors. SNZ Business Demographics Glossary of Terms. www.stats.govt.nz

Industries and People¹⁹

The industries with the most FTEs are:

- Business & Property 32%
- Trading & Hospitality 22%
- Construction & Utilities 12%

Manufacturing provides work for 7% of FTEs, with Health & Community 5% and Transport & Communications 5%. It appears we have as many bankers and insurers as farmers with Primary Production and Finance & Insurance both at 4%. Education 2%, Central & Local Government 1% and Other 4% make up the rest.

¹⁹ Statistics New Zealand, Business Demography Statistics, www.stats.govt.nz

4. Leadership and Influence in New Zealand

Managing diversity is not about compliance or even ensuring that major customer groups are represented within a supplier organisation. It is about tapping into the latent talent that lies within diverse groups of people. It is particularly about leading by example and about leading with perspectives and values to ensure that different groups in our society are represented and respected.

Women in Leadership

Despite women holding the top four jobs in New Zealand, (the Prime Minister, the Governor General, the Attorney General and the Chief Justice) in general, women continue to hold far fewer senior roles than men in business with no significant increase over the last 8 years.

Women continue to increase their representation in the professions at lower levels and among those aged under 40. Representation at senior level has increased in some professions (primary and intermediate education) but not in others such as law. Women are still not equal to men in labour force participation, pay or seniority according to the Framework Report.²⁰

In 2004, 18% of the members of the Institute of Directors are women, no change from 2003. From their survey of members it appears that 4.8% of chairs are women, showing a gradual increase over the last few years.²¹

Table 4.1: Percentage of women non executive directors and chairpersons

Year	Chairpersons	Directors
2004	4.8%	10.6%
2003	3.1%	13.8%
2002	4.8%	12.3%
2001	2.3%	12.4%
2000	3.2%	11.7%
1999	4.7%	10.4%
1998	3.4%	7.7%
1997	2.3%	9%

Source: Strategic Pay Limited

²⁰ See Mintrom and True, 2004: Framework for the future. Equal Employment Opportunities in New Zealand, Human Rights Commission.

²¹ 2004 New Zealand Directors Fees Survey produced by Strategic Pay Ltd in conjunction with the Institute of Directors.

The 2004 New Zealand Census of Women's Participation in Governance and Professional Life²² provides two more measures of women's leadership. Women make up 5% of the directors of Publicly Listed Companies on the New Zealand Stock Exchange (89 companies) and 16% of board directorships in publicly listed companies on New Zealand's Alternative Stock Exchange (12 companies).

Four of the companies listed in Management Magazine's Top 200 list in December 2003 had a female chair of the board, a decline from an unusually high 9 in 2001.

Table 4.2: Percentage of women crown company directors by year*

Year	Percentage of women
1997	19%
1998	-
1999	30%
2000	29.6%
2001	29%
2002	34%
2003	34%
2004	35%

Source: CCMAU – NZ Treasury

*The scope of monitoring responsibilities of the Crown Company Monitoring Unit has narrowed. From 1999 they only covered SOE, CROC and CRI organisations. Previously they covered 22 health sector organisations as well.

Since 1998 a maximum of 2 women have been members of the Business Roundtable and the number of women board members of Business New Zealand has ranged from zero to 4 during that time.

The percentage of women in the top three tiers of management within organisations responding to the EEO Trust Diversity Survey has dropped by 1% since 2003 to 29% in 2004. However, EEO Trust member organisations have shown an increase in women at senior management levels. Women form a higher proportion of senior management in the not-for-profit sector than either the private or public sector.

Table 4.3: Percentage of top three tiers of management* who are women

All	EEO Employers Group members	Non-members
29%	32%	24%

*includes CEO

Of the organisations responding to the Diversity Survey 2% of EEO Trust Employers Group members and 12% of non-members reported no women in their top three tiers of management.

²² Human Rights Commission, 2004.

Women Elsewhere

Of the top 200 companies listed on the Australian stock exchange:²³

- Women hold 8.6% of board directorships
- 42% of companies have no women directors
- 11.5% companies have 2 or more women directors
- 8% have 25% or more women directors

Within the UK, nine percent of executive and non-executive directors in FTSE 100 companies in 2002 were women.²⁴

The UK Opportunity Now Survey 2004²⁵ of member organisations found the following proportion of women:

Role	All women	Ethnic minority women
Executive directors/Chief executives/Chief officers	18%	5%
Pro-Vice chancellor/Vice chancellor		
Non-executive directors/Governing board/Council	29%	6%
Senior Managers/Officers/other professionals	27%	3%
US Fortune 500 companies ²⁶ board seats	14%	
Companies with 25% or more women directors in 2003	11%	

New Zealand is positioned 5th in the developed world for the proportion of females in senior administrative positions. It is behind the US but ahead of Australia, Canada, the UK and Scandinavian countries.²⁷

²³ EOWA 2004 Australian Census of Women Board Directors – in conjunction with Catalyst USA

²⁴ Equal Opportunities Commission 2004: Sex and Power: who runs Britain?

²⁵ Opportunity Now Benchmarking Report 2004; Diversity at Work: Tracking Progress on Gender

²⁶ DiversityBusiness.com, June 2004. Business Women's Network.

²⁷ Human Development Report, 'Cultural Liberty in Today's Diverse World', United Nations, 2004. Table 25

Ethnic Diversity and People with a Disability in Leadership Roles

While figures are slightly down compared with 2003, almost 75% of the respondents to the Diversity Survey know the ethnic composition of the top 3 tiers of management in their organisations.

Measuring and reporting on gender, ethnicity and disability representation does present challenges for organisations. Below is a comment from one of the EEO Trust's large organisation members regarding their experience with this issue and the rationale for taking up the challenge.

"TVNZ decided to begin monitoring its performance on equal employment opportunities at the end of 2003. This made absolute sense for us, not only because of our new TVNZ Charter with its statements about support for communities and for wide audience inclusiveness, but because we are ourselves a diverse workforce and it was time to check how equitably opportunities presented themselves to our employees.

"... We discovered that less than half of our people were interested in describing themselves in terms of ethnicity and that, where there was dual ethnicity and one half was European, they generally chose to identify themselves as European. This was a surprise and also, of course, makes it very difficult to get meaningful data. We notice, though, that most job applicants and new joiners are more open to it, so over time the proportion of employees reporting ethnicity will grow." Sidney Smith, Head of Human Resources, TVNZ.

We emphasise that the data presented in this report represents a snapshot from member and non-member respondents that chose to complete the Diversity Survey.

There has been a slight increase in the proportion of Maori in management and last year's increase of Asian people has remained stable. Other groups show slight declines from 2003 but are all still significantly higher than where they were in 1998.

The Framework Report²⁸ also concluded that Maori have made some progress since 1990 in increased labour force participation, decreased unemployment and increasing movement into professional and associate professional occupations, which is consistent with an increase in Maori tertiary graduates. However, Maori are still over-represented in low skilled/low paid sectors and unemployment.

The Framework Report concluded Pacific people have not done as well as Maori during the 1990s.

Men in each ethnic group are better represented than the women of the group, although there is very little difference for Pacific people by gender.

²⁸ See Mintrom and True, 2004: Framework for the future. Equal Employment Opportunities in New Zealand, Human Rights Commission.

Table 4.4: Percentage of the total top three tiers of management in respondent organisations

Group	1998	2000	2001	2002	2003	2004	NZ population
Maori	2.8%	5.4%	6.5%	4.8%	4.6%	5.0%	14.7%
Maori men		3.3%	3.4%	2.8%	2.6%	2.9%	
Maori women		2.1%	3.1%	2.0%	2.0%	2.2%	
Pacific peoples	0.7%	1.3%	1.2%	1.7%	1.6%	1.4%	6.5%
Pacific men		0.9%	0.6%	1.0%	1.0%	0.7%	
Pacific women		0.4%	0.7%	0.7%	0.6%	0.6%	
Asian	1.2%	1.9%	2.0%	2.3%	2.7%	2.7%	6.6%
Asian men		1.2%	1.3%	1.6%	1.8%	1.7%	
Asian women		0.7%	0.7%	0.7%	0.9%	1.0%	
Other non-Pakeha ethnic groups	1.4%	2.5%	2.8%	2.5%	3.4%	2.6%	0.7%
Other men		1.8%	2.0%	1.9%	2.4%	1.6%	
Other women		0.8%	0.8%	0.7%	1.0%	1.0%	
People with a disability	0.8%	3.8%	5.4%	2.8%	4.0%	3.6%	20%
Men with a disability		2.5%	3.3%	2.0%	2.6%	2.4%	
Women with a disability		1.3%	2.1%	0.8%	1.4%	1.2%	

There has been a gradual decrease since 1998 in the proportion of organisations with no gender or ethnic diversity in senior management, but this appears to have stabilised for women. There are different sector patterns for different ethnic groups. The public sector leads for Maori, with 60% having Maori in the top three tiers compared with 33% in the private sector. However the private sector is ahead with other non-Pakeha ethnic groups.

