



# PROGRESSING GENDER EQUALITY: WHAT NEEDS TO HAPPEN?

Dr Noelle Donnelly  
School of Management



## Gender Equality: From a moral to an economic imperative ?

Source: <https://www.un.org/sustainabledevelopment/sustainable-development-goals/>

# The Global Gender Gap Report

World Economic Forum



## Global Outlook

Top 10 of the Global Gender Gap Index

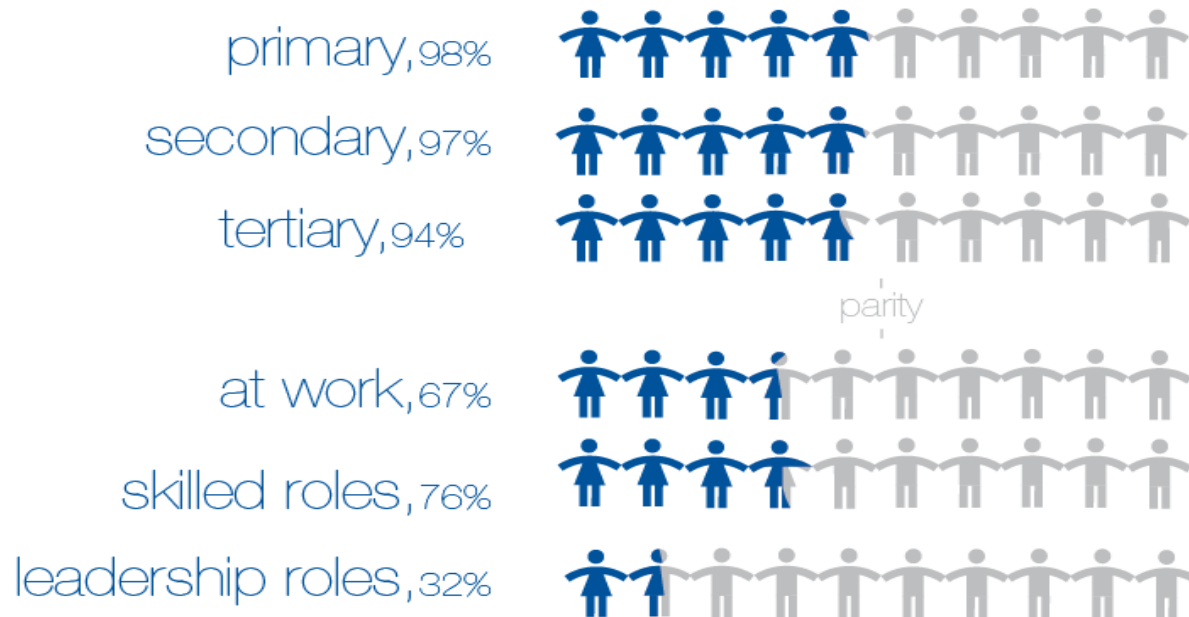
rank	AVG	score
1. Iceland		0.878
2. Norway		0.830
3. Finland		0.823
4. Rwanda		0.822
5. Sweden		0.816
6. Nicaragua		0.814
7. Slovenia		0.805
8. Ireland		0.794
9. New Zealand		0.791
10. Philippines		0.790

