

A timeline of milestones for women

1860

- 1860** Māori women have enjoyed independent property rights for many years. Pākehā women are granted some rights to property and businesses if their husbands die or are incapacitated.
- 1869** In Nelson, Mary Ann Müller writes 'An Appeal to the Men of New Zealand' under the pseudonym, 'Femmina', lobbying for women's suffrage
- 1871** Mary Ann Colclough (aka "Polly Plum") gives her first public lecture on the rights of women
First public high school for girls opens in Dunedin
New Zealand women are allowed to attend university
- 1880** First school for deaf children opens
- 1877** Kate Edger is the first woman in New Zealand to gain a university degree
- 1884** Married Women's Property Act allows Pākehā women to own money and property in their own right
- 1885** New Zealand branch of the Women's Christian Temperance Union (WCTU) is formed
- 1886** First petitions for women's suffrage begin to circulate
- 1887** First free kindergartens open in Auckland
- 1888** Dunedin Tailoresses' Union is the first women's union
- 1890s** Heni Te Kiri Karamu (aka Heni Pore) sets up WCTU branches and campaigns for the vote in Bay of Plenty
- 1891** After colonisation, Wāhine Māori life expectancy has been reduced to 23 years
- 1892** Women shop assistants' working week is restricted to 58 hours

1893 Meri Te Tai Mangakāhia becomes the first woman to address the Kotahitanga Māori Parliament, leading a delegation of women seeking the right to vote and stand for that body (successful in 1897)

Kate Sheppard and suffrage campaigners deliver their final petition with over 24,000 signatures to Parliament

The Electoral Act is passed, giving all New Zealand women the right to vote

2/3 of all voting-age women in the country turn out to vote in their first election

Elizabeth Yates elected first female Mayor (Onehunga) in the British Empire

The age of sexual consent for girls is raised from 12 to 14

- 1896** First women graduate as doctors and stockbrokers
National Council of Women forms in Christchurch;
- 1897** First woman graduates with law degree
- 1898** The Divorce Act passes, allowing women to seek a divorce on the same grounds as men

1900

- 1901** Emily Maud founds forerunner to today's District Nursing Service
- 1908** Ākenehi Hei becomes the first Māori registered nurse
- 1913** Housewives unions form in main cities
- 1914** PSA conference demands equal pay and privileges for female workers
- 1918** One in five women work outside the home, but some must leave their jobs when men return from war
- 1919** Women's Parliamentary Rights Bill passes and Rosetta Baume, Aileen Cooke and Ellen Melville become first women to stand for Parliament
- 1930s** The number of Māori women in paid work drops by half during the Depression
- 1933** Elizabeth McCombs is elected first woman MP
Marriage before the age of 16 becomes illegal
- 1935** The forerunner to the NZ Family Planning Association is formed

- 1943** Women trammies during WWII are the first working women to be paid equally to men (until after the war)
- 1945** First women welfare officers are appointed in the Māori Affairs Department
- 1947** Mabel Howard becomes first woman Cabinet Minister
Women's first minimum wage is set at 47% of men's
- 1949** Iriaka Rātana becomes first Māori woman MP
- 1951** Māori Women's Welfare League is formed, gaining 3,000 members in its first year
- 1960** Government Service Equal Pay Act is passed
- 1966** Kuini Te Ātairangikaahu becomes the first woman head of the Kīngitanga
- 1970** Christchurch women hotel workers achieve equal pay, a 83% pay rise
- 1972** Equal Pay Act passes
- 1973** Domestic Purposes Benefits are introduced for unsupported single parents
- 1978** First woman is elected to the Federation of Labour national executive
- 1981** Women can keep their jobs after leave spent looking after new children
- 1984** Fran Wilde becomes first woman MP to be elected party Whip
Neroli Fairhall becomes the first disabled athlete to compete in the Olympics
- 1985** The Ministry of Women's Affairs is established as a stand-alone policy agency
- 1987** Parental leave is extended to men and amount of leave is increased for women
- 1990** Dame Cath Tizard becomes New Zealand's first woman Governor-General
Employment Equity Act passes but is repealed three months later by a new government
- 1991** First Māori trade union, Te Roopu Kaimihi Maori, formed

