

Research New Zealand

# Gender Equality Survey

August 2021



**GENDER  
EQUAL** NZ



**National Council of Women  
of New Zealand**  
Te Kaunihera  
Wahine O Aotearoa



# Confidential

Gender Equality Survey 2021

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## EXECUTIVE SUMMARY

This report presents the results of the **third** Gender Equality Survey, updating the results of the 2019 survey and the earlier baseline survey in 2017. The purpose of the survey was to update the results for 2017 and 2019, and report on any emerging trends.

The core survey questions and therefore the key areas of focus for this year's survey, related to the following:

- ◆ How well are we doing in achieving gender equality in New Zealand?
- ◆ Do New Zealanders have particular opinions about the genders?
- ◆ What are New Zealanders' opinions about gender and sexual diversity?

This year's survey was completed between 22 July and 03 August 2021. All interviewing was completed online, with a nationally-representative base sample of n=1,000 New Zealanders aged 18 years and over, followed by a 'booster' sample of n=250 Māori and Pasifika peoples. This resulted in total responses being received from n=356 Māori and n=84 Pasifika peoples.

The survey results have been weighted to account for the over-sampling of Māori and Pasifika peoples.

Results based on the total weighted sample of n=1,250 are subject to a maximum margin of error of +/-3.0% (at the 95% confidence level). Higher margins of error apply in the case of Māori and Pasifika peoples; +/- 5.4% in the case of Māori and +/-11.1 in the case of Pasifika peoples. Consequently, the results for Pasifika peoples must be treated with caution.

## Main findings

### How well are we doing in achieving gender equality in New Zealand?

**A little over three-quarters of all respondents (79%) agreed that gender equality in New Zealand is a fundamental right – this has not changed in the three years this survey has been completed.**

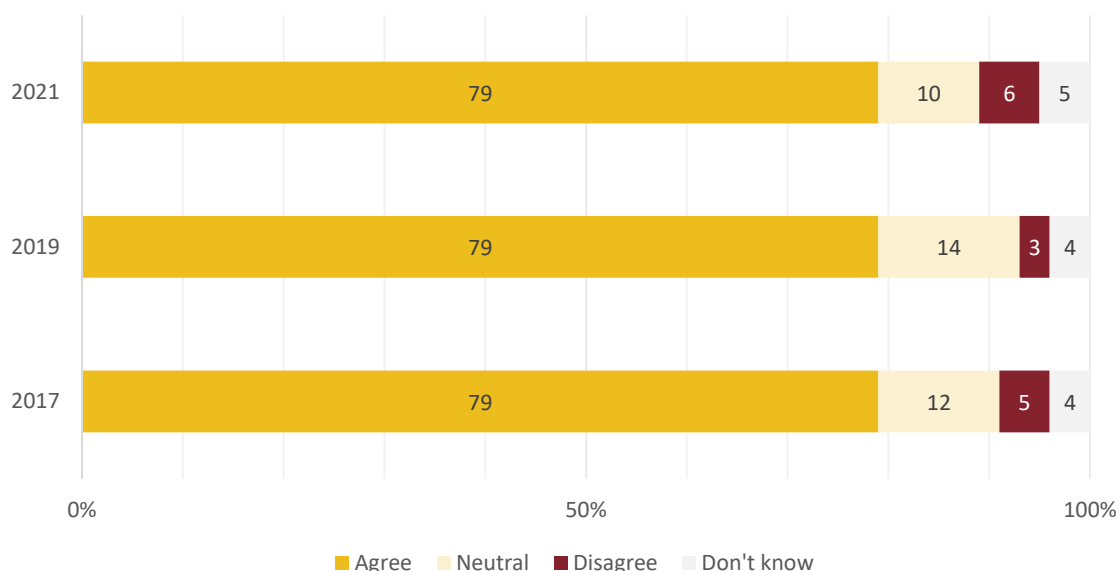
In comparison, 6% disagreed, 5% didn't know and 10% gave a neutral response, neither agreeing nor disagreeing. Collectively, this is a total of 21%.

The percentage agreeing that gender equality in New Zealand is a fundamental right differs by gender. Female respondents were more likely to state that gender equality in New Zealand is a fundamental right compared with male respondents (82% and 77% respectively).

There are also differences by age and ethnicity. Please refer to the body of the report for detailed information about these differences.

Figure 1 shows that the percentage of respondents agreeing that gender equality in New Zealand is a fundamental right has **not** changed in the three years this survey has been completed.

Figure 1: Agreement-disagreement that gender equality is a fundamental right



Note: Total may not add to 100 percent exactly due to rounding.

**Forty percent of all respondents believed that gender equality has for the most part been achieved in New Zealand – after significantly increasing between 2017 and 2019, the percentage believing this is the case may be stabilising.**

In statistical terms, the percentage believing that gender equality has for the most part been achieved in New Zealand is the **same** as it was in 2019 (42%) (Figure 2). In other words, in the two years between the current and the 2019 survey, there has been **no** change in the percentage believing that gender equality has for the most part been achieved.

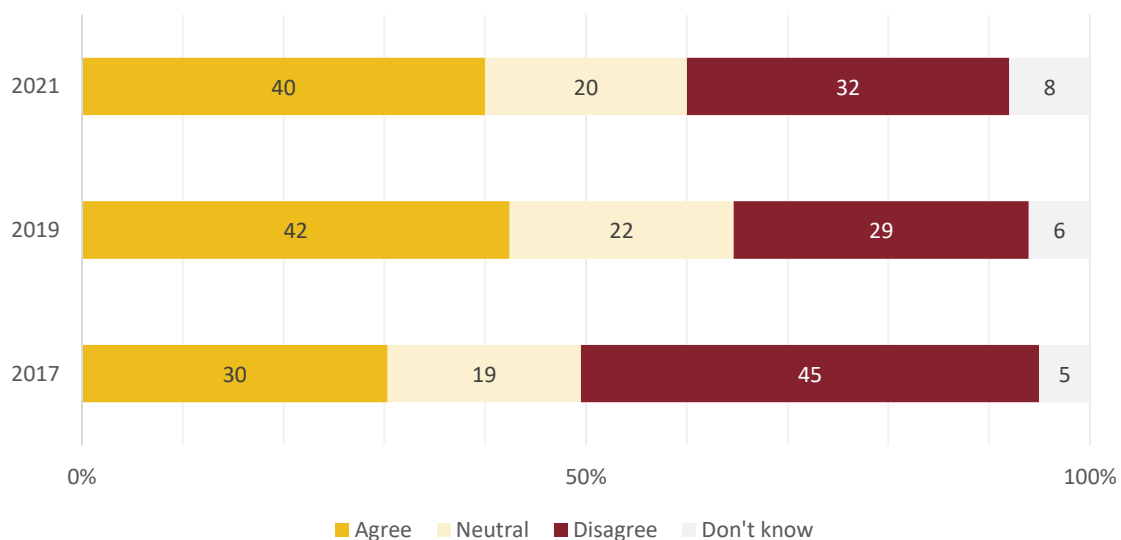
This is important to note given that, between 2017 and 2019, there was a statistically significant increase in the percentage of respondents believing that gender equality has been achieved (from 30% to 42%).