Table 4.5: Percentage of respondents who have none of the following groups in the top three tiers of management, by sector

	Public %	Private %	Not-for-profit %
Maori	40	67	57
Pacific peoples	85	82	83
Asian people	68	65	83
Other non-NZ European	81	79	97

Disabled People

Just over 33% of respondents to the Diversity Survey know if any of their top three tiers of management has a disability. The small number of organisations who have this information means that the disability information below needs to be treated with caution. In addition, comparisons of 2004 data with earlier years are not exact as this year small organisations were not asked this question.

The proportion of senior management with a disability continues to fluctuate and remains low, particularly for women; however the proportion of organisations without a senior manager with a disability dropped to a new low in 2003 and continues a downward trend, with the public sector leading the way.

Of the EEO target groups, those with a disability have made the most rapid progress since 1998, but are still the least represented at management level as they make up 20% of the population.

Comparison with EEO groups in New Zealand public service senior management 2004²⁹

EEO groups	1998	2003	2004
Maori	8.2%	10.4%	10.2%
Pacific peoples	1.4%	1.6%	1.4%
Asian peoples	2.4%	1.5%	1.4%
Women	29.4%	35.9%	35.1%

There has been a slight decline in representation of all EEO groups in public service senior management between 2003 and 2004.

UK³⁰

Civil service top management: 23% are women

The Human Rights Commission is currently conducting a national enquiry into the accessibility of public land transport for people with disabilities. While the enquiry is not directly related to employment, public transport accessibility can affect people's ability to reach a place of employment.

The EEO Trust has carried out a literature review into employment issues relating to people with disabilities and more research will be undertaken later this year and published early 2005.

²⁹ EEO Progress in the Public Service 2004 report with special focus on Pacific Peoples, State Services Commission, Wellington, June 2004.

³⁰ Equal Opportunities Commission 2004: Sex and power: who runs Britain?

5. Balancing Work and Life

Maximising diversity to unleash latent talent involves employing and supporting people with different individual backgrounds, needs and concerns. The recent EEO Trust Work & Life Awards 2004³¹ saw different organisations win recognition for their ability to respond to the needs of their people and enjoy immediate payback with more positive working environments and better retention rates.

The Department of Labour's Work-Life Balance Project³² identified the main barriers preventing people from achieving work-life balance as:

- Lack of access to quality, affordable childcare to suit working parents
- Difficulty for those on low hourly wage rates, who need to work long hours to earn enough income to support their families
- Undervaluing of caring and voluntary work
- Long hours and physically or mentally intensive work, without sufficient recovery time
- "Precarious" employment arrangements
- Lack of workplace policies and unsupportive workplace cultures
- Pressures on small employers to "do everything" in the business, which impacts on their own work-life balance, and their ability to think about work-life balance for staff
- The need for government to lead by example

The table below summarises data collected via the EEO Trust Diversity Survey 2004.

Table 5.1: Work and life provisions or support 2004 (1998 figures in brackets where available)

	All	EEO Employers Group members	Non-members
Childcare facilities*	21% (16%)	29% (20%)	11%
After school care*	12% (7%)	17% (10%)	6%
School holiday programmes*	16% (18%)	24% (20%)	6%
Eldercare services*	6% (3%)	9% (3%)	3%
Work and life information	50% (31%)	58% (37%)	40%
Flexible work location	63%	72%	51%
Flexible work hours	83%	87%	77%
On-site breastfeeding area	18%	26%	8%
Expressing milk/storage facilities	14%	19%	8%

* The question asks whether these are provided or supported. This year the response category "information only" was added to yes and no options. For comparative purposes, information only and yes have been combined as a positive response. It is possible this change in response options partly contributes to the increases from last year.

³¹ "A Question of Balance": EEO Trust Work and Life Awards 2004.

³² Worklifebalance Project, Department of Labour, July 2004. www.dol.govt.nz

Key points compared with 2003:

- Growth in childcare facilities, after-school and school holiday programmes
- Growth (doubling) of organisations providing information or flexibility around eldercare
- A new category on providing information about childcare showed 9% of all respondents do so
- Awareness of work life balance issues in general is much stronger, and more so amongst EEO Employers Group members than non-members
- Provision of flexible work location is up for EEO Employer Group members
- 87% of EEO Employers Group members provide or support flexible work hours

Table 5.2: Work and life provisions or support by sector

	All	Private	Public	Not for profit
Childcare facilities	21% (16%)	16%	36%	21%
After school care	12% (7%)	12%	17%	13%
School holiday programmes	16% (18%)	11%	32%	11%
Eldercare services	6% (3%)	6%	6%	10%
Work and life information	50% (31%)	47%	60%	49%
Flexible work location	63%	60%	72%	67%
Flexible work hours	83%	79%	91%	90%
On-site breastfeeding area	18%	15%	26%	20%
Expressing milk/storage facilities	14%	13%	18%	13%

- Higher proportions of public sector organisations provide more of the initiatives than those in the private sector
- The exception is eldercare services, where public and private sectors are equal, and not-for-profits have the greatest provision
- There are smaller gaps between public and private sectors in the provision/support of after school care and breast milk expressing/storing facilities than in other areas

The Social Wellbeing Survey³³ found that while 62% of New Zealanders are satisfied or very satisfied with their work-life balance, only 56% of full-time workers are. Men are more dissatisfied than women, and higher income workers are more dissatisfied than lower income workers.

³³ The Social Wellbeing Survey, Ministry of Social Development, 2004 www.socialreport.msd.govt.nz

Janet Sceats in her paper "The Impossible dream: motherhood and a career?" says "Unless some changes are made to accommodate the dual roles of men and women as members of families as well as members of the workforce, it would not be surprising if increasing numbers of young New Zealand women look at their options and conclude, as many of their counterparts in Europe and Japan have done, that trying to "have it all" is a bit too hard, and decide not to have children after all." (Sceats, 2003:169)³⁴

Paid Parental Leave

Changes to statutory paid parental leave introduced this year include an increase in payment from \$334.75 to \$346.63 (before tax) or 100% of previous weekly earnings, whichever is the lesser. The number of eligible weeks increases from 12 to 13 from 1 December 2004. In 2005 the number of weeks will increase to 14 from a date yet to be confirmed. To be eligible, an employee is required to have worked for their employer for the past 12 months for an average of 10 hours per week including at least one hour per week or 40 hours per month.

Table 5.3: Percentage of respondents providing paid parental leave beyond the July 1st 2002 statutory requirement

	All	EEO Employers Group members	Non-members
Yes	23% (20%)*	31% (27%)	12% (9%)
Not decided	(21%)	(19%)	(21%)

* The figures in brackets are the proportion of organisations who said in the 2002 survey that they were intending to provide over the legal requirement.

- Overall a higher proportion of organisations are actually providing paid parental leave beyond that of the statutory minimum than those which said they intended to in 2002, but this has dropped slightly from 2003
- 31% of EEO Employers Group members provide extra paid parental leave
- Public sector organisations are almost twice as likely to be providing extra paid parental leave (35% compared with 19% in the private sector)
- Many organisations report that the amount of paid parental leave they provide varies depending on length of service and either the status or occupational group of the staff. Those with longer service and those in more senior positions were provided with more than "support staff."
- The most frequently provided amount of additional paid parental leave is six weeks

Keeping in Touch with Parents on Leave

The Diversity Survey asked respondents whether and how they kept in touch with people on parental leave.

