

Gender Gap Facts



Te Wāhi Wāhine o
Tāmaki Makaurau

AUCKLAND WOMEN'S CENTRE

Violence against Women

- Around 900,000 adult women (46%) have experienced at least one act of sexual assault or intimate partner violence in their lifetime. This is 2.4 times the rate for men (which is 19% or ~400,000) (MoJ, 2023a). Controlling behavior and economic abuse have increased in the last 15-20 years (Fanslow et al., 2010; Fanslow, Hashemi et al., 2021).
- Wāhine Māori are 3.8 times more likely than the overall population (all genders) to experience an offence by a family member; LGBT+ women are 4.6 times more likely; disabled women are 3.7 times more likely; and women under financial pressure are 3.6 times more likely (MoJ, 2023a, p.39).
- Women (34%) are nearly 3 times more likely than men (12%) to have experienced sexual violence at some point during their lives, and 4 times as likely to have been raped (experienced forced intercourse): 20.4% women & 5% men have been raped. In NZ, ~400,000 women have experienced rape (MoJ, 2019). Almost a third of trans & non-binary "Counting Ourselves" survey participants (32%) had been raped (had sex against their will) since they were 13 (Veale et al, 2019).
- Rates of childhood sexual abuse have declined slightly but remain alarmingly high at 1 in 5 for women born 1981-2001, compared to more than 1 in 4 for women born 1951-1971 & ~1 in 10 for men born 1972/73 (Fanslow, Malihi et al., 2021; Van Roode et al, 2009).
- Only 7% (est.) of sexual violations against adults are reported to police, with only 12% of those cases resulting in conviction, ie less than 1 of every 100 sexual violations results in conviction. 87% of reports are from women and girls (MoJ, 2023b).

Representation

- In Dec 2023, 45% of MPs are women (NZParl, 2023) and 40% of cabinet ministers are women; for every 2 women there are 3 men in cabinet (DPMC, 2023).
- In 2022, women made up 39% of elected local body representatives; candidates were 38% women (NZ Govt, 2023).
- Positively, in June 2022, 49% (19 of 39) of public service chief executives were women, up from 24% in 2012 (NZ Govt, 2023).
- Women held 28.5% of board director roles and 26.4% of chief executives and senior manager roles of all NZX listed companies in 2022 (NZ Govt, 2023).

Health

- Life expectancy for wāhine Māori at birth in 2017-19 was 7.3 years shorter than for other women (StatsNZ, 2021).
- Life expectancy for intellectually disabled women is 23 years less than for other women (NZ Govt, 2016). Their deaths are "largely invisible" (Brandford, 2020).
- In the NZ Health Survey 2021/22, women were ~50% more likely than men to have experienced high or very high psychological distress in the previous 4 weeks (MoH, 2022).
- In Youth'19 survey, young women were 70% more likely than young men to report significant depression symptoms (29% vs 17%); the gender gap for Māori & Pacific young people was particularly wide (Fleming et al, 2020). The rates were particularly high for sexuality-diverse youth (53%) (Fenaughty et al, 2021a) and for trans & diverse-gender youth (57%) (Fenaughty et al, 2021b).
- A 2021 high school survey found young women experiencing extremely high rates of psychological distress, including, within the previous 12 months: feelings of not coping (63% women vs 32% men); feeling life was not worth living (52% women vs 27% men); self harm (44% women vs 21% men); suicide attempts (17% women vs 6% men). (MSD, 2022).
- In Youth'19, 24% young women & 14% young men reported difficulty getting help in the past year for feeling bad/ having a hard time (Fleming et al, 2020).
- Women are twice as likely as men to experience cost as a barrier to visiting a GP (MoH, 2022).
- Wāhine Māori, Pacific women and women in higher deprivation areas suffer a disproportionate burden of maternal mortality. Wāhine Māori were 2.91 times more likely than Pākehā women to die by suicide as a direct result of maternal mortality in the 2006–2020 period (PMMRC, 2023)

Gender Identity Discrimination

- Trans people face considerable discrimination, bullying and violence, which often has an effect on personal safety, psychological wellbeing, and family life. In the 2018 Counting Ourselves survey, 71% of trans & non-binary participants reported high or very high psychological distress, nearly nine times the rate of the general population in Aotearoa NZ at the time (8%). There is a correlation between experiencing bullying and/or violence, and distress (Veale et al, 2019).