In comparison to the percentage agreeing this year, 32% disagreed that gender equality has for the most part been achieved in New Zealand. Another 20% gave a neutral response, neither agreeing nor disagreeing, while 8% didn't know.

The percentage agreeing that gender equality has been achieved differs by gender. More male respondents believed that gender equality has for the most part been achieved in New Zealand (46% and 35% respectively). Thirty-six percent of female respondents categorically disagreed with the statement (36%), while this was the case for 28% of male respondents.

There are also differences by age and ethnicity. Please refer to the body of the report for detailed information about these differences.

**Figure 2: Agreement-disagreement that gender equality has been achieved for the most part in New Zealand**



Note: Total may not add to 100 percent exactly due to rounding.

**Respondents believed that we are making good progress in achieving gender equality in some areas of New Zealand society, but not in others.**

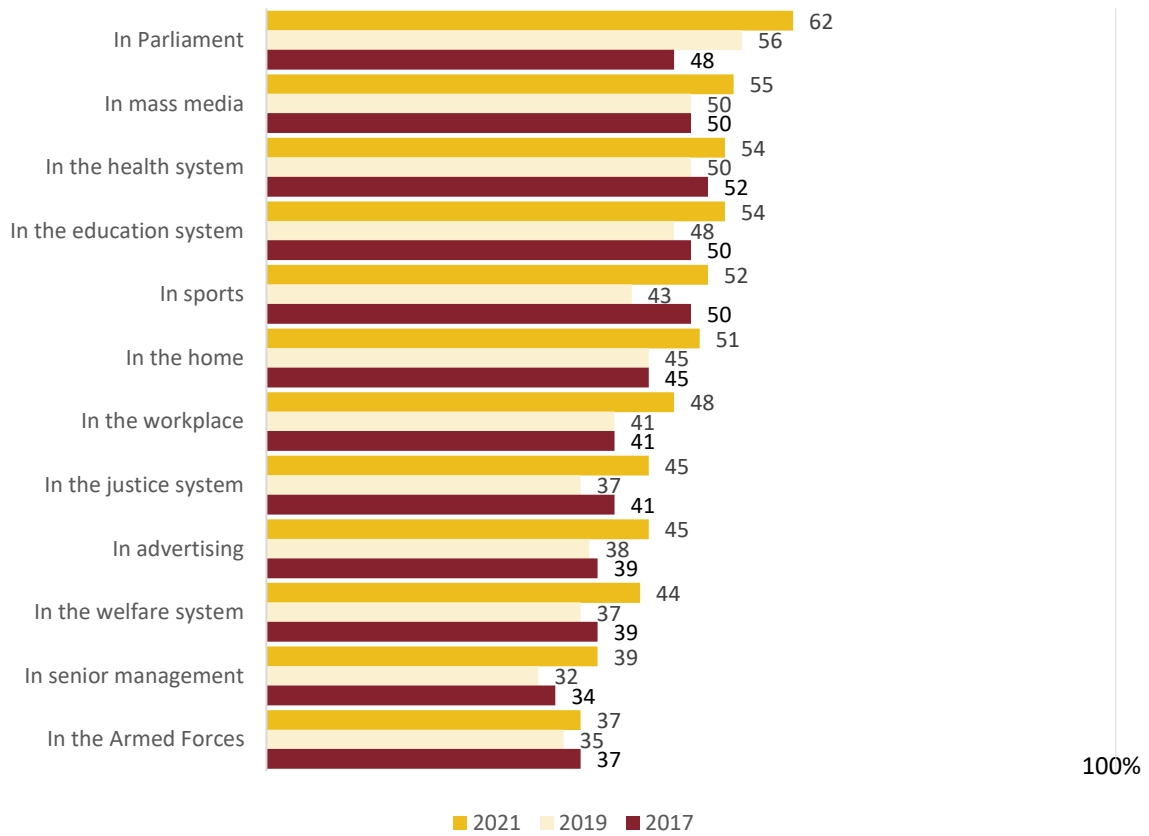
Figure 3 shows the extent to which respondents believed we are making good progress in achieving gender equality in a range of different areas of society, with the best result recorded for Parliament at 62%.

In comparison to 2017 and 2019, statistically significant improvements have been recorded in **all** areas, except the Armed Forces.

However, there are significant differences by gender. Female respondents were **less likely** than male respondents to agree that good progress was being made in all areas. For example, 57% agreed that New Zealand was doing 'well' in achieving gender equality in Parliament compared with 67% of male respondents.

There are also differences by age and ethnicity. Please refer to the body of the report for detailed information about these differences.

**Figure 3: Opinions about the progress being made in achieving gender equality  
(results shown indicate the percentage of respondents reporting that New Zealand is doing 'well' in each area of society)**



Note: Percentage rating each area with a 5, 6 or 7, indicating that New Zealand is doing well in terms of achieving gender equality in this area.

