PROGRESSING GENDER EQUALITY: WHAT NEEDS TO HAPPEN?

Dr Noelle Donnelly
School of Management
Gender Equality:
From a moral to an economic imperative?

“People and their talents are among the core drivers of sustainable, long-term economic growth. If half of these talents are underdeveloped or underutilized, growth and sustainability will be compromised.”
Equally skilled, where’s the progress?

primary, 98%
secondary, 97%
tertiary, 94%
at work, 67%
skilled roles, 76%
leadership roles, 32%

Source: Global Gender Gap Index 2017, World Economic Forum
What male and female students study?

Gender parity across disciplines: still a long way to go
% of woman students in tertiary level studies in OECD countries, 2015

Education: 78%
Health and welfare: 76%
Social sciences, journalism and information: 64%
Arts and humanities: 63%
Business, admin. and law: 54%
Natural sciences, maths and stats: 50%
Engineering: 24%
Information and communications technologies: 19%

Source: Education at a Glance 2017: OECD Indicators
StatLink: http://dx.doi.org/10.1787/eag-2017-en
Industries out of balance

Research Findings

1. NZ Public Service staff are highly committed to progressing gender equity

2. Addressing the gap begins at the recruitment and selection stage

3. Numerous career development opportunities but women are still under-represented at senior levels

4. Career retention and progression requires flexible workplaces

What needs to happen?

1. Understand the gender gaps?
2. Diversify the pipeline
3. Tackling unconscious bias
4. Flex the workplace
5. Resource & support middle managers
6. Network & share experiences
Understand the gender gaps
Diversify the Pipeline
Tackling Unconscious Bias
Flex the workplace
Resource & Support Middle Managers
Network & Share Experiences
What needs to happen?

1. Understand the gender gaps?
2. Diversify the pipeline
3. Tackling unconscious bias
4. Flex the workplace
5. Resource & support middle managers
6. Network & share experiences