“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. “

Source: Global Gender Gap Report 2017, World Economic Forum

Note: \*2017 rank out of 144 countries

## Equally skilled, where's the progress?

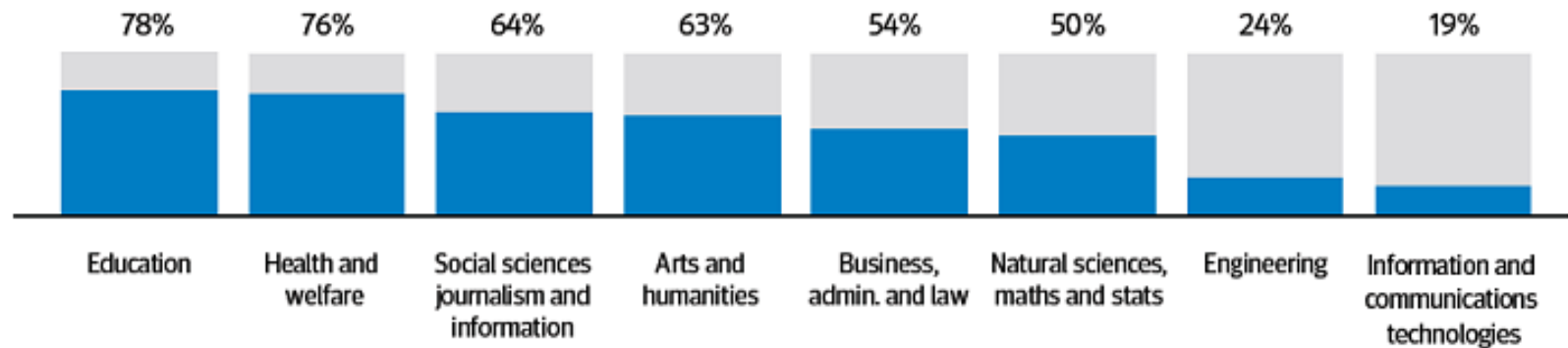


Source: Global Gender Gap Index 2017, World Economic Forum

# 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



Source: *Education at a Glance 2017: OECD Indicators*

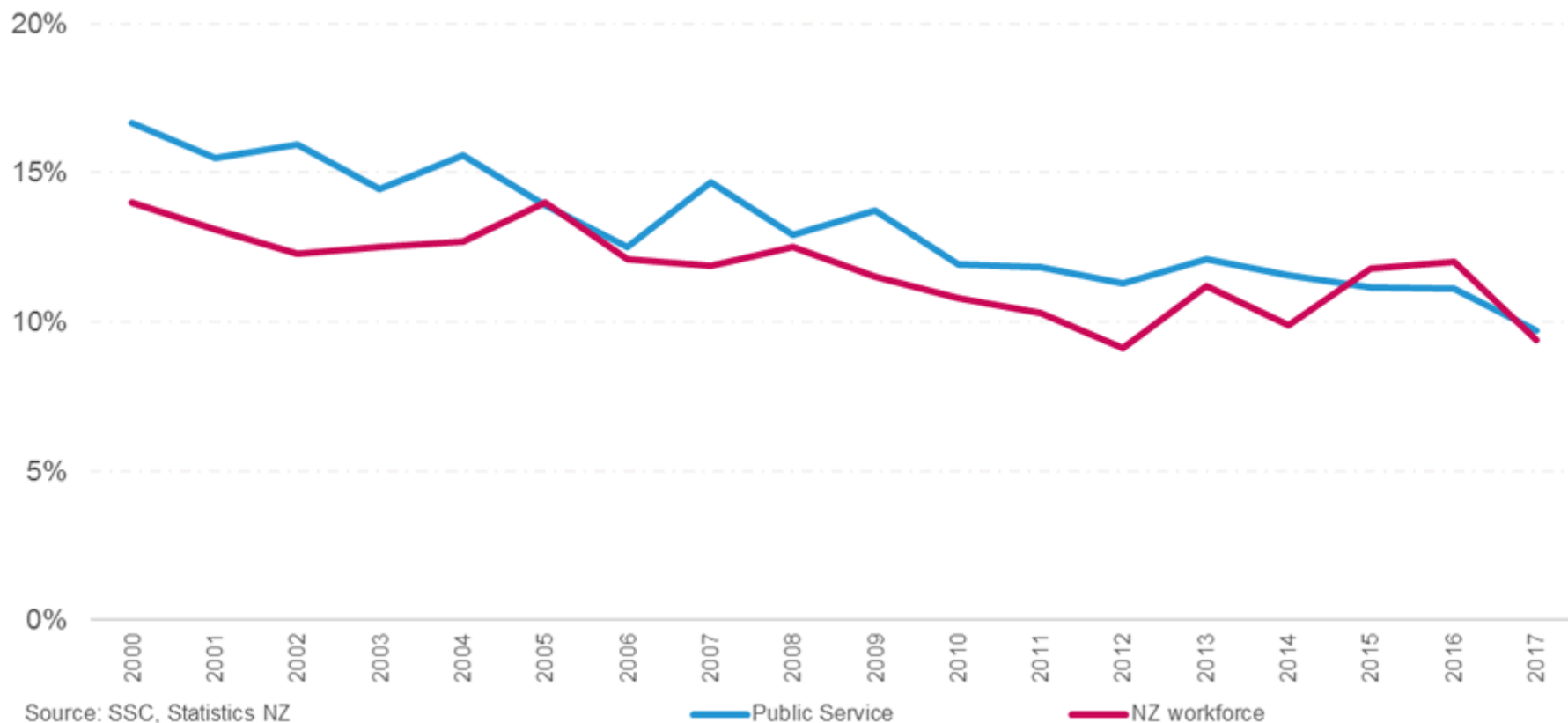
StatLink  <http://dx.doi.org/10.1787/eag-2017-en>