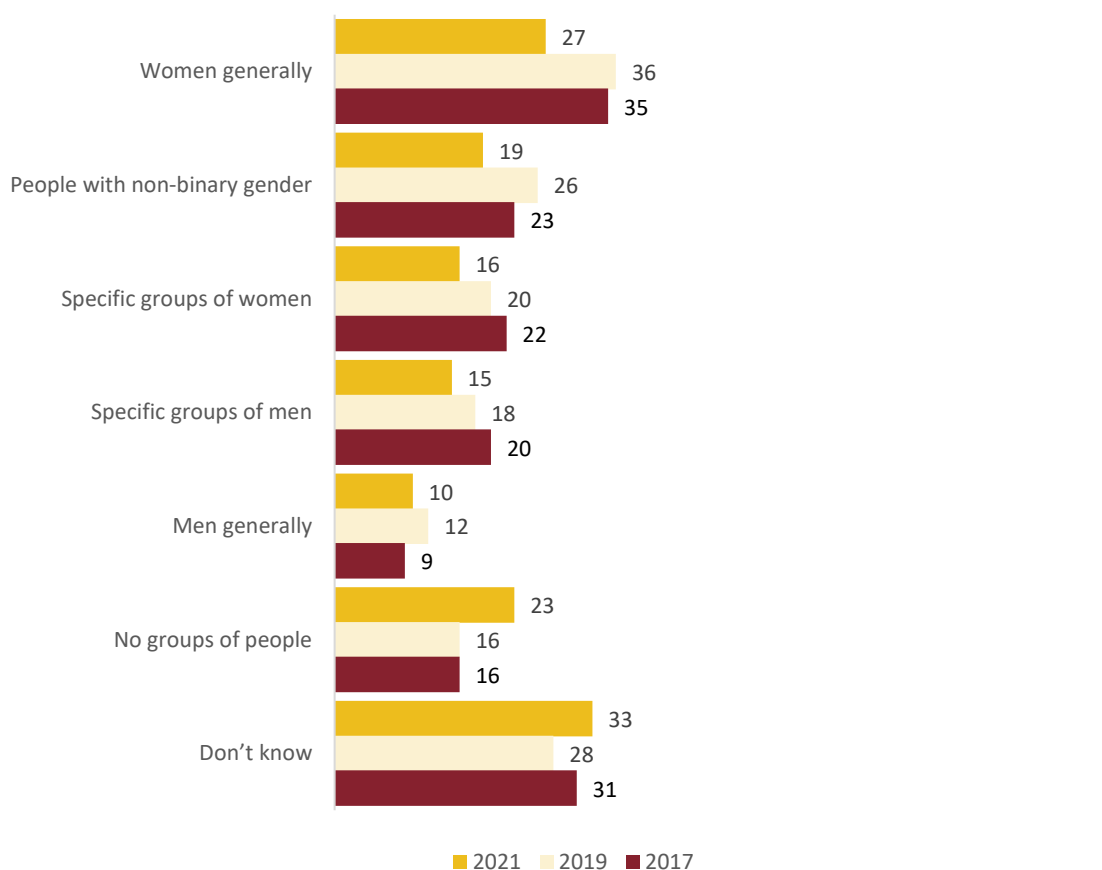


**Over one-half of all respondents either felt that no groups of people were disadvantaged by gender inequality (23%) or they didn't know (33%). Compared with 2017 and 2019, significantly more respondents this year felt no groups were disadvantaged (16% in both 2017 and 2019).**

Figure 4 shows that a significantly larger percentage of respondents identified women generally (27%) or specific groups of women (16%) as disadvantaged by gender inequality compared with men generally (10%) or specific groups of men (15%). The percentage of women generally/specific groups of women has, however, significantly decreased compared with 2017 and 2019.

Behind women generally, people with a non-binary gender, were the second most frequently identified as being disadvantaged (19%). However, this has also decreased compared with 2019 (26%).

**Figure 4: Groups in New Zealand society that are disadvantaged by gender inequality**



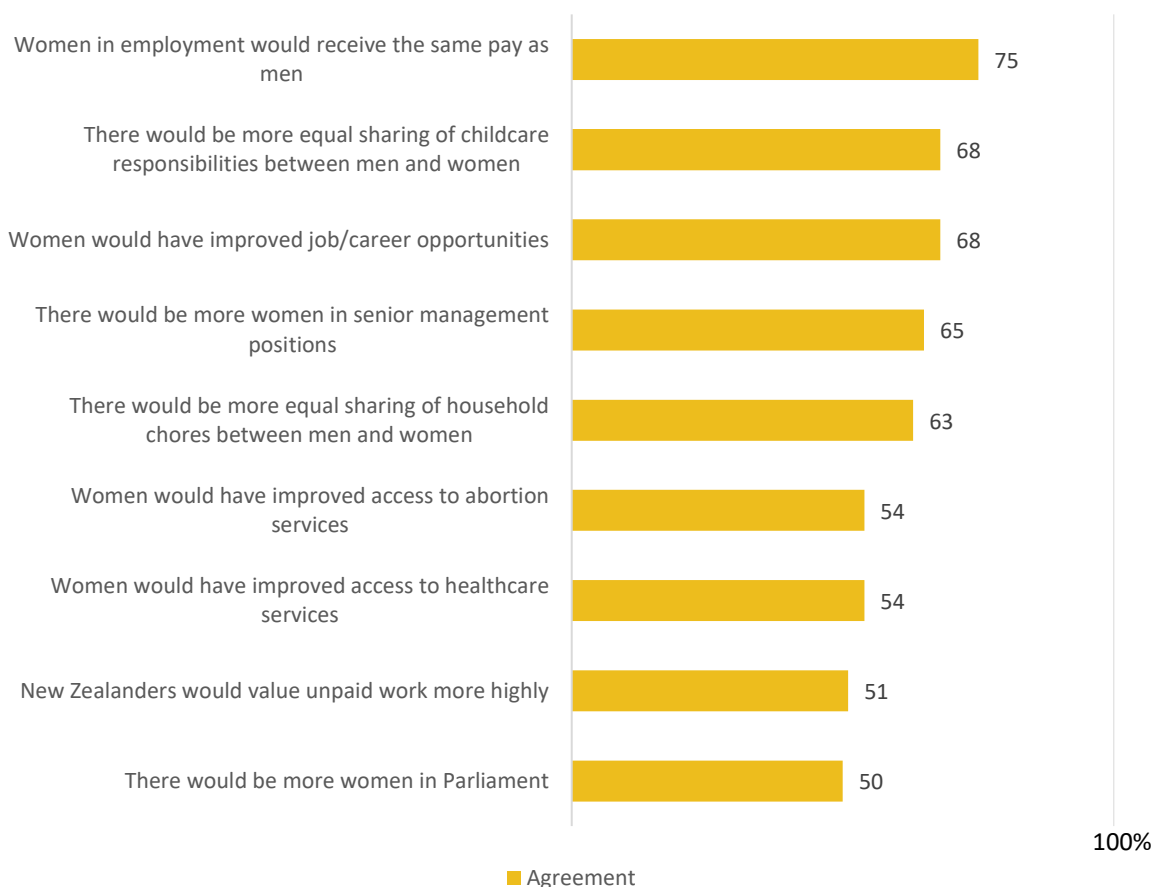
**Most frequently, respondents said that achieving gender equality would be reflected in improvements for women in pay parity, their job/career opportunities and childcare.**

Figure 5 shows that 50% or more respondents agreed with every improvement, with the most agreement given to, *Women in employment would receive the same pay as men* (75%). However, this means that 25% either disagreed with this statement, gave a neutral response (neither agreeing nor disagreeing) or said they didn't know.

There are significant differences by gender. Female respondents were more likely than male respondents to agree that these improvements would be achieved; for example, 83% agreed that women in employment would receive the same pay as men if gender equality was achieved compared with 68% of male respondents.

There are also differences by age and ethnicity. Please refer to the body of the report for detailed information about these differences.

**Figure 5: Opinions about the positive impacts of achieving gender equality (results shown indicate the percentage of respondents agreeing)**



Note: Percentage rating each statement with a 4 or 5, indicating agreement with the statement.

