

# NZ Gender Gap Facts

## Violence against Women

- 1 in 3 women will experience psychological or physical abuse from their male partner or ex-partner during their lifetime. (Fanslow & Robinson, 2004).
- 1 in 4 girls (compared to 1 in 10 boys) experience sexual abuse during their childhood. (Van Roode et al., 2009; Fanslow et al., 2007).
- 1 in 5 women will be sexually assaulted in their lifetime. Of these, 75% will be by someone known to the victim, and 25% will be by a stranger. (HELP, 2017; NZFVC, 2017)
- Sexual violence has a very low conviction rate. Only an estimated 9% of incidents are ever reported to police, with only 13% of those cases resulting in conviction. (Triggs et al., 2009).

## Representation

- Women made up only 22% of board positions in 2017 and there are now no women listed as CEOs in any of our 20 largest listed companies. In our top 100 companies, there are only 3 female CEO's. (McGregor & Davis-Tana, 2017).
- Only 38% of NZ MPs are women. (New Zealand Parliament, 2017).
- 30% of registered companies have no women in senior management and a further 26% of companies only have one woman, despite women making up 46.8% of the labour force. (McPherson, 2010).

## Health

- Females are 4 times more likely to have an eating disorder than males. (Ellis & Collings, 1997; Your Health In Mind, 2016).
- Young women in NZ are twice as likely as young men to be hospitalized for intentional self-harm. (Hatcher et al., 2009; Ministry of Social Development, 2016).

## Sexual Orientation

- Only 22.2% of same/both-sex attracted secondary school students were very satisfied or happy with life, compared to 49.6% of opposite-sex attracted students. (Adolescent Health Research Group, 2012).

## Gender Identity

- Trans women face considerable discrimination that can threaten their personal safety, deny them a secure family life and undermine their health (HRC, 2008).



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## Workforce and Pay

- Kiwi women's average hourly wage is 14% less than men. This gap is even larger for Māori women (22.9%), Pasifika women (28.4%) and Asian women (19.7%). (CEVEP, 2016).
- Only 11% of modern apprentices are women and most of these are in hairdressing. (NZHRC, 2012).
- On average, women in New Zealand spend twice as long on unpaid housework and three times as long on unpaid childcare work, than men. This is consistent across age groups. (Gibb et al., 2013; Stats NZ, 2001).
- Migrant workers are twice as likely to suffer workplace discrimination compared to NZ born workers. This is even higher amongst people from South East Asia, with 14.6% experiencing workplace discrimination. (Daldy et al., 2013; Super Diversity Stocktake, 2015).
- 67% of minimum wage earners over 25 are women. (MBIE, 2015).
- Four years after completing study, earnings increase on average 10% more for men than they do for women. (Ministry of Education, 2012; Human Right Commission, 2012).

## Women and Disability

- The average life expectancy of an intellectually disabled woman is 23 years less than other New Zealand women, and 18 years less for intellectually disabled men. (UN Women, 2016).
- 71% of employed disabled women have incomes of \$30,000 or less, compared with 55% of disabled male workers. (Office for Disability Issues, 2016).
- Disabled women are at a higher risk than non-disabled women of experiencing intimate partner violence in their lifetime. (NZFC, 2012)

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