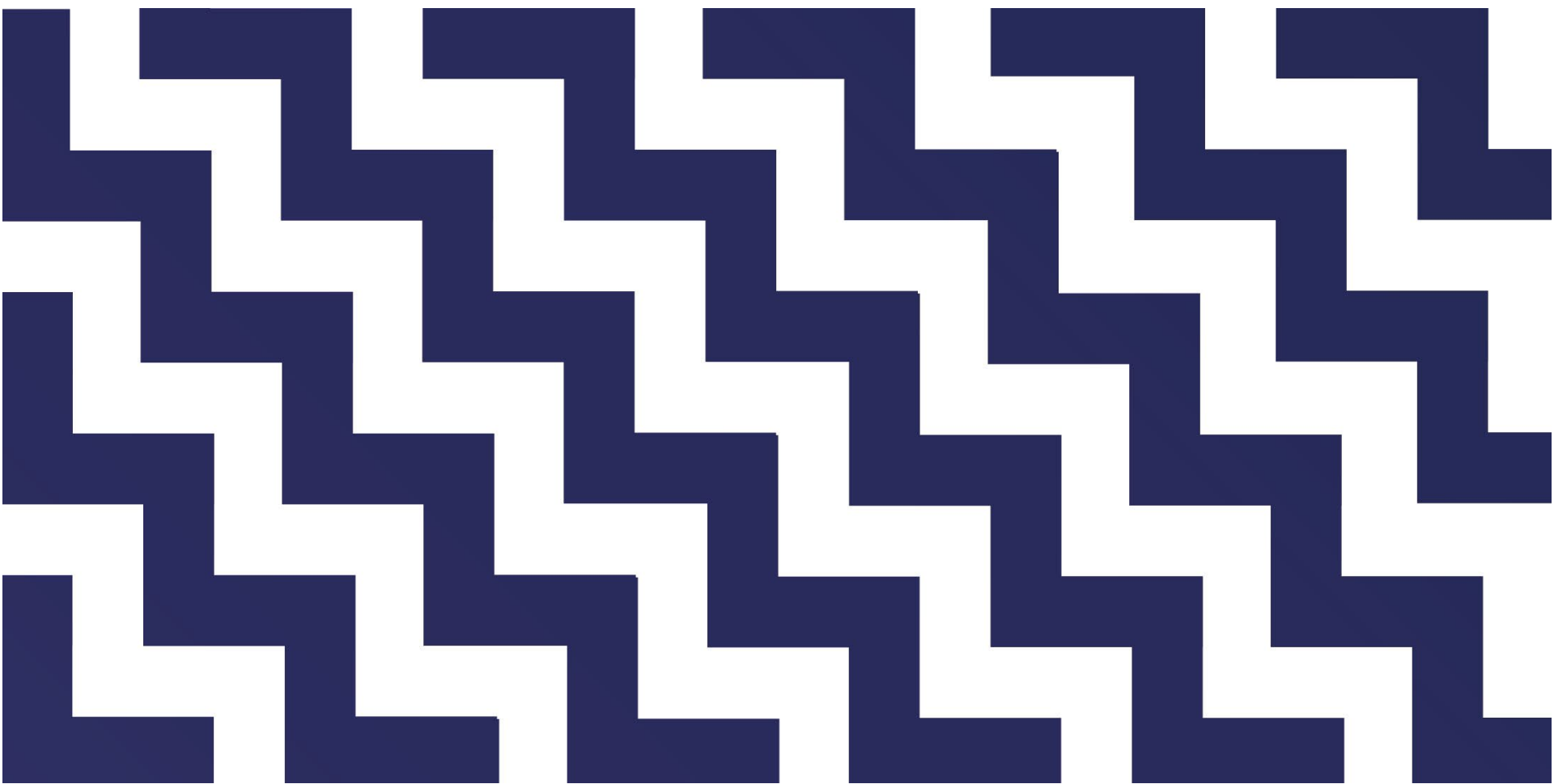




NEW ZEALAND
FOREIGN AFFAIRS & TRADE
Manatū Aorere

Trade and Gender Review of New Zealand – Country Experience

November 2021



Objectives in Conducting the Review

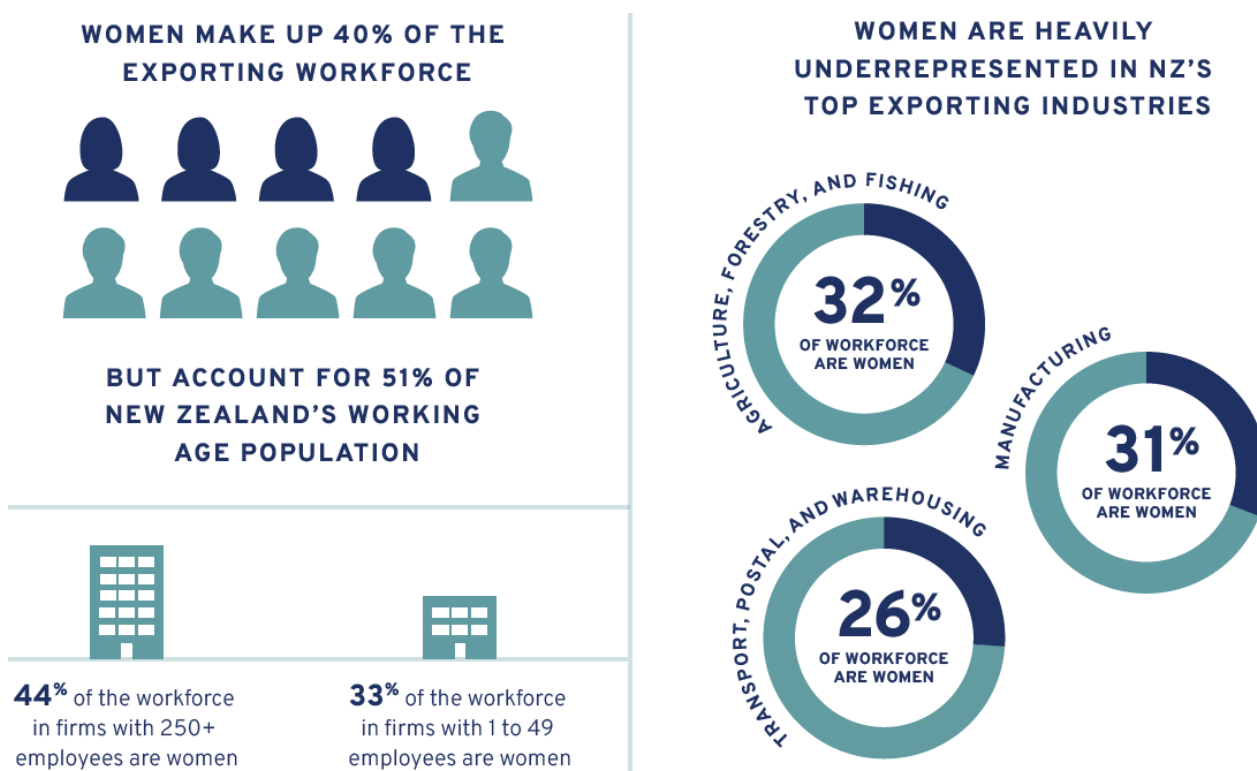
- New Zealand ranked 4th globally out of 180 countries in terms of gender equality, according to the World Economic Forum in 2021.
- Yet women in New Zealand are less likely to be involved in trade and so are missing out on the opportunities created by trade.
- We wanted to understand the reasons for this disparity better.
- We also wanted to improve the gender-disaggregated data available to analyse this problem.
- Evidence-based evaluations like this are important for identifying ways to improve this situation.

Process Followed

- The Review was prepared jointly by the OECD and the New Zealand Ministry of Foreign Affairs and Trade.
- It involved quantitative analysis, complemented by qualitative insights.
- This included new data sets and combining data in new ways to shed light on the engagement of women in trade.