## Do New Zealanders have particular opinions about the genders?

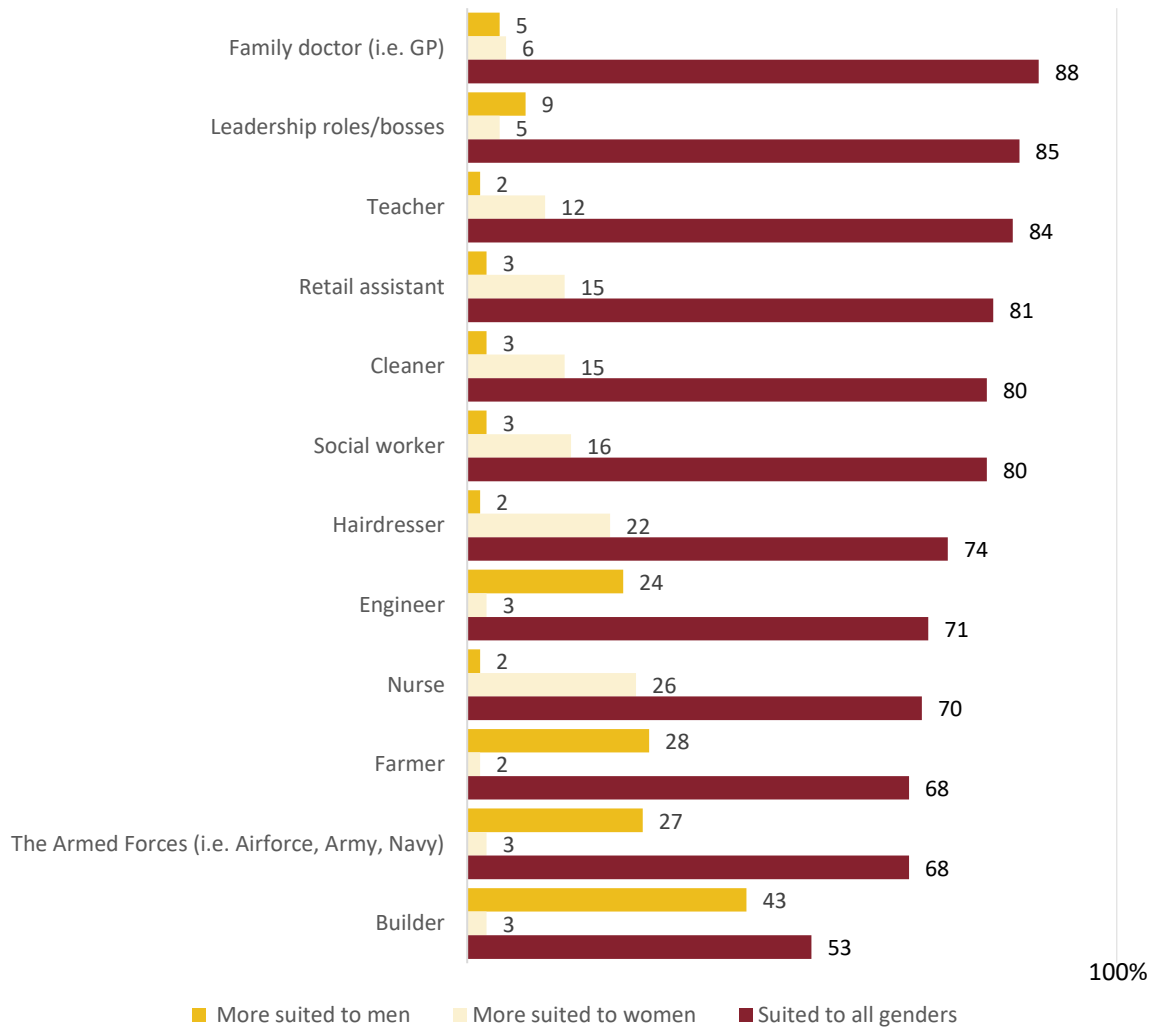
**For the most part, respondents believed that all occupations were suitable for all genders' however, there are some notable gender-based differences.**

Figure 6 shows that respondents considered occupations such as 'family doctor', 'leadership roles' and 'teacher' to be suitable for **all** genders. However, at the other extreme, this was less likely to be the case for occupations such as 'builder', the 'Armed Forces' and 'farmer' – all of which were considered to be relatively more suited to men rather than women.

Similarly, some occupations such as 'hairdresser', 'social workers' and 'retail assistant' were considered to be relatively more suited to women rather than men, although not to the same extent.

There are significant differences by gender, with female respondents more likely than male respondents to state that all occupations are suited to all genders. For example, 56% of female respondents agreed that being 'builder' is suited to all genders (compared with 49% of male respondents); 74% agreed that an occupation in the 'Armed Forces' is suited to all genders (compared with 62% of male respondents) and 73% agreed that 'farmer' is suited to all genders (compared with 63% of male respondents).

**Figure 6: Opinions about jobs and roles being suited to genders**



**Respondents also believed that a range of personal attributes are important to all genders (or not important to any gender); but, again, there are some notable gender-based differences.**

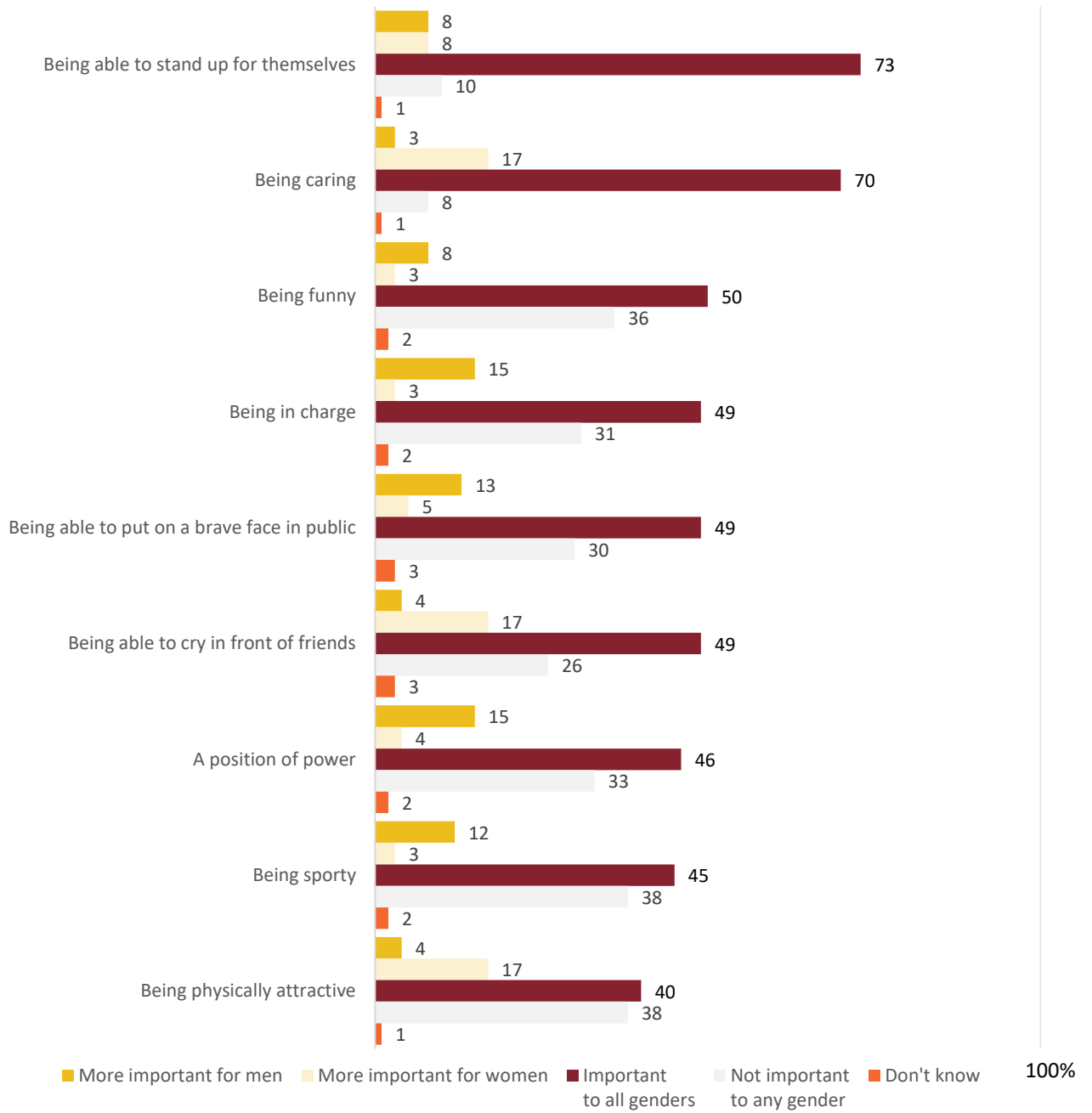
Overall, most respondents agreed that a range of personal attributes is important to **all** genders or **not** important to any gender. For example, 73% said it is important for all genders to 'stand up for themselves' and 70% said it is important for all genders to be 'caring' (Figure 7).