# Industries out of balance



Source: Global Gender Gap Index 2017, World Economic Forum, <https://www.weforum.org/reports/the-global-gender-gap-report-2017>

## New Zealand Gender Pay Gap 2000-2017



# 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

Source: [https://www.victoria.ac.nz/\\_data/assets/pdf\\_file/0008/1696571/ND\\_The-Role-of-Middle-Managers-in-Progressing-Gender-Equity-Report.pdf](https://www.victoria.ac.nz/_data/assets/pdf_file/0008/1696571/ND_The-Role-of-Middle-Managers-in-Progressing-Gender-Equity-Report.pdf)



# 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

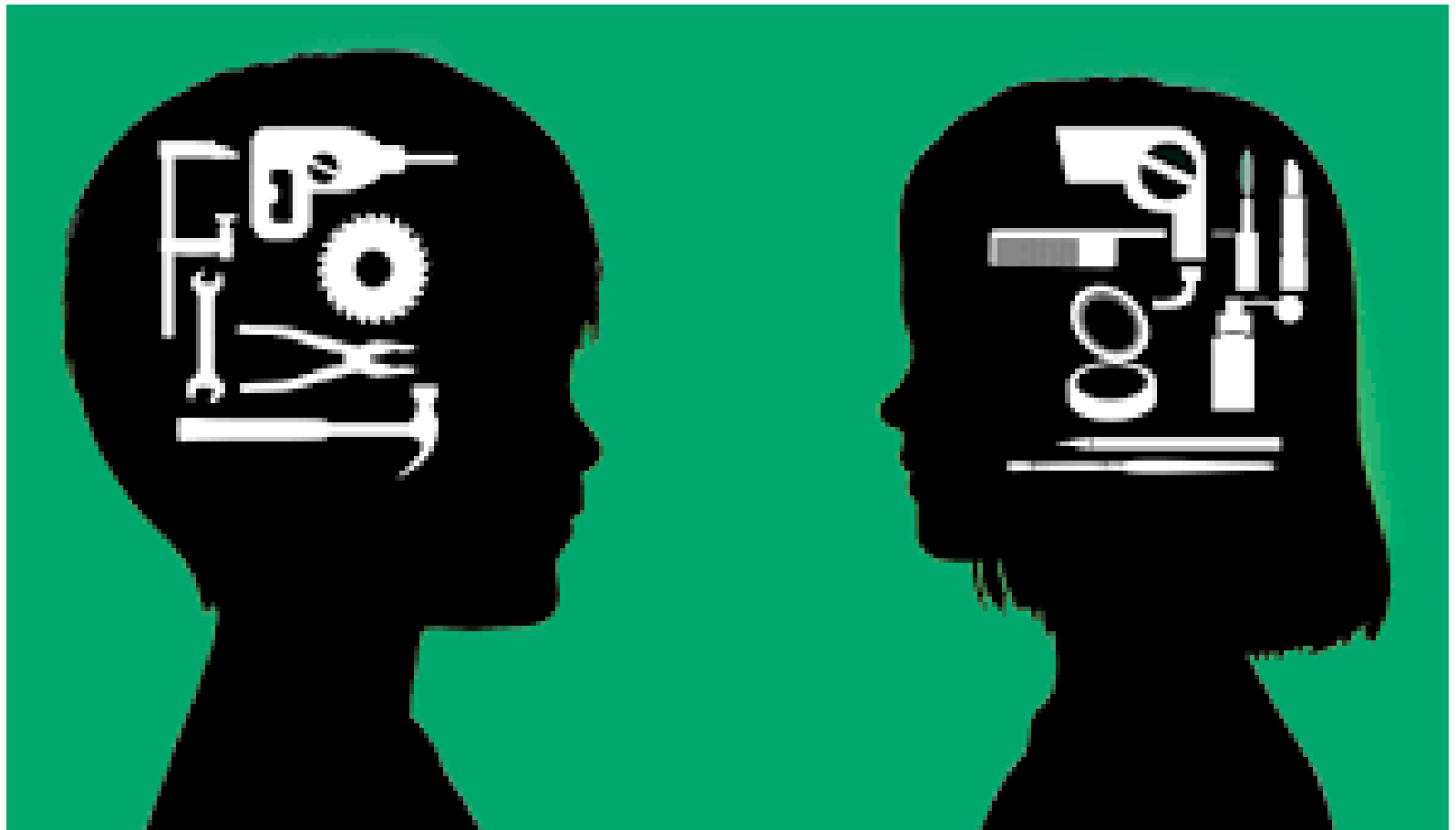
# Understand the gender gaps



# 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