Labour and Pay

- In Census 2018, three-quarters of women but only two-thirds of men reported doing unpaid household labour including cooking, repairs, housework and gardening. Women were nearly twice as likely as men to look after a child not in their own household, or someone with a disability not in their own household (StatsNZ no date i)
- A 2021 survey found when a couple with children are both in paid work for the same number of hours, the woman on average reported also doing 28 hours unpaid work, while the man only reported doing 19 hours (Deloitte, 2021).
- The proportion of minimum wage earners who are women increased from 59% to 62% between 2021 and 2022. (MBIE, 2022).
- The pay gap between men and women (median hourly earnings) was 8.6% in 2023, only 0.5% less than it was in 2012 (MfW, 2023a). But the gender pay gap in the Public Service dropped from 12.2% in 2018 to 7.7% in 2022 (NZ Govt, 2023).
- Gender is second to ethnicity as a predictor of income. On average, in 2021, Pacific women received 75% of the pay received by Pākehā men; wāhine Māori received 81%; and Pākehā women received 89% (which is more than Māori and Pacific men). (HRC, no date).
- In 2018, 14% of women and 9% of men said they'd experienced discrimination, harassment, and/or bullying at work over the previous year. Across all ethnic groups, higher rates of women than men reported such treatment. The biggest gender gap was more than double, between Māori women (17%) and Māori men (8%) (StatsNZ, 2019a).
- Migrant workers are nearly twice as likely to suffer workplace discrimination than NZ-born workers, and migrant women are 10% more likely to experience it than migrant men (Daldy et al., 2013).

Family and Poverty

- Approx half of all mothers in NZ will experience sole parenthood at some point by age 50 (Superu, 2018). Four of every five sole parents are women (MfW, 2023b); 91% of families receiving Sole Parent Support are headed by women (MSD, 2023). Sole parents are around 3 times more likely to give low ratings of overall life satisfaction than partnered parents. (MfW, 2023b)
- After male-female relationship separation, 73% of women are worse off compared to 38% of men (Fletcher, 2017).
- Women owe MSD \$1.6 billion, twice as much as men, likely due to mothers borrowing for their children. Māori women owe over \$724m, at an average of nearly \$6000 each. Māori women have a balance on average 50% higher than Pākehā women and more than twice as high as Pākehā men (Neilson, 2023).
- Mothers, on average, experience a 4.4% decrease in hourly wages upon returning to work; mothers who take longer than 12 months to return to work experience an 8.3% decrease (Sin, 2018).
- On average, there's a 25% gap in average KiwiSaver savings between men and women; this increased by one quarter (5 percentage points) between 2021 and 2022 (TAAO, 2023).

Incarceration

- Wāhine Māori were over 11 times more likely than non-Māori women to be incarcerated on remand; and over 14 times more likely to be incarcerated due to a sentence in the June 2022 year (not adjusting for age; StatsNZ, no date ii).
- Half of the women incarcerated in NZ suffer from post-traumatic stress disorder (Leilua, 2018); around three quarters of women in New Zealand prisons have been victims of family violence, rape and/or sexual assault (Bevan, 2017).

References

- Bevan, M. (2017). [NZ prisoners' prior exposure to trauma](#). NZ Corrections Journal 5:1.
- Brandford S. (2020.) *Counting for Something – How New Zealand agencies record, investigate and review deaths of people with intellectual disability*. NZ
- Daldy, B., Poot, J. & Roskrug, M. (2013). *Perception of Workplace Discrimination among Immigrants and Native Born New Zealanders*. IZA Discussion Paper, 7504. [PDF link from the Institute of Labor Economics](#)
- Deloitte (2021). Westpac New Zealand Sharing the

- Load Report May 2021 [PDF link](#)
- DPMC, Dept of Prime Minister & Cabinet (2023). Ministerial List. [Weblink from DPMC](#)
- Fanslow, J., Robinson, E., Crengle, S. & Perese, L. (2010). Juxtaposing Beliefs and Reality: Prevalence Rates of Intimate Partner Violence and Attitudes to Violence and Gender Roles Reported by New Zealand Women. *Violence Against Women, 2010, 16(7), pp.812-831*. [PDF link from the University of Auckland](#)
- Fanslow, J., Hashemi, L., Gulliver, P. and McIntosh, T., 2021. A century of sexual abuse victimisation: a