Significantly fewer respondents stated this in relation to the other attributes; many preferring to state they are not important to any gender. For example, 50% agreed that it is important for all genders to be 'funny', but 36% said this is not important to any gender.

That said, some respondents perceived it is more important for women to have some attributes. For example, 17% believed it is more important for women to be 'caring' (compared with 3% for men), 17% believed it is more important for women to be 'able to cry in front of friends' (compared with 4% for men) and 17% believed it is more important for women to be 'physically attractive' (compared with 4% for men).

Although male and female respondents believed the attributes are important for all genders, female respondents were more likely than male respondents to state this. For example, 77% of female respondents considered it is important for all genders to 'stand up for themselves' compared with 69% of male respondents.

**Figure 7: Opinions about the importance of personal attributes to genders**



**Although many respondents agreed that mothers and fathers should have equal responsibility for raising their children, contraception should be the responsibility of both men and women and women should have the right to choose whether or not to have an abortion, fewer respondents agreed about other aspects reflecting equality between the genders.**

Furthermore, Figure 8 shows significant shifts in opinion between 2017 and this year in terms of a number of aspects – some positive, but some also backward.

For example, it is with regard to women having the right to choose whether or not to have an abortion that there has been one of the most significant shifts in opinion since 2017, when the level of agreement then was 66%.

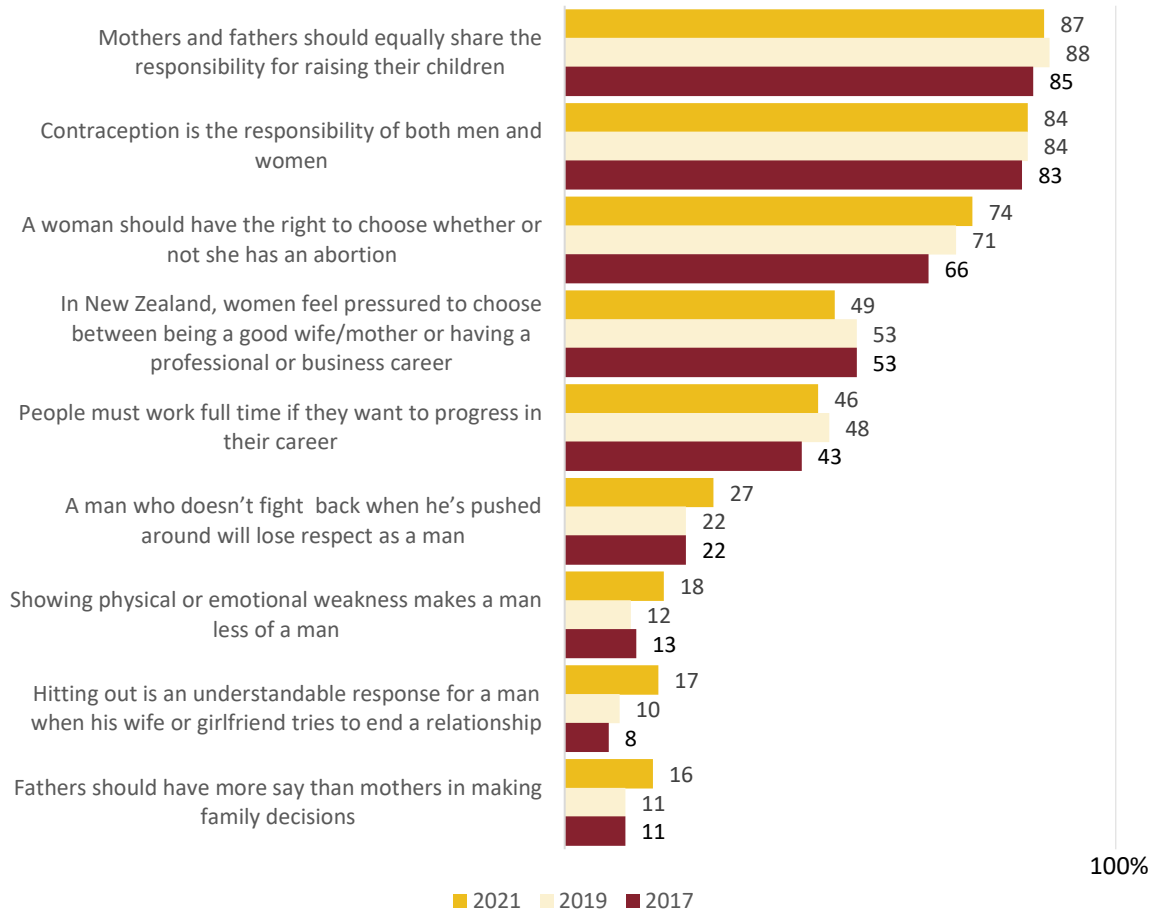
In addition to this shift in opinion, another notable shift is the lower level of agreement with the statement, ‘In New Zealand, women feel pressured to choose between being a good wife/mother or having a professional or business career’ (49% agreement this year compared with 53% in 2019).