³⁴ Sceats, Janet, 2003: The impossible dream: motherhood and a career? *Population and Social Policy. Special issue of New Zealand Population Review*, 29(1), May 2003. Population Association of New Zealand, Wellington: 155-170.

Table 5.4: Keeping in touch during parental leave 2004 (1998 results in brackets)

	EEO Employers Group members		Non-members	
	2004	2003	2004	2003
Always in touch	68%	72% (47%)	68%	66%
Sometimes in touch	21%	20% (30%)	24%	22%

Table 5.5: Monitoring return to work after parental leave 2004

	All	Employer Group Member	Non-members
Yes	63%	69%	54%
Not thought of it	12%	8%	18%

- Results are similar to last year
- EEO Employers Group members are more likely to monitor return to work after parental leave than non-members
- The private sector is slightly more likely to always monitor return (64%) than the public sector (60%)

How We Compare

Data from 226 of the UK's biggest private and public sector organisations who were members of Opportunity Now, the UK equivalent of the EEO Trust, showed that 84% have specific schemes to enable flexible working.³⁵

Data from a 2004 randomly selected sample survey representative of Australian and New Zealand organisations found that 35% of all New Zealand organisations and 38% of all Australian organisations have flexible work practices.³⁶ Large organisations (45% Australia, 41% New Zealand) were more likely than small and medium sized enterprises (SMEs) to have flexible work practices.

This means that overall New Zealand and Australian organisations are behind those that are members of an equal opportunity group, but that New Zealand organisations that belong to the EEO Trust are ahead of the UK benchmark for member organisations.

In 2004 respondents in an annual work life survey in Australia³⁷ reported that after they introduced work life strategies they:

- Reduced turnover by an average of 5%
- Reduced absenteeism by an average of 4%
- Increased the return rate from parental leave by an average of 24%
- Increased employee satisfaction by an average of 11%

³⁵ Opportunity Now – Benchmarking Report 2004; Diversity at Work: Tracking Progress on Gender.

³⁶ Sweeney Research, 2004: Mobility and Mistrust. An independent research report commissioned by Toshiba Australia Information Systems Division into the attitudes of managers and employees in Australia and New Zealand towards flexible working. www.isd.toshiba.com.au

³⁷ Managing work/life balance, Work/Life Initiatives, The Way Ahead Report on the year 2004 Survey.

6. Professions

There is a scarcity of information about people with disabilities or different ethnicities within the professions. However, there is current information available about women in different roles. One such source is the first New Zealand Census of Women's Participation in Governance and Professional Life³⁸, produced by The Human Rights Commission and the New Zealand Centre for Women and Leadership. This provides data on women in leadership and decision-making positions in private and crown companies, business, law, politics and the top rungs of academic life.

Legal

"At a time when women lawyers have broken into leadership roles, some may say nothing further is necessary. Certainly we can be proud of the women lawyers who hold the positions of Governor General, Chief Justice and Attorney General, but women lawyers have yet to hold, in significant numbers, positions of leadership and influence in the profession."³⁹

Currently, according to the New Zealand Census of Women's Participation in Governance and Professional Life 21.4% of judges are women, an increase of 7.4% since 1998. Some judges offer information on their ethnicity and, while the picture is incomplete, it appears that ethnic diversity amongst the judiciary is gradually increasing.

The proportion of women being issued practicing certificates, being admitted to the bar and becoming sole barristers continues to increase. 59% of lawyers with 0-5 years experience were women in 2003 compared with 23% with 21-25 years experience.⁴⁰ However the proportion of women principals has not changed in the last 2 years. Women make up only 14% of legal partnerships in firms of more than 10 partners.

Table 6.1: Lawyers: Practising certificates issued 2003

	2003 (1997) Female	2003 (1997) Male	Total
Practising Certificates ⁴¹	37% (30%)	63% (70%)	9,057
Admissions	59% (53%)	41% (47%)	780
Principals	16% (13%)	84% (87%)	3,150
Sole Barristers	30% (27%)	70% (73%)	1092

Source: New Zealand Law Society, Annual Report.

³⁸ New Zealand Census of Women's Participation in Governance and Professional Life, Human Rights Commission, 2004

³⁹ Christine Grice Immediate Past President, New Zealand Law Society, in the New Zealand Census of Women's Participation in Governance and Professional Life, Human Rights Commission, 2004.

⁴⁰ New Zealand Law Society Annual Report, 2003.

⁴¹ The certificates issued during 2003 do not necessarily represent actual members as at 30/11/03.

Table 6.2: Lawyers by gender and years of experience 2003

Years of experience	Female %	Male %	Total %
0-5	59%	41%	100%
6-10	53%	47%	100%
11-15	44%	56%	100%
16-20	35%	65%	100%
21-25	23%	77%	100%

Source: New Zealand Law Society, Annual Report, 2003

Health Sector⁴²

Medicine

In 2002 women comprised:

- 34% of active medical practitioners (of which 49% were aged under 30 and 45% were aged under 40)
- 37% of active general practitioners
- 20% of active specialists

Dentistry

In 2003 women comprised:

- 25% of active dentists
- 46% of dentists aged under 40

Nursing

In 2003 women comprised:

- 91% of all registered nurses and midwives and 94% of active enrolled nurses working in New Zealand with no difference by age
- 98% of active registered nurses with midwifery qualifications

Table 6.3: Number of active medical practitioners, by sex, 2001

Year	Male		Female		Total
	Number	%	Number	%	
2002	5577	66%	2826	34%	8403
2001	5726	67%	2765	32%	8491
1997				30%	

Source: New Zealand Health Information Service, Health Workforce Data Collection, www.nzhis.govt.nz.

⁴² New Zealand Health Information Service, Health Workforce Data Collection, www.nzhis.govt.nz

Table 6.4: Number of active medical practitioners, by sex and age group, 2002

	Males	Females	% Female	Total
20-29	500	472	48%	972
30-39	1295	1020	44%	2315
40-49	1936	969	33%	2905
50+	1846	365	17%	2211

Source: New Zealand Health Information Service, Health Workforce Data Collection, www.nzhis.govt.nz

Table 6.5: Number of active general practitioners, by sex, 2001

	Male		Female		
Year	Number	%	Number	%	Total
2002	1825	63%	1092	37%	2917
2001	1915	63%	1122	37%	3037
1997				33%	

Source: New Zealand Health Information Service, Health Workforce Data Collection, www.nzhis.govt.nz

Table 6.6: Number of active specialists, by sex, 2001

	Males		Females		
Year	Number	%	Number	%	Total
2001	2201	81%	524	19%	2725
2002	2166	80%	557	20%	2723

Source: New Zealand Health Information Service, Health Workforce Data Collection, www.nzhis.govt.nz

Table 6.7: Number of active dentists, by sex, 2003

	Males		Females		
Year	number	%	Number	%	Total
2001	1222	76%	379	24%	1601
2003	1182	75%	400	25%	1582

Source: New Zealand Health Information Service, Health Workforce Data Collection, www.nzhis.govt.nz

Table 6.8: Number of active dentists, by sex and age group, 2003

	Males	Females	% Female	Total
20-29	93	80	46%	173
30-39	191	159	45%	350
40-49	370	134	36%	504
50+	528	27	5%	555

Source: New Zealand Health Information Service, Health Workforce Data Collection, www.nzhis.govt.nz

Although the proportion of women dentists is only slowly increasing overall, those under age 40 are reaching close to equal numbers with men.

Table 6.9: Number of active registered nurses and midwives working in nursing in New Zealand 2002

	Males		Females		Not reported		
Year	Number	%	Number	%	Number	%	Total
2002	2109	6%	29,984	91%	1031	3%	33,124
2003	2056	6%	29,782	91%	849	3%	32,687

Source: New Zealand Health Information Service, Health Workforce Data Collection, www.nzhis.govt.nz

Table 6.10: Number of active enrolled nurses working in nursing in New Zealand 2002

	Males		Females		Not reported		
Year	Number	%	Number	%	Number	%	Total
2002	143	4%	3717	94%	113	3%	3,973
2003	124	3%	3610	94%	93	2%	3,827

Source: New Zealand Health Information Service, Health Workforce Data Collection, www.nzhis.govt.nz

Table 6.11: Number of active nurses with midwifery qualifications working in nursing in New Zealand 2002

	Males		Females		Not reported		
Year	Number	%	Number	%	Number	%	Total
2002	8	0.2%	3,518	98%	83	2%	3,609
2003	11	0.3%	3,439	98%	78	2%	3,528

Source: New Zealand Health Information Service, Health Workforce Data Collection, www.nzhis.govt.nz

Accounting

In 2004 34% of members of the Institute of Chartered Accountants were women. The proportion appears to be gradually increasing. In 1998 27% were women and 32.5% in 2003.