- birth cohort analysis. *Social Science & Medicine*, 270, p.113574. [Full article weblink](#). [Summary weblink](#)
- Fanslow J, Malihi Z, Hashemi L, et al. 2021. Change in prevalence of psychological and economic abuse and controlling behaviours against women by an intimate partner in two cross-sectional studies in NZ, 2003 and 2019. *BMJ Open* 2021;11: e044910. [Weblink](#). [Summary](#)
- Fenaughty, J., Sutcliffe, K., Clark, T., Ker, A., Lucassen, M., Greaves, L., & Fleming, T. (2021a). A Youth19 Brief: Same- and multiple-sex attracted students. [Factsheet link](#)
- Fenaughty, J., Sutcliffe, K., Fleming, T., Ker, A., Lucassen, M., Greaves, L., and Clark, T. (2021b) A Youth19 Brief: Transgender and diverse gender students. [Factsheet link](#)
- Fleming, T., Tiatia-Seath, J., Peiris-John, R., Sutcliffe, K., Archer, D., Bavin, L., Crengle, S., & Clark, T. (2020). *Youth19 Rangatahi Smart Survey, Initial Findings: Hauora Hinengaro / Emotional and Mental Health*. The Youth19 Research Group, UoA & Victoria UoW. [PDF link](#)
- Fletcher, M. (2017). *An investigation into aspects of the economic consequences of marital separation among New Zealand parents*. (PhD Thesis, Auckland University of Technology). [PDF link from AUT](#)
- HRC, Human Rights Commission (no date) Pacific Pay Gap Inquiry – About the Inquiry [webpage](#)
- Leilua, I. (2018). Iwi-driven solutions to keep wāhine Māori out of prison. *Te Ao Māori News*. [Weblink](#)
- MBIE, Ministry of Business, Innovation and Employment. (2022). *Minimum Wage Review 2022*. [PDF link from MBIE](#)
- MfW, Ministry for Women (2023a). Gender pay gap. [Webpage](#).
- MfW, Ministry for Women (2023b). [Women's Equality Strategy \(engagement version\)](#).
- MoH, Ministry of Health. (2022) *New Zealand Health Survey 2021/22 update of key results*. Data explorer> Explore topics> subgroups comparison.
- MoJ, Ministry of Justice. (2023a). [New Zealand Crime and Victims Survey: Key Findings Cycle 5](#). [PDF from MoJ](#)
- MoJ, Ministry of Justice. (2023b). Progression and attrition of reported sexual violence victimisations in the criminal justice system Victimisations reported April 2017– March 2023. [PDF link](#)
- MoJ, Ministry of Justice. (2019). [New Zealand Crime and Victims Survey: Key Findings \(Core Report\) Cycle 1](#). [PDF from MoJ fig 4.77 & 4.78](#)
- MSD, Ministry of Social Development. (2023) Benefit fact sheet webpage. National level data tables Oct 2023. [Link](#)
- MSD (2022). [Youth & Wellbeing Survey: What About Me? Survey](#) >Data tables > Feeling Good worksheet
- Neilson, M. (2023) [Cost of living: Debt to Ministry of Social Development balloons to \\$2.4 billion](#). NZ Herald: 29 May 2023.
- NZ Government. (2023). *United Nations Convention on the Elimination of All Forms of Discrimination against Women: Ninth Periodic Report by the Government of New Zealand*. [PDF link from Ministry of Women](#)
- NZ Government. (2016). *United Nations Convention on the Elimination of All Forms of Discrimination against Women: Eighth Periodic Report by the Government of New Zealand*. [PDF link from Ministry of Women](#)
- NZParl, NZ Parliament. (2023). *Members of Parliament*. [Webpage](#)
- PMMRC, Perinatal and Maternal Mortality Review Committee (2023). Fifteenth Annual Report of the Perinatal and Maternal Mortality Review Committee:Reporting mortality and morbidity 2020 [HQSC](#)
- Sin, I., Dasgupta, K. and Pacheco G. (2018). [“Parenthood and labour market outcomes.”](#) Working Paper 18-08, Motu Research. (Also a MfW Report.)
- StatsNZ (2021). National and subnational period life tables: 2017–2019, [web release 20 April 2021](#)
- StatsNZ (2019a). One in 10 workers feels discriminated against, harrassed or bullied at work. [Media release](#).
- StatsNZ (no date i) Unpaid activities (total responses) by sex, for the census usually resident population count aged 15 years and over 2018 Census (RC, TA, SA2, DHB) [Data table](#).
- StatsNZ (no date ii) [Annual Remand Prisoner Population for the latest Fiscal Years \(ANZSOC\)](#)
- Superu. Krasso Peach, E. and J. Cording, (2018). *Multiple disadvantage among sole parents in New Zealand*. Social Policy Evaluation & Research Unit, Wellington. [PDF link](#)
- TAAO, Te Ara Ahunga Ora Retirement Commission (2023). [New data reveals gender gaps widening in KiwiSaver balances across all ages](#).
- Van Roode, .T, Dickson, N., Herbison ,P., Paul, C. (2009). Child sexual abuse and persistence of risky sexual behaviors and negative sexual outcomes over adulthood: Findings from a birth cohort. *Child Abuse & Neglect: The International Journal*, 2009, 33(3), p.161-172. [Link](#)