- The Review also examined the effect of trade policies on women and identified opportunities for policy to better support women in trade.
- It assessed how trade impacts New Zealand women in three of their economic roles as:
 - workers;
 - business leaders and entrepreneurs; and
 - consumers.

Main Findings: Employment

- More New Zealand women than ever before are in exporting jobs, but they are still underrepresented in the export workforce.



Main Findings: Earnings & Pay Gaps

- Women in exporting jobs earn more on average than women in non-exporting jobs, but these benefits are less than they are for men.
- Gender pay gaps are also slightly larger in export employment.

WOMEN



Earn
10% more in
exporting jobs than
non-exporting jobs

MEN



Earn
13% more in
exporting jobs than
non-exporting jobs

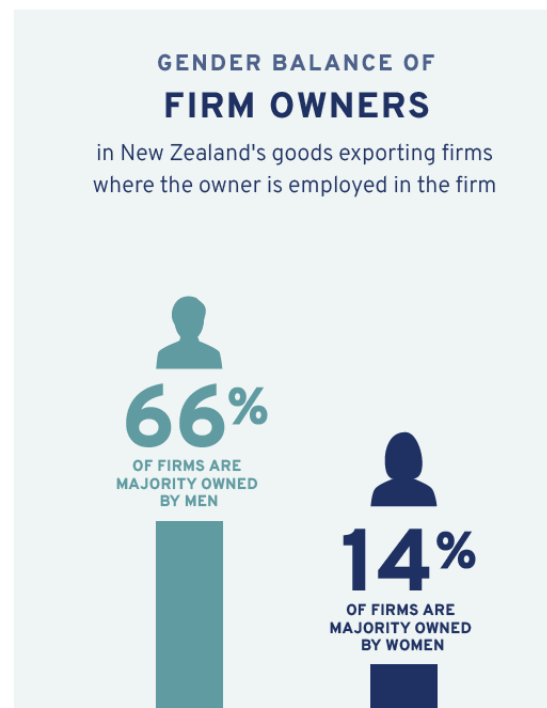
On average, men earn
24% more than women
in exporting jobs,
but 21% more in
non-exporting jobs*

*Based on median monthly earnings.