Education

The achievement of a professorship represents the height of academic attainment. The greater numbers of females over males attending tertiary education over the last decade means that greater numbers of women in senior academic positions could be justifiably expected. The New Zealand Census of Women's Participation in Governance and Professional Life⁴³ reports on the number of women holding either Professor or Associate Professor positions in New Zealand's eight universities. At present, women hold 15.82% of senior academic positions in New Zealand's eight universities (excluding emeritus professors). There is now one woman university vice-chancellor at Massey University.

The proportion of women in executive/principal positions in other educational institutions has increased especially in primary and intermediate schools. Wānanga (Maori tertiary institutions) and Colleges of Education still do not have any women executives and the proportion in polytechnics has declined since 2001.

The proportion of women staff has increased slightly in schools, universities and polytechnics, with larger increases in Wānanga and colleges of education.

How We Compare

Twelve percent of university vice chancellors in the UK are women, as are 26% of their college principals.⁴⁴

Female Professional & Technical Workers

New Zealand is positioned 16th in the developed world for the proportion of female professional and technical workers. It is below Eastern European countries, the US, Australia and Canada. It is similar to Ireland and above Sweden, Norway, Germany and the UK. New Zealand's proportion of professional and technical workers is close to the proportion of women in the population (51%).⁴⁵

⁴³ New Zealand Census of Women's Participation in Governance and Professional Life, Human Rights Commission, 2004

⁴⁴ Equal Opportunities Commission 2004: Sex and power: who runs Britain?

⁴⁵ Human Development Report, 'Cultural Liberty in Today's Diverse World', United Nations, 2004.

7. Gender Earnings Gap

Hourly Earnings 1997 – 2003

“Women of most demographic groups and at most levels of earnings have experienced some degree of improvement in their relative earnings”, according to a paper presented by Sylvia Dixon⁴⁶ of the Department of Labour. Female full-time employees' hourly rate is 90% of that of their male counterparts. From 1997 to 2003 (for full and part time workers) the gap between women and men's earnings decreased by 4 percentage points, with women's hourly rate being 88% of that of men's. This shift is attributed to changes in the skills, experience and qualifications of the workforce, recent patterns of job growth which have occurred, particularly in more female occupations and industries, and the level of the minimum wage. Dixon's analysis shows *“the faster ageing and more rapidly rising educational attainment of the female workforce”* is the main explanation for the declining gender pay gap, followed by shifts in the occupational and industrial distribution of male and female employees.

Hourly and Weekly Earnings 2003 and 2004⁴⁷

The following analysis is from the June 2004 Quarter of the New Zealand Income Survey and uses arithmetic means which show a greater gap than Dixon's analysis using geometric means. It also compares weekly earnings, including part-time earnings and shows a much greater gap between men and women due to women's greater representation in part-time work.

- In the June 2004 quarter average hourly earnings for females increased by \$0.22 to \$16.80, and for males up \$0.49 to \$19.58, resulting in an increased gender gap. In June 2003 women's hourly earnings was 87.1% of men's, now it is 85.8%
- Median hourly earnings increased for both males and females; the ratio of females to males was 87.3% in the June 2004 quarter compared to 87.9% in 2003
- Median weekly income for wage and salary earners was \$724 for males and \$520 for females in 2004, a ratio of 71.8% compared with 70% in 2003

The hourly earnings gap has increased since 2003 but the weekly earnings gap has decreased slightly indicating women are working more hours.

How We Compare

In New Zealand in 2003 women's full-time hourly earnings were 90% of men's.⁴⁸

In the UK in 2003 women's full-time hourly earnings were 82% of men's.⁴⁹

In Australia in 2000 women's full-time hourly earnings were 90% of men's.⁵⁰

⁴⁶ Dixon, Sylvia, 2004: Understanding reductions in the gender wage differential 1997-2003, New Zealand conference of Pay and Employment Equity for Women, Wellington, 28-29 June 2004. www.dol.govt.nz

⁴⁷ Tables 7.1-7.4 in this sector are from the Statistics NZ - New Zealand Income Survey June Quarter. The following Statistics NZ notes apply to these tables.

(1) Only earnings from wages and salaries have been included in this calculation

(2) Those employed in wage and salary jobs includes all those who earned income from wages and salaries. This means that for someone who earned wages and salaries and received income from another source, the portion of their income from wages and salaries is included in the calculation. Someone who only received income from self-employment was excluded from the calculation.

(3) The New Zealand Income Survey is a sample survey. All results are subject to sampling error.

⁴⁸ Dixon uses geometric means which are slightly higher than arithmetic means. The arithmetic mean for Dixon's 2003 data was 87%. The Australian benchmarking data is arithmetic means (ABS email communication 6.10.2004).

⁴⁹ New Earnings Survey 2003, Office for National Statistics. www.statistics.gov.uk

⁵⁰ EOWA Equity Statistics www.eowa.gov.au

Pay and Equity Taskforce

Earlier this year the government released the report of the Taskforce on Pay and Employment Equity in the Public Service, Public Health and Education Sectors.

The taskforce was established to advise on how factors that contribute to the gender pay gap apply in particular to parts of the public service and public health and education sectors, and to develop a five year plan of action to address pay and employment equity.

The government has endorsed the five-year plan of action proposed by the taskforce and a Labour Department steering group is overseeing its implementation. A Pay and Employment Equity Unit in the Department of Labour will provide advice and guidance on pay and employment equity and develop job evaluation and pay audit tools.

Earnings and Ethnicity

- While women from other ethnic groups have lower median earnings from employment, European/Pakeha females have the largest gender pay gap within an ethnic group
- The gender pay gap for Maori has improved since 2003 but declined for Pacific people, but the gap remains greater for Maori than Pacific people
- The different age structures of the different ethnic groups have an impact on comparisons of income. The Maori, Pacific peoples and the "Other" ethnic groups have proportionately more people in the younger age groups

Table 7.1: Median weekly earnings from wages and salaries for those employed in wage and salary jobs by sex and ethnicity

Ethnicity	2004 Male \$ per week	2004 Female \$ per week	2004 female as % of male	1999 Male \$ per week	1999 Female \$ per week	1999 female as % of male
European/ Pakeha	750	500	67%	650	422	65%
Maori	614	480	78%	540	380	70%
Pacific peoples	560	480	86%	479	420	88%
Other	628	480	76%	600	420	70%
Total	714	492	69%	623	420	67%

Earnings and Formal Qualifications

- At all qualification levels male wage and salary earners have higher median weekly earnings. The female earnings are not more than 80% of male earnings.

Table 7.2: Median weekly earnings from wages and salaries for those employed in wage and salary jobs by sex and qualification

Qualifications	2004 Male \$ per week	2004 Female \$ per week	2004 \$ difference & female as % of male	1999 Male \$ per week	1999 Female \$ per week	1999 female as % of male
No formal	560	380	180 68%	499	315	63%
School Cert	600	412	188 69%	520	330	63%
Sixth Form	633	418	215 66%	600	427	71%
Higher School	516	291	225 56%	340	230	67%
Other School	553	400	153 72%	525	381	73%
Vocational or Trade	778	540	238 69%	690	468	68%
Bachelor or Higher	959	767	192 80%	911	652	72%
Other post- school	729	494	235 68%	671	360	54%
Total	714	492	222 69%	623	420	67%

- In the 15-19 age group the ratio of female to male median earnings from employment has declined to 46% in 2004
- The income gap between men and women with vocational or trade post school qualifications is virtually unchanged between 1999 and 2004
- The income gap between men and women with degrees has improved since 2003 but declined for those with school qualifications only. It has also improved for those with no qualifications

Earnings and Age

- At all ages, male wage and salary earners have a higher median weekly income than females. The gap is narrowest in the 20-24 and 25-29 age groups
- The earning gap has increased for 15-19, 20-24 and 40-45 year olds, and those aged over 65 years, between 1999 and 2004
- The gap has closed most between 1999 and 2004 for men and women aged 50-54 years (by 13 percentage points - although females still only earn 70% of male earnings). It has also improved for those in their thirties.