However, this year, a number of statistically significantly different results from those recorded in 2019 suggest a backward step in opinion:

- ◆ ‘A man who doesn’t fight back when he’s pushed around will lose respect as a man’ (27% of respondents agreed with this statement this year compared with 22% in 2019).
- ◆ ‘Showing physical or emotional weakness makes a man less of a man’ (18% and 12% respectively).
- ◆ ‘Hitting out is an understandable response for a man when his wife or girlfriend tries to end a relationship’ (17% and 10% respectively).
- ◆ ‘Fathers should have more say than mothers in making family decisions’ (16% and 11% respectively).

There are also significant differences by gender. For example, 89% of female respondents agreed that ‘contraception is the responsibility of both men and women’ compared with 79% of male respondents. And 34% of male respondents agreed that ‘a man who doesn’t fight back when he’s pushed around will lose respect as a man’ compared with 21% of female respondents.

**Figure 8: Agreement-disagreement with statements about New Zealand society's expectations of men and women**



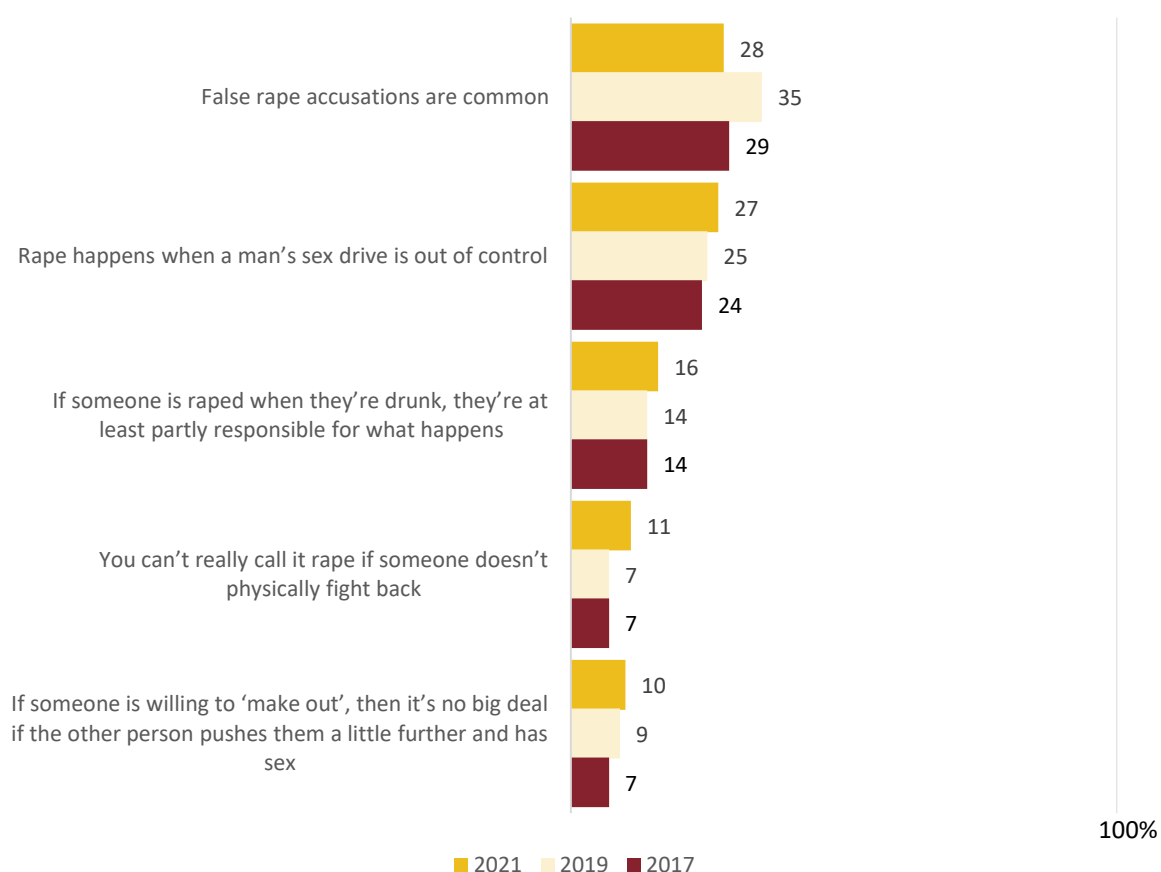


**Over one-quarter of all respondents believed that false rape accusations are common.**

In terms of beliefs about rape and other sexual matters, Figure 9 shows that there has been little change in opinion between 2017 and 2021, with over one-quarter of all respondents continuing to agree that false rape accusations are common (28%) and rape occurs when ‘a man’s sex drive is out of control’ (27%). However, the percentage agreeing that false rape accusations are common has statistically significantly decreased compared with the percentage recorded in 2019 (35%) and is now similar to the result in 2017.

There are significant differences by gender. For example, 36% of male respondents this year agreed that false rape accusations are common compared with 21% of female respondents.

**Figure 9: Agreement-disagreement with statements relating to New Zealand society’s opinions about rape**



## What are New Zealanders' opinions about gender and sexual diversity?

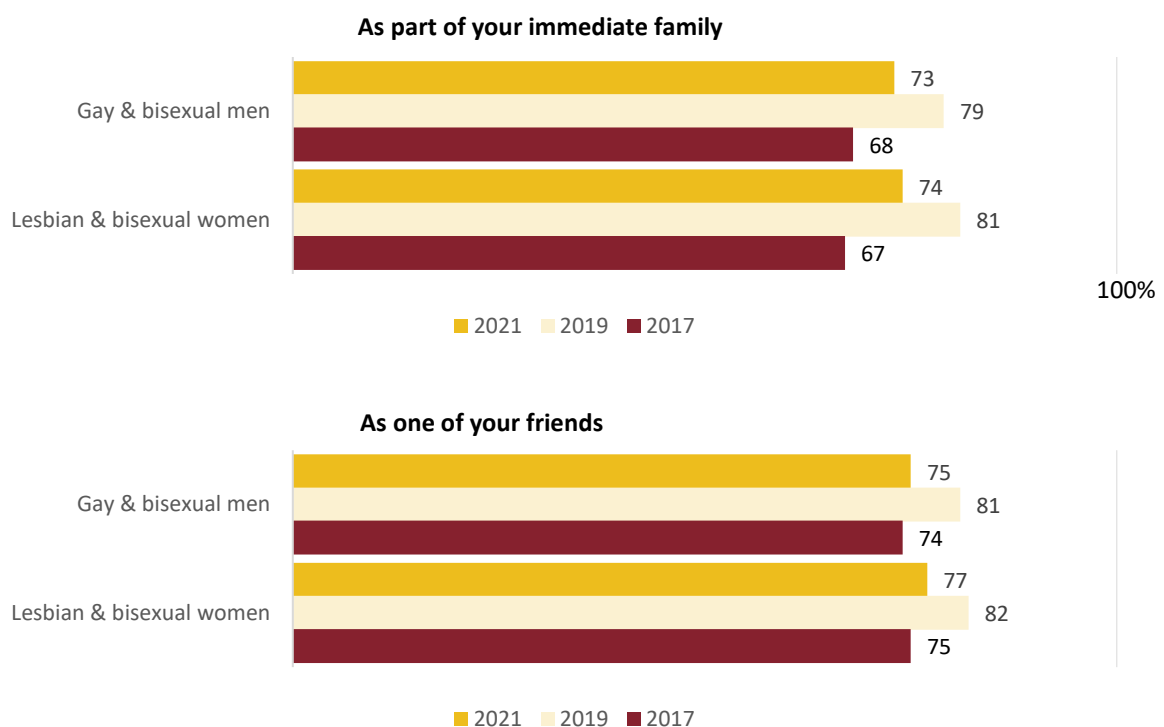
**Over 50% of all respondents stated they would be comfortable with a gay or bisexual man, a lesbian or bisexual woman, a transgender man, a transgender woman or a person with non-binary gender in a range of different situations, from being 'part of (their) immediate family' to being '(their) manager'.**