- 1993** Women earn 80% of men's hourly pay
Human Rights Act passes outlawing discrimination on multiple grounds, including sex, marital status and sexual orientation
- 1995** Georgina Beyer, the world's first openly transgender Mayor, is elected in Carterton
- 1996** MMP is introduced and women hold 30% of Parliamentary seats
Pansy Wong is first Asian woman elected to Parliament
- 1997** Jenny Shipley is New Zealand's first woman Prime Minister
- 1999** Helen Clark becomes New Zealand's second woman Prime Minister
Winnie Laban is first Pacific woman elected to Parliament
Theresa Gattung is first CEO of a major New Zealand company (Telecom)
Sian Elias is first woman Chief Justice in New Zealand

2000

- 2005** First woman is elected Speaker of the House of Representatives – Margaret Wilson
- 2011** Mojo Mathers becomes New Zealand's first deaf MP
- 2017** Jacinda Ardern becomes New Zealand's third woman Prime Minister
- 2018** Celebrating 125 years of women's suffrage

Rt Hon Jacinda Ardern becomes first New Zealand Prime Minister to give birth while in office

Kristine Bartlett is named New Zealander of the Year for her work to achieve pay equity for low-paid, mainly female care and support workers



1893
2018



Whakatū wāhine: Our history forms our future

Tō tātou wā o mua, kia ora ai tō tātou wā o muri

ministry for **Women**
minitātanga mō ngā Wāhine

Then

- 47%** (340,000) of New Zealanders are women
- 57 years** – women's life expectancy (55 years for men)
- 22.5** – average age at birth of first child
- 5** – fertility rate for New Zealand women
- 85%** of registered women vote in their first election
- There are **0** women MPs
- 26%** of working-age women are in paid work
- There is no reliable data on women's annual salaries or gender pay gap
- Women mainly work in education, domestic work and retail
- 1/4** of undergraduate students are women

Now

- 50%** (2,400,000) of New Zealanders are women
- 74% are European
- 15% are Māori
- 12% are Asian
- 7% are Pacific
- 83 years** – women's life expectancy overall
- 77 years – Māori women's life expectancy
- 79 years – Pacific women's life expectancy
- 1/7** of the population is over 65 years old
- 28.8** – average age at birth of first child
- 2** – fertility rate for New Zealand women
- 2.5** – fertility rate for Māori women
- 40%** of MPs are women
- Women are more likely to vote than men: 83% to 76%
- 64%** of university degrees are earned by women
- 65.5%** of working-age women are in paid work
- Median hourly earnings for:
 - Pākehā women – \$24.80
 - Māori women – \$21.00
 - Pacific women – \$20.14
 - Asian women – \$22.10
- 30%** of employed New Zealand women are mothers
- The national gender pay gap for all women is **9.2%**
- Māori women's gender pay gap is **20%**
- Women mainly work in education, retail, science/professional industries, and health care
- 63%** of New Zealand women are employed
- 64% of Pākehā women are employed
- 59% of Māori women are employed
- 54% of Pacific women are employed
- 1/3** of women work part-time
- Women hold **45.7%** of appointed roles on state sector boards and committees

What's in our future?

- What will the **diversity of New Zealand leaders** look like?
- How many of us will **participate** in our democratic process?
- What will **education and career pathways** look like for women?
- Will ALL women feel they can **contribute and benefit** in our society?
- What will our **population diversity** look like?
- How will we **measure contributions** (paid and unpaid) to our communities?
- Will parents/caregivers **share childcare** responsibilities equally?
- Will fewer people have **children**?
- Will advances in technology mean we **work fewer hours**?
- Will Māori and Pacific women **share the same opportunities** as Pākehā women?
- How will we increase women's **economic and political power**?
- When will the **gender pay gap** be closed?

● Infant mortality is as high as 12%

● Weekly washing requires an entire day of hard physical labour

● Women do 70% of childcare in the home

● 1/4 of New Zealand women experience partner violence

● Māori women and disabled women are more than twice as likely as Pākehā women to experience partner violence

● Infant mortality is 0.4% overall
Māori infant mortality is 0.46%

● 20% of directors of listed New Zealand companies are women

● Most households have fully automatic washing machines

● 24% (545,000) of women identify with having a disability

● Can we expect women to be **equally represented** in all occupations?

● Can women look forward to a **violence-free** future?

● What will life be like for **people with disabilities**?

● What **gender attitudes** will our children have?