Table 7.3: Median weekly earnings from wages and salaries for those employed in wage and salary jobs by sex and age

Age	2004 Male \$ per week	2004 Female \$ per week	2004 \$ difference & female as % of male	1999 Male \$ per week	1999 Female \$ per week	1999 female as % of male
15-19	270	125	145 46%	117	104	89%
20-24	536	448	72 88%	450	423	94%
25-29	690	580	110 84%	600	510	85%
30-34	734	577	157 79%	690	477	69%
35-39	849	540	309 64%	720	405	56%
40-44	841	510	331 61%	755	412	55%
45-49	875	536	339 61%	729	464	64%
50-54	836	586	250 70%	740	420	57%
55-59	767	480	287 63%	678	427	63%
60-64	714	450	264 63%	604	386	64%
65+	482	262	220 54%	230	212	92%
Total	714	492	222 69%	623	420	67%

Earnings and Occupation

- The ratio of female to male hourly earnings by occupation (at the one digit level) is high in female dominated occupations such as clerks and service and sales workers. It is also high for plant and machine operators and assemblers
- Between 1999 and 2004 the earning gap for women has increased in four of the nine occupational categories, the largest increases being among elementary occupations and agriculture and fisheries workers
- Since 2003 the income gap between men and women has narrowed for those in manual occupations and widened for those in white collar occupations

Table 7.4: Median hourly earnings from wages and salaries by sex and occupation⁵¹

Occupation	2004 Male \$ per hour	2004 Female \$ per week	2004 \$ difference & female as % of male	1999 Male \$ per week	1999 Female \$ per week	1999 female as % of male
Legislators administrators & managers	24.26	19.50	4.76 80%	20.00	15.62	78%
Professionals	23.44	20.14	4.30 86%	20.70	17.00	82%
Technicians & associated professionals	20.00	16.00	4.00 80%	17.50	14.25	81%
Clerks	16.00	15.37	0.63 96%	14.58	13.10	90%
Service & sales workers	12.20	11.00	1.20 90%	11.01	10.00	91%
Agriculture & fisheries workers	13.11	11.30	1.81 87%	10.69	9.60	90%
Trades workers	16.27	13.00	3.27 80%	14.71	11.25	76%
Plant & machine operators & assemblers	15.00	12.00	2.98 91%	13.00	10.00	77%
Elementary Occupations	12.00	10.90	1.10 88%	10.83	10.00	92%
Total	16.50	14.42	2.08 87%	14.50	12.34	85%

⁵¹ (1) Only wages and salaries income from a respondent's first job has been included in this calculation.
 (2) The New Zealand Income Survey is a sample survey. All results are subject to sampling error.

Public Service⁵²

In 2004:

- The average salary for females was 84.4% of that for males
- 7.8% of females were earning less than \$30,000 per annum compared with 4.1% of males
- 28.7% of males were earning \$60,000 or more, compared with only 15.6% of females
- Since 2000 there has been a greater percentage increase for women than men earning \$60,000 or more

Table 7.5: Average annual salary of public servants, 2004

	Female	Male	Total
Full-time	\$46,435	\$54,838	\$50,096
Part-time	\$40,937	\$45,285	\$41,548
Total	\$45,896	\$54,623	\$49,527

Table 7.6: Percentage of public service women and men earning less than \$30,000 pa, 2004

	2000	2003	2004
All	17%	7.4%	6.3%
Female	22%	9.1%	7.8%
Male	11%	5.1%	4.1%

Table 7.7: Percentage of public service women and men earning \$60,000 pa and above, 2004

	2000	2003	2004
All	12%	18.2%	21.5%
Female	7.1%	12.8%	15.6%
Male	18.1%	25.5%	28.7%

⁵² Tables 7.5 to 7.7 supplied by State Services Commission and the 2004 data adjusted to be based on the same calculation as used in 2003 to be comparative.

8. What's Happening in Workplaces?

EEO/Diversity Strategies, Policies and Plans

In many medium-large organisations a fundamental part of the diversity infrastructure will include EEO/diversity strategies, policies and plans for implementation. These documents usually set out the organisation's commitment to EEO and the practical steps being taken to achieve them. Underpinning such strategising or planning is the commitment of senior management and the establishment of clear accountabilities for implementation or progress.

Having an EEO/Diversity Policy

Table 8.1: Medium-large organisations

	All	Private	Public	NFP	Member	Non-member
2004	77%	71%	93%	74%	89%	64%
2003*	77 (82)%	67 (72)%	99%	80 (88)%	86 (94)%	60 (61)%

* brackets is medium-large respondents

Seventy seven percent of all 2004 respondents from medium-large organisations have a strategy endorsing EEO/diversity. This result is the same as last year for all respondents.

Of medium-large EEO Employers Group members, 89% said they have a policy, which is less than in 2003 (94%). Almost two thirds of non-EEO Employers Group respondents have a policy, up from 61% last year.

Public sector organisations (93%) are more likely than those in the private sector (71%) or not-for-profit sector (74%) to have a policy. While this is similar to 2003 for the private sector, it is a decline for the public and not-for-profit sectors (see Table 8.1).

Most policies are in written form (87%) with this being more likely for EEO Employers Group members (90%) than non-members (80%).

Table 8.2: Using EEO/diversity policies

Policy provided to	2004	2003	2002	1998
Current staff	70%	73%	77%	63.5%
New staff	75%	77%	79%	62%
Job applicants	24%	25%	24%	18%
Recruitment consultants	21%	22%	23%	17%

While the 2004 figures are either very similar to, or slightly lower than those in 2002 and 2003, they do show that better use is being made of EEO/diversity policies than in 1998. Results between sectors show the public and not-for-profit sectors are more likely to provide policies to new staff, current staff and job applicants, but the private sector is more likely to provide policies to recruitment consultants.

Having a Documented EEO/Diversity Plan

Data collection is necessary if we are to benchmark progress, identify gaps that need closing and spot trends likely to impact our organisations.

Almost a third of all medium-large respondents have a plan, which is similar to last year. Of the medium-large EEO Employers Group respondents 45% have a documented plan compared with 15% of non-members. Twelve percent said the plan was being developed (16% in the EEO Employers Group compared with 9% of non-member respondents).

Only 18% of private sector organisations have a documented plan. This contrasts with 66% of public sector organisations and 26% of not-for-profit organisations. Both the private and public sectors were up slightly from last year while the not-for-profit sector was down (see Table 8.3).

The public sector is more likely to demonstrate this behaviour as they are required to report on EEO under the provisions of State Services and Local Government Acts – whereas reporting is optional for private and not-for-profit organisations that may include such information in other reports such as sustainable business reporting.

Table 8.3: Having a documented EEO plan, by sector

	All	Private	Public	Not-for-profit
2004	31%	18%	66%	26%
2003	32%	16%	63%	29%

When organisations have a documented EEO/diversity plan in place they are likely to monitor progress on it. Since the last survey there has been a 3 percentage point increase in the proportion of respondents that monitor their plan, up to 92%.

Having a Plan and a Policy

There has been a slight decrease over the past year in the proportion of all respondents who have both a policy and a plan, from 30% to 27%. Almost half of the EEO Trust Employers Group members with a policy also have an implementation plan.

Table 8.4: Percentage of respondents with EEO policies who also have a documented EEO plan 1997 to 2003 (brackets indicate % when small organisations have been excluded)

	All	EEO Employers Group members	Non-EEO Employers Group members
EEO policy			
2004	- (77%)	- (89%)	- (64%)
2003	77% (82%)	86% (94%)	59.5% (61%)
2002	78% (82%)	86% (92%)	63% (64%)
2001	78%	85%	67%
2000	81%	88%	70%
1999	79%	87%	70%
1998	81%	88%	not available
1997	81%	89%	not available
EEO plan			
2004	- (31%)	- (45%)	- (15%)
2003	30% (32%)	39% (43%)	12% (12%)
2002	31%	42%	14%
2001	30%	37%	17%
2000	29%	37.5%	14%
1999	28%	37%	22%
1998	26%	33%	not available
1997	31%	38%	not available
% of those with policy who have a plan			
2004	38%	49%	22%
2003	38.5%	45%	20%
2002	40%	48%	22%
2001	37%	43%	24%
2000	35%	42%	19.5%
1999	26.5%	34%	18%
1998	25%	33%	not available
1997	30%	38%	not available

The longer the association with the EEO Trust the more likely organisations are to have both a policy and a plan.