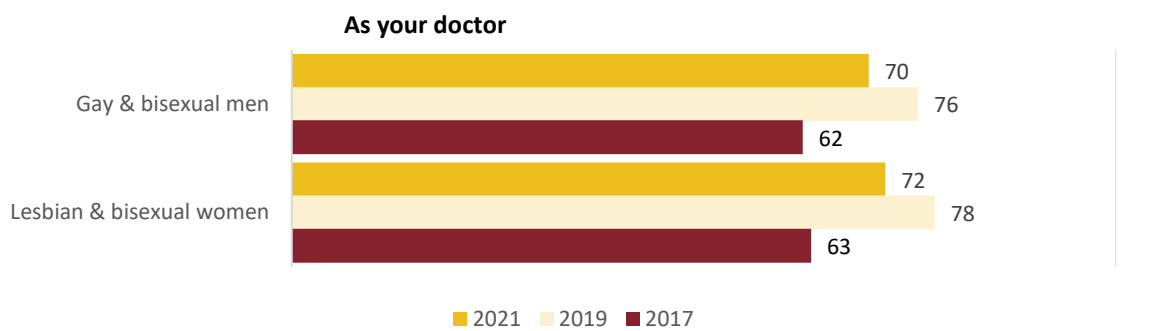
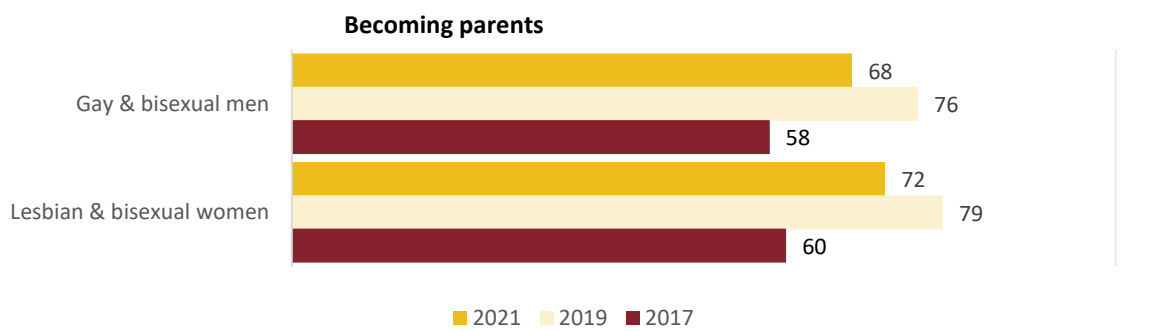
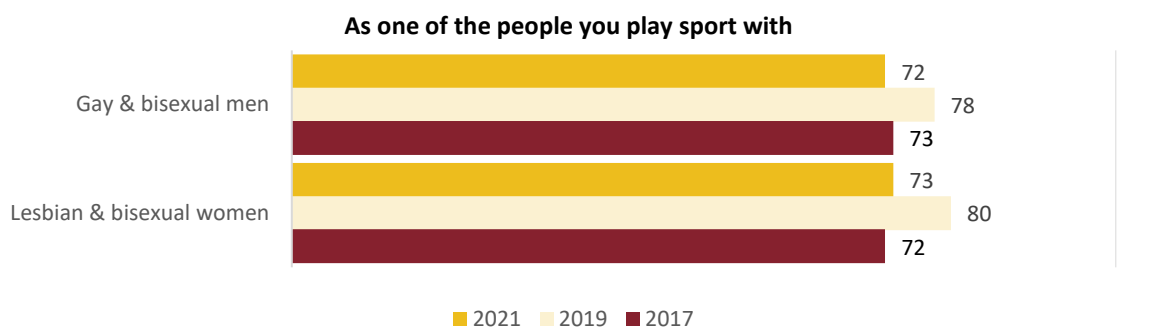
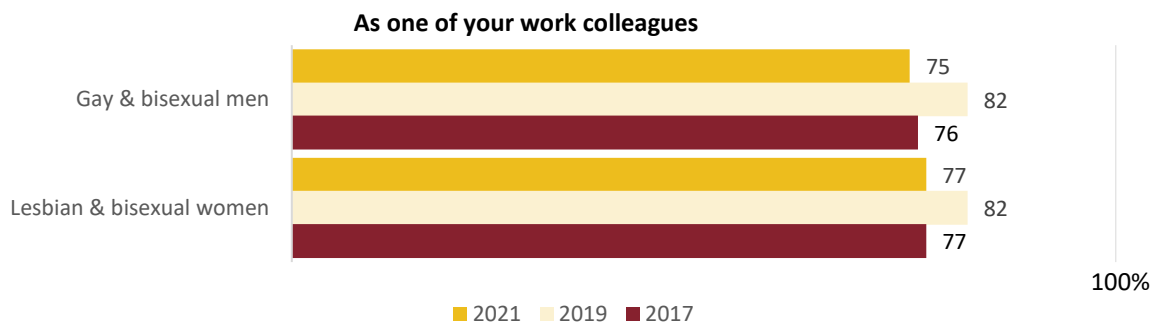
This was particularly the case in relation to a gay and bisexual man, and a lesbian and bisexual woman. However, Figure 10 shows that in comparison to 2019, the levels of comfort are generally lower, although not as low as 2017.

