

MEMO

To: Hon Julie Anne Genter, Minister for Women
From: Peter Noble, Director Corporate Services
Date: 21 June 2019
Subject: **Convers on rate for board nominations**
Priority: Routine

Purpose

1. This memo provides you with information on the efficacy of the nominations service including data on the boards that the Ministry for Women provided nominees for consideration that have appointed our nominees.

Monitoring the success of Ministry for Women nominees

2. Since 2004, the Ministry of Women has been monitoring the percentage of women appointed to statutory bodies through APH or other relevant Cabinet Committees. The nominations service undertakes tracking of appointment minutes through Cabinet's Appointment and Honours Committee (APH). This enables us to measure progress towards the Government target. We have consistent data from 2010 and have data on the boards where the Ministry provided nominations from 2014.
3. The table below reports on the percentage of women nominated by the Ministry for Women appointed to government boards. It provides the results as a percentage of total new women appointments and as a percentage of total new women appointed to boards where the Ministry provided nominations. The results reported do not include re-appointments or non-appointed members such as elected or ex officio members or temporary boards appointed for periods of 18 months or less.
4. Some caution should be exercised about the numbers. The source for these numbers is not as accurate as the data used for the gender stock take and was developed for internal tracking rather than as a performance measure. It is based on data from APH minutes and the Ministry is not always provided detail if other decisions associated with the appointment are sensitive. Therefore the conclusions are indicative rather than precise.
5. The table shows that in recent years the success of the Ministry's direct nominations as a percentage of all women appointed to statutory boards is around 10 percent but has declined in the last two years. The percentage success rate is higher (up to 30 percent) if only boards where the Ministry provided nominations are considered but that rate is also declining.

6. It is likely the some women nominated by the Ministry for Women are subsequently appointed to statutory boards in following years and therefore would not be captured in our data. We also know that women on our database are often nominated from other sources or self-refer without advising the Ministry.

Women nominated by the Ministry for Women who are successfully appointed to statutory bodies through APH or other relevant Cabinet Committees.

Year	Total new appointments (women and men)	Total new women appointments	Total new women appointments to boards Ministry for Women provided nomination	Successful appointments of women nominated by Ministry for Women	Successful women nominated by Ministry for Women as a % of female appointments	Successful women nominated by Ministry as % of women appointments to boards where Ministry for Women provided nominations
2010	744	305		69	22.6%	
2011	588	259		66	25.5%	
2012	448	195		34	17.4%	
2013	431	189		23	12.2%	
2014	447	181	119	39	21.5%	32.8%
2015	546	284	180	41	14.4%	22.8%
2016	474	224	14	34	15.2%	20.7%
2017	359	156	20	20	12.8%	16.7%
2018	507	250	182	20	8.0%	11.0%

7. While the success rates for our nominations are lower than we would like it should be noted that large numbers of people are considered for most boards. A relatively low profile MBIE board attracted over 50 applicants, tertiary institution attract around 90 applicants, around 280 applicants were considered for CRI boards and over 300 for SOEs. Even unpaid NGO board roles will attract over 30 applicants. A woman self-nominating for one of these boards would have a chance of success of 0.3 – 3 percent.
8. There are also factors affecting the Ministry’s success with nominations and we have identified changes we can make.

Opportunities to enhance our success

9. The nomination service is engaging more with our candidates on the nomination database system by contacting women sourced from our database as most closely matching the criteria for the appointment request. This allows the candidates to prepare an up-to-date and targeted CV and cover letter if they wish to be considered. Previously, only more general profile information from our database and the most recent CV was provided to appointing agencies to allow them to contact prospective candidates.
10. The nomination service is also strengthening its relationship with appointing agencies. We are working closely with appointing agencies to raise awareness of the caliber of women on our database and to identify women who meet specific criteria for upcoming governance board appointments. While women nominated may not be successful on a particular occasion, this raises awareness of them for future vacancies. We are also seeking feedback on any opportunities to improve the quality of our nominations and are making contact with agencies who do not usually seek nominees from our database.

11. The Ministry has also identified some improvements we can make to our nominations database to better capture information provided by women who join. We are also looking at how to make the database more user friendly for women.
12. The nomination service is aware of how competitive it is to get appointed to a governance role. This is why we provide advice to our candidates on ways of developing their governance career. We also encourage them to contact appointing agencies and sign on to other nominating agencies' databases to increase their chances of getting selected with the support from the Ministry for Women.

Proactive release

13. Within three months of the date of this memo, it will be considered for release under the Ministry's proactive release of documents policy.

Contact for telephone discussion (if required)

Name	Position	Telephone	1 st Contact
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