Although the private sector is much less likely to have both a policy and a plan – only 24% of all private sector respondents compared with 68% of public sector respondents and 33% of not-for-profit organisations - there has been a greater increase (up 50% from 16%) in the private sector over the past year than in the public sector (up 8% from 63% in 2003).

How We Compare

In a 2003 national Australian survey, 83% of the 60 organisations that responded indicated that their organisation had a formal diversity or EEO policy.⁵³ The Equal Employment Opportunity Network of Australia survey is similar to the EEO Trust's diversity survey in that it is a non-random sample, voluntary completion survey.

⁵³ Getting serious about diversity, 2003 National Diversity and Equality Survey, Equal Employment Opportunity Network of Australia.

Managers' Commitment and Accountability

Accountability

Arguably, busy managers are unlikely to wholeheartedly champion a cause unless they are held accountable for its success or they are convinced of the business benefits of it. It is therefore important that for EEO/diversity to be successfully built into an organisation's culture, managers need to be measured against its successful implementation.

Almost a quarter of the organisations surveyed have accountability for EEO/diversity consistently built into managers' performance contracts. This encompasses:

- 23% of all medium-large respondents
- 29% of EEO Employers Group medium-large respondents
- 16% of non-member respondents

Those organisations with a longer relationship with the EEO Trust are more likely to include accountability for EEO/diversity in managers' contracts, as are organisations in the public sector (35% when compared with the private sector, 18%).

How We Compare

Around a quarter of the respondents to the UK's Opportunity Now's annual benchmarking survey include gender equality as part of managers' performance goals⁵⁴ – 38% in the public sector and 19% in the private sector.

Senior Management Commitment

Respondents were asked to rate their senior managers' commitment to EEO/diversity. Sixty-four percent said there was strong or very strong commitment, which is similar to last year. Only 2% of all respondents said there was little or no management commitment to EEO/diversity within their organisations, compared with 8% in 2003.

Table 8.5: Senior management commitment 2004

Rating	EEO Employers Group members			Non-EEO Employers Group members		
	2004	2003	1998	2004	2003	1998
1 (no commitment)	0%	0%	1%	4%	5%	-
2	3%	4%	6%	7%	11%	-
3	26%	25%	34%	32%	35%	-
4	39%	40%	31%	37%	28%	-
5 (very strong commitment)	32%	29%	24%	18%	20%	-

High rating of senior management's commitment to EEO/diversity was associated with increased awareness and acceptance of EEO/diversity and more activities designed to implement diversity, since becoming a member of the EEO Employers Group.

Training Managers to Avoid Bias

It is unreasonable to expect people to automatically know what to do to effectively manage diversity in the workplace, and some training and refresher programmes are essential to effect any change or ongoing improvement. EEO/diversity training for staff and managers then becomes part of a strategy to ensure that talent is not being ignored or wasted.

⁵⁴ Opportunity Now – Benchmarking Report 2004; Diversity at Work: Tracking Progress on Gender.

More than half of the respondent organisations provide training for managers in avoiding bias in recruitment (56%) and performance management (51%) processes. Fewer provide training in general EEO/diversity issues (35%), a decrease since last year (40%). Organisations that have had a longer relationship with the EEO Trust are more likely to provide this training than non-members.

Table 8.6: Provision of training for managers by organisation type 2004

	All	EEO Employers Group			Non-EEO Employers Group		
		2004	2003	1999	2004	2003	1999
Avoiding bias in recruitment	56%	56%	60%	46%	56%	48%	34%
Avoiding bias in performance management	51%	50%	58%	44%	51%	42%	36%
General EEO/diversity	35%	37%	46%	43%	32%	29%	21%

How We Compare

A 2004 UK survey showed that 66% of member employers have effective gender equality/diversity training in place for managers – although the training tends to focus on legislation rather than on the business case for EEO/diversity.⁵⁵

Human Resource Policies and Practices

Table 8.7: Reporting on EEO progress (EEO Employers Group members only)

Method of reporting	2004	2003	2002	1998
Annual report	32%	30%	29%	24%
Written EEO report	16%	15%	19%	11%
Oral presentation of meetings	32%	34%	34%	34%
Not reported yet	25%	26%	29%	29%
Other	10%	12%		

The Diversity Survey asked whether organisations have audited their policies and practices to ensure compliance with the Human Rights Act.

Annual reporting on EEO progress continues to increase slowly. Although written EEO reporting outside the annual report has increased since 1998, verbal reporting is still twice as common.

Public sector organisations are much more likely to use their annual report (68%) and/or produce a written report on their EEO/diversity progress (31%). Private sector and not-for-profit organisations are more likely to use verbal reporting.

⁵⁵ Opportunity Now – Benchmarking Report 2004; Diversity at Work: Tracking Progress on Gender.

There were a variety of ways of reporting mentioned this year, including:

- web-based newsletter/intranet
- triple-bottom-line report/social impact report
- electronically within HR and management teams
- communications to staff from the CEO
- entire public sector rather than individual department
- 6 monthly/quarterly reporting
- management reports
- values based report to iwi – similar to EEO type principles
- articles in monthly newspaper

Table 8.8: Auditing human resource policies and practices for compliance with the Human Rights Act

	All	EEO Group members	Non-members
Audit	62%	66%	56%

Almost two-thirds of respondents audit their HR policies and practices, with EEO Employers Group members more likely to be doing so than non-members. Compared to last year these results show increased auditing by non-members (up from 51%). The longer the organisation has had an association with the EEO Trust, the more likely they are to be auditing.

Public Sector organisations are more likely to have undertaken auditing (70%) than not-for-profit organisations (66%) and those in the private sector (58%). Compared with last year this is a marked decline for public sector organisations, down from 80% in 2003, and a substantial increase for not-for-profit organisations, up from 51% in 2003.

Using Recruitment Consultants

Many organisations use recruitment consulting services, and it is important that the consultancy has equally strong values around EEO/diversity as their clients. In some cases recruitment companies can actively assist their clients to upgrade their EEO/diversity management, creating even greater value to their client relationship and the workplace in general.

A majority (62%) of respondents are likely to use recruitment consultants. The not-for-profit sector is least likely to use consultants (37%).

There has been a decline in the proportion of organisations using recruitment consultants who are required to demonstrate that they are attracting a diverse range of applicants, from 51% in 2003 to 43% in 2004.

There has also been a decline in the proportion of organisations using recruitment consultants who are required to demonstrate that they are complying with the Human Rights Act – down from 51% in 2003 to 45% in 2004.

The Use of Climate, Opinion or Exit Surveys

A majority (61%) of respondents from medium-large organisations use some form of survey to find out about diversity issues. EEO Employers Group members are more likely to do so than non-members (70% compared with 51%). These are increases from 2003.

Table 8.9: Requirements of recruitment consultants

	All		EEO Group members		Non-members	
	2004	2003	2004	2003	2004	2003
To demonstrate they are attracting a diverse range of applicants	43%	51%	49%	54%	35%	44%
To demonstrate compliance with the Human Rights Act	45%	51%	53%	56%	35%	41%

Harassment

An organisational culture that has no tolerance of harassment or unfair discrimination is essential for effective EEO/diversity implementation.

There appears to be a slight decrease since last year in the overall level of anti-harassment activity. Despite a slight increase in the proportion of organisations reporting having harassment policies, the proportion that report having harassment awareness material, documented procedures, trained contact people and prevention training has declined.

The Human Rights Commission reported that in 2003 the highest number of discrimination complaints were on the grounds of sexual harassment and disability.⁵⁶

Respondents who have a longer association with the EEO Trust Diversity Survey are more likely than newer participants to have harassment policies and procedures, awareness material and designated contact people, and to offer prevention training.

⁵⁶ The Right to Work Report for Mana ki te Tangata – New Zealand Action Plan for Human Rights. EEO Unit, Human Rights Commission, August 2004 (page 16).