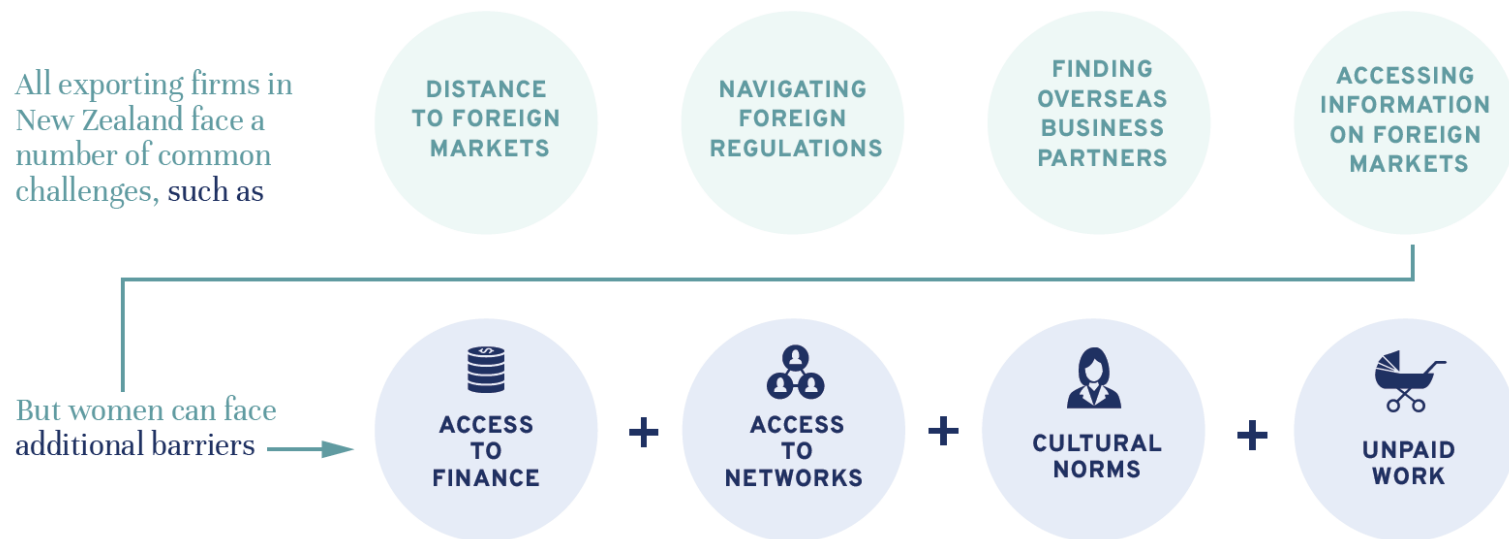
Main Findings: Firm Leadership

- Men heavily outnumber women among business leaders and entrepreneurs in the export sector.
- Female-led and owned exporting firms tend to be smaller than male firms and tend to have been operating for a shorter time.



Reasons

- It is difficult to isolate the role of international trade in these disparities relative to other, broader, causes, such as:
 - the influence of gender stereotyping in career preferences and hiring;
 - unpaid work responsibilities for women;
 - availability of childcare, particularly in regional areas; and
 - skills and training mismatches
- But a range of challenges were identified for women-led exporters.



Recommendations

- Despite progress already made, the Review identified a range of policy actions to support further gender equality in trade.
- These include:
 - **Better targeting of support and advice for women exporters** and entrepreneurs, including by raising awareness in women's networks, improving data on women-led firms, and offering training specifically for women exporters.
 - **Increasing representation of women in trade policy and promotion**, including through involving women's groups in FTA consultation and assessment processes, increasing female representation in trade missions, and highlighting success stories of female entrepreneurs in trade.
 - **Prioritising trade facilitation measures that support women-led businesses**, such as addressing the challenges faced by SMEs and increasing the involvement of women-led businesses in the National Committee on Trade Facilitation.
 - **Addressing data and research gaps** to better understand the drivers and barriers in certain sectors and roles.

Follow Up

- Don't just talk it, walk it – actions underway to address recommendations:
 - **Bilateral FTAs** – Concluded two recent FTAs with substantive outcomes on trade and gender (NZ-UK FTA and NZ-EU FTA).
 - **Other trade arrangements** – We continue to promote international efforts to advance women's engagement in trade through initiatives such as the Global Trade and Gender Arrangement.
 - **Trade promotion & support** – New Zealand's trade promotion agency has a Women in Export programme providing tailored training and networking events for female exporters, webinars to introduce women to new markets, and has increased female representation on trade missions to over 40%.
 - **Gender-based trade evaluations** – Recently published a review of the impacts of CPTPP for women in New Zealand, as part of commitments as a member of the Inclusive Trade Action Group.
 - **Cross-government Women's Employment Action Plan** – Focus on reducing barriers to export participation in Action Plan, a medium-term roadmap of cross-government actions to improve employment outcomes for women.