Table 8.10: Anti-harassment procedures for all respondents*

	2004	2003	2002	2001	2000	1999	1998	1997
Harassment policy	81%	79%	87%	82%	80%	72%	73%	80%
Harassment awareness material	32%	34%	42%	43%	39%	43%	46%	47%
Documented harassment procedures	67%	71%	71%	69%	64%	64%	62%	67%
Trained contact/liaison people	43%	47%	49%	48%	43%	42%	42%	43%
Prevention training for managers			25%	27%	25%	27%	28%	20%
Prevention training for staff			22%	26%	22.5%	28%	24%	10%
Prevention training**	29%	32%						

* includes those located in general harassment processes and those specific to sexual harassment

** the 2003 question was not specific to managers or staff

Awareness and Acceptance

EEO Employers Group respondents are more likely to consider their organisation has awareness and acceptance of EEO/diversity than non-members (Table 8.11 and 8.12) with a slight decline in the proportion of EEO Employers Group respondents reporting that their organisation is aware/very aware of the benefits of EEO/diversity.

Table 8.11: Awareness of EEO/diversity 1999-2004

Rating	EEO Employers Group			Non-members		
	2004	2003	1999	2004	2003	1999
1 Virtually none	1%	0%	3%	6%	6%	5%
2	2%	3%	5%	7%	12%	11%
3	36%	34%	35%	46%	39%	50%
4	34%	37%	34%	29%	28%	27%
5 Very aware	24%	25%	21%	12%	15%	8%
No response	3%			1%		

Table 8.12: Acceptance of EEO 1999-2004

Rating	EEO Employers Group			Non-members		
	2004	2003	1999	2004	2003	1999
1 Virtually no acceptance	0%	0%	2%	2%	4%	1%
2	2%	2%	6%	8%	10%	15%
3	30%	29%	38%	36%	36%	41%
4	36%	40%	31%	32%	29%	32%
5 Very accepting	29%	28%	21%	21%	19%	11%

Awareness and acceptance is higher for not-for-profits than for public or private organisations, with private sector organisations reporting greater acceptance than those in the public sector – 60% compared with 53% ‘accepting’ or ‘very accepting’.

Table 8.13: Response to EEO/diversity since becoming an EEO Employers Group member, by sector

	All	Private	Public	Not-for-profit
Increased awareness	52%	54%	52%	44%
Increased acceptance	36%	34%	42%	31%
Increased activities	28%	21%	35%	35%
Increased diversity	28%	26%	30%	33%

EEO Employers Group members were asked whether becoming a member had resulted in changes in the organisation’s response to EEO/diversity. Just over half reported increased awareness due to becoming a member, and over a third reported increased acceptance of the benefits of EEO/diversity (Table 8.13). The longer the association with the EEO Trust, the greater the level of awareness, acceptance, activity and diversity reported.

The public and private sectors reported similar levels of change in awareness and diversity, but there was a higher level of specific activities and acceptance reported in the public sector.

These figures represent the highest level of perceived benefit from becoming a member in terms of increasing activity around EEO/diversity.

Higher current awareness and acceptance of the benefits of EEO/diversity was associated with increased awareness, acceptance, activities and diversity since becoming a member of the EEO Employers Group.

9. Small Business

For the first time we surveyed members with fewer than 10 employees separately. Questions about formal policies, plans and the top three tiers of management were omitted. Answers to the remaining questions are included with those of medium-large members and reported as “members” in the main report. They are reported separately here to get a better understanding of this group – which make up 97% of all businesses in New Zealand, employing 50% of full-time equivalent employees (FTEs).⁵⁷ We are also interested in how they differ from medium-large organisations, and will be following this up with a separate study focussed on work-life and diversity in small organisations in New Zealand.

The survey included 54 small members: 76% private sector, 22% not-for-profit and 2% public sector. The response rate was 92%. This is a very small proportion – less than 1% - of the total number of small organisations in New Zealand and, as they are EEO Trust members, their attitudes and performance on EEO/diversity could be expected to be higher than is the case for all small organisations. However, these results do show what can be achieved by small organisations.

Actively Endorse EEO/Diversity

While small organisations are less likely than larger organisations to have a formal policy or plan, nearly all the small organisations responding (98%) said they actively endorse EEO/diversity. Except for one non-response from a private sector organisation this would have been 100%.

Audited Policies and Practices for Compliance with the Human Rights Act

Just over half (56%) say they have audited their policies and practices for compliance with the Human Rights Act, compared with 68% of medium-large members. This was higher for not-for-profits than for the private sector.

Table 9.1: Current awareness and acceptance of benefits of EEO/diversity

	Virtually none		Some		Very
Awareness					
Small	0%	4%	17%	22%	57%
Medium-large	1%	2%	40%	37%	18%
Acceptance					
Small	0%	0%	17%	19%	63%
Medium-large	0%	3%	33%	40%	23%

Reported commitment to EEO/diversity by senior management is very high and higher than for medium-large organisations.

⁵⁷ FTE: Full time equivalent is the total number of full-time employees and working proprietors plus half the part-time employees and working proprietors. SNZ Business Demographics Glossary of Terms. www.stats.govt.nz

Use of Recruitment Consultants

Small member organisations are less likely than larger member organisations to use recruitment consultants, (22% compared with 69%) and when they do they are less likely to require demonstration of compliance with the Human Rights Act; but almost equally likely to require them to demonstrate that they are attracting a diverse range of applicants – 42% compared with 49% and to be members of the EEO Employers Group (8% compared with 10%).

A quarter of small organisations require demonstration of compliance with the Human Rights Act compared with 55% of larger organisations.

Table 9.2: Harassment training

Harassment policies	48%
Harassment prevention training	17%
Documented harassment procedures	30%
Harassment awareness material	20%
Designated trained harassment contacts	17%

Small member organisations are only about half as likely as larger member organisations to provide harassment prevention training, harassment policies and document procedures, harassment material and designated trained harassment contacts. Almost half do have policies.

Table 9.3: Provision of work-life initiatives

	Small member organisations		Medium large member organisations	
	Yes	Info only	Yes	Info only
Childcare facilities	13%	13%	19%	11%
After school care	7%	15%	6%	9%
School holiday programmes	9%	17%	13%	10%
Eldercare services	7%	7%	3%	5%
Work and life information	48%	-	60%	-
Flexible work location	59%	-	75%	-
Flexible work hours	76%	-	89%	-
On-site breastfeeding area	17%	-	27%	-
Expressing milk/storage facilities	13%	-	20%	-
Paid parental leave beyond statutory	7%	-	35%	-
Keep in touch with staff on parental leave	65%	-	69%	-
Monitor return from parental leave	57%	-	71%	-

Small businesses compare favourably on most work-life initiatives, doing better in the area of eldercare services, after-school care, and information on school holiday programmes. They do least well in the area of flexible work location, which may well be a factor of the type of work performed and the small staff size. Their lower performance in the area of breastfeeding may also be a factor of not having employed any women in need of this facility, or the small size of the physical workspace.

Small businesses are also much less likely to provide paid parental leave over and above the statutory requirement – 7% compared with 35% of medium–large member organisations. However, they are almost equally likely to keep in touch with staff on parental leave. Monitoring of return is less likely, but still done by over half of small member organisations.

Table 9.4: EEO reporting

Method of reporting	Small	Medium-large
Annual report	9%	28%
Written EEO report	4%	15%
Oral presentation of meetings	46%	22%
Not reported yet	26%	16%
Other	11%	7%

Small member organisations are less likely than large organisations to use formal methods of EEO reporting and more likely to use oral presentation, other methods, or to have not reported yet.

Table 9.5: Impact of EEO Trust membership

	Small	Medium-large
Increased awareness	50%	52%
Increase acceptance of benefits	37%	37%
Increased activities	22%	28%
Increased diversity	30%	28%

Reported impact of EEO Trust membership is generally greater for small organisations than for larger organisations, except for increased activities designed to implement diversity, where both groups are similar.

Higher levels of increased acceptance, activities and diversity since EEO Trust membership are related to higher levels of current awareness, acceptance and management’s commitment to EEO/diversity. Higher levels of increased awareness are also related to higher levels of current management’s commitment.

10. Education and Training⁵⁸

Secondary Education

Females continue to be more likely than males to leave school with a higher level qualification - 32% of females compared with 25% of males left school with Entrance to University or a higher qualification in 2003.

Tertiary Education

In the last few years, studying at a tertiary institution has become more popular for students aged 16-18 so that more students are gaining their qualifications in tertiary institutions rather than in schools. The Private Tertiary Education sector was attended by the largest number of both males and females in the 17 and under age group. In this age group, 45% are women.

Adult and Community Education

In 2001 there were 249 schools offering community education to 190,030 students. Females accounted for almost 75% of enrolments and while data is limited, we know that more women than men were engaged in adult and community education as both tutors and learners.

Industry Training⁵⁹

Industry training is becoming a more common way to gain skills, knowledge and work experience after school. Skill standards and qualifications have been developed by Industry Training Organisations (ITOs) in more than 40 industry groupings and are registered on the National Qualifications Framework. There was a 19% increase in total trainees in 2003 from 2002.

- In 2003, Maori remained at 17% of all industry trainees, compared to 11% in June 1996
- Pacific peoples represent 5% of all industry trainees, down from 6% in 2002
- Women make up 25% of all industry trainees compared with 23% in 2002
- The highest number of trainees is in the 20-29 age group, followed by 30-39 and 40-49.
- Twelve percent are aged over 50 and 10% are between 15-19

Modern apprenticeships were designed to place young people (aged 16-21) in structured industry training and to achieve national qualifications at levels 3 and 4. From December 2002 there has been a 50% increase in apprenticeships from 4,344 to 6,580 to March 2004. There has been little change in gender or ethnic participation since the start of the scheme. In the same period, the proportion of females has increased by 1% from 6-7%. The results for ethnicity are also similar to 2002, with European/Pakeha up 1% and 'Other' down 1%. Analysis of gender by ethnicity shows Pacific women are more likely to take up modern apprenticeships than women in other groups. Maori women also have a higher than average uptake, while women from "Other" non-Pakeha ethnic groups have the lowest uptake.

⁵⁸ Unless otherwise stated the source of these statistics can be found on www.minedu.govt.nz

⁵⁹ Tertiary Education Commission, Industry Training 2004.

One explanation given in December 2002 for the gender imbalance was that industries joining the scheme initially were those with male dominated workforces. Those with the largest numbers of modern apprenticeships include building and construction, engineering and forestry. The female-dominated public sector has only recently been able to offer apprenticeships. The industries which have seen an increase in women apprentices are hospitality, public sector, retail and tourism – not traditionally male dominated occupations.

Table 10.1: Modern apprenticeships: Industry and gender as at 31 March 2004

Industry	Total Males	Total Females	Grand Total	% Females
Aeronautical Engineering	34	1	35	3%
Agriculture	356	52	408	13%
Architectural Aluminium	6	0	6	0%
Bakery	146	47	193	24%
Boating	293	1	294	0.3%
Building & Construction	965	3	968	0.3%
Contracting	127	1	128	1%
Dairy Manufacturing	3	2	5	40%
Electricity Supply	197	16	213	8%
Electro technology	532	10	542	2%
Engineering	1002	7	1009	1%
Flooring	156	2	158	1%
Food Processing	6	1	7	14%
Forestry	400	13	413	3%
Furniture	86	2	88	2%
Horticulture	306	75	381	20%
Hospitality	112	67	179	37%
Joinery	104	2	106	2%
Motor	834	18	852	2%
Painting & decorating	66	2	68	3%
Plastics	40	1	41	2%
Plumbing	38	0	38	0%
Printing	116	20	136	15%
Public Sector	17	64	81	79%
Retail	26	26	52	50%
Road Transport	30	1	31	3%
Seafood	13	1	14	7%
Sports Turf	70	1	71	1%
Telecommunications	13	0	13	0%
Tourism	18	32	50	64%
Grand Total	6,112	468	6,580	7.1%

Source: Tertiary Education Commission, Modern Apprenticeships, March 2004

Table 10.2: Modern apprenticeships: Ethnicity and gender as at 31 March 2004

	Male	Female	% female	Total	Ethnicity %
European/Pakeha	4980	344	7%	5,324	81%
Maori	860	95	10%	955	15%
Pacific peoples	102	20	16%	122	2%
Other	135	6	4%	141	2%
Not stated	35	3	8%	38	0.4%
Total	6,112	468	7%	6,580	100%
Gender %	93%	7%	100%		

Source: Industry Training 2004, Tertiary Education Commission.

Formal Tertiary Education Enrolments

As at 31 July 2003 there were 337,004 formal students (including overseas students) attending tertiary education providers, an increase of 5% since 2001. In both 2002 and 2003, 58% were women.

Of domestic students, Maori made up 22% of enrolments and Pacific students were 5% of enrolments. This is similar to 2002. Women were equally spread across all levels of qualification. Maori were heavily over-represented in non-degree qualifications. Asian students were more heavily represented in degree level qualifications, but also showed a doubling in those graduating with a certificate. Pacific students were under-represented at post-graduate level.

Table 10.3: All formal students by level of qualification, ethnicity, and gender (July 2003)

	Women	Maori	Pacific	Asian
Post-Graduate	58%	7%	2%	13%
Degree	59%	10%	4%	11%
Diploma	59%	27%	5%	5%
Certificate	57%	29%	5%	11%
Total	58%	20%	5%	10%

Public Tertiary Institutions – Graduates

In 2002 there were 36 public tertiary institutions from which 78,447 students graduated with a total of 82,376 awards. The number graduating was an increase of 22% on 2001. The previous annual increase from 2000 to 2001 was only 7% so this is a substantial change.

The number of Maori graduates (16,409) has increased by 92% from 2001 to 2002, compared with a 9% increase the previous year. This relates to the huge increase in enrolments of Maori in Wānanga (Maori tertiary institutions). Maori graduates now make up 21% of all graduates (23% of domestic graduates) up from 13% in 2001. The largest number of completed qualifications for Maori in 2002 was certificates. These accounted for 59% of all qualifications completed by Maori students in 2002 compared with 53% in 2001.

In 2003, females comprised 59% of all graduates from public tertiary institutions – for every 70 males graduating there were 100 females. Of public institution graduates in 2003, 55% were 25 years of age or older, up from 52% in 2001.

There are gender differences in the field of study taken by graduates. In the engineering and related technologies field, females were only 18.6% of graduates and in architecture and building 26.2%. Females were the majority of graduates in health at 81.5% and in education at 79.7%.

Table 10.4: Type of qualification on graduation from public tertiary institutions, by females – 2001 and 2003

	2003	2001
Post-graduate	58%	58%
Degree	59%	63%
Diploma	60%	64%
Certificate	58%	57%

Private Tertiary Education Providers

Of the 23,015 qualifications completed at private tertiary education (PTE) providers in 2002, the majority (73%) were certificates and a further 21% were diplomas. Only 5% of qualifications awarded were at the degree or postgraduate level.

- Female students at PTE institutions completing qualifications were 56% of all students
- 62% of all students were 25 years of age or older
- Maori students made up 19% of all students completing qualifications at PTE institutions
- Pacific students made up 7% of all students completing qualifications at private tertiary education institutions

The most common fields for completed qualifications were in society and culture (25%) and management and commerce (23%). Women were the majority in the management and commerce, food, hospitality and personal services, health and education fields of study.

Student Loan Scheme

There were 156,250 student borrowers in 2003.⁶⁰ This is an increase of 3.8% from the previous year. While there were more female borrowers (58%) there are more females enrolled in tertiary education, and they tend to borrow less. The average amount borrowed in the 2003 academic year was \$6,316.

Of note is:

- Loan repayment times as estimated by the TESLA (Ministry of Education) model are longer for women
- Whereas the estimated average overall repayment time is 9.3 years, for women it is 10.8 years
- The female ethnic category “other” (which includes Pacific peoples Asian and other ethnic groups) has the highest repayment time – 12.7 years
- Of all borrowers in 2003, 12% were Maori and 5% Pacific peoples. The proportions of Maori and Pacific peoples borrowing under the student loan scheme declined in 2003 compared to 2002 and 2001

⁶⁰ Source: Student Loan Scheme Annual Report 2004, Ministry of Education, Inland Revenue Department, Ministry of Social Development. www.minedu.govt.nz