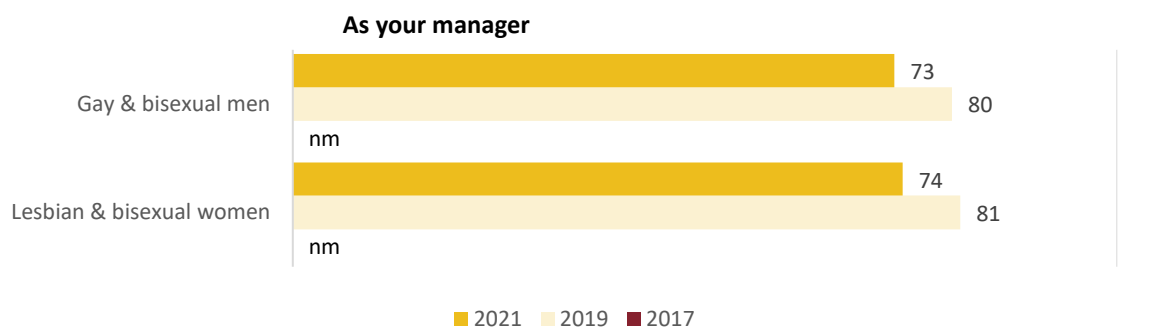
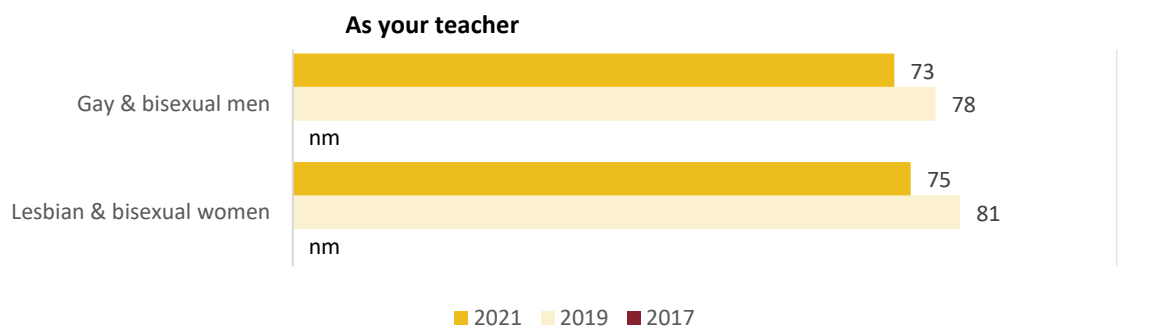
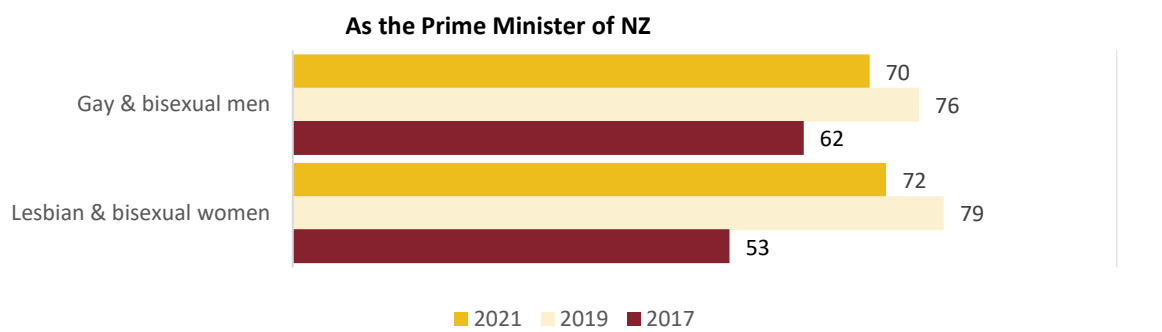
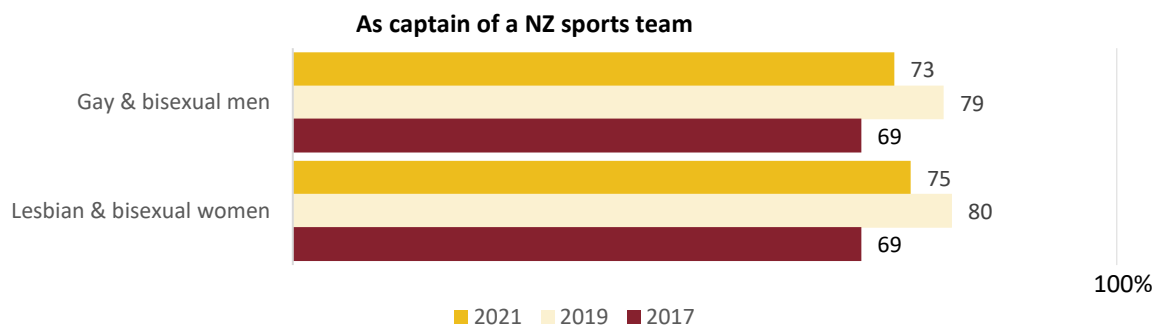
For example, 73% of all respondents this year stated they would be comfortable with a gay or bisexual man being part of their immediate family, compared with 79% in 2019 and 68% in 2017.

There are statistically significant differences between male and female respondents. In general, female respondents were this year more likely than male respondents to state that they would be comfortable with a gay or bisexual man, a lesbian or bisexual woman, a transgender man, a transgender woman or a person with non-binary gender in all the situations. For example, 80% of female respondents stated they would be comfortable with a gay or bisexual man being part of their immediate family compared with 65% of male respondents.

**Figure 10: Levels of acceptance of gay and bisexual men, and lesbian and bisexual women**







## Conclusions

The 2017 Gender Attitudes survey was the first in an ongoing series, providing data against a range of attitudes and behaviours around gender equality. Carried out every two years, the survey is designed to capture shifts in societal attitudes, large or small. So our latest survey for 2021 is essentially a report card, gauging New Zealand's progress in establishing gender equality across all forums and activities. Perhaps not surprisingly, women respondents in the survey were less impressed with the current status quo in New Zealand, than the male respondents.

Forty percent of respondents think we have already achieved gender equality, though women were less convinced, with 36% saying they categorically disagreed with this statement. When assessing those areas in which respondents considered we've made the greatest gains, political representation scored the most highly; a view that may reflect the number of women who currently hold high political office. Around half of the respondents thought gender equality had improved at home and on the sports field, but at the bottom end of the scale, just over a third of respondents believed more women were taking their place at the board table and in the armed forces.

For those that do believe gender inequality exists, women are seen to be the *most* discriminated against, followed by people of non-binary gender, and men are the *least* discriminated against. While the overall level of discrimination is perceived to have decreased over the course of the three surveys, the hierarchy of who is most discriminated against, remains the same.

When asked how *should* gender equality be reflected in our society, that is, what we should aspire to, rather than what is our current reality - pay parity topped the list, closely followed by more equal sharing of childcare responsibilities and improved opportunities for women in the workforce. Existing attitudes, as revealed in the survey on the whole, support these aspirational goals, with high ratings in support of joint responsibility for child-rearing, contraception and women's choices around abortion. Disturbingly, while approval ratings were low for macho attitudes - including, at its worst, tolerance for domestic violence - they had nevertheless, incrementally increased.

Attitudes towards sexual violence and rape are also interrogated in the survey, with a section dedicated to this. Consistently over the three surveys, over a quarter of respondents believed false rape accusations are common; though tellingly, men were more likely to think so than women. Though on the positive side, this percentage has decreased from 35% in 2019, to 28% in 2021. Again, however, there has been a very small increase in more extreme views, such as 'It is not rape, if a woman does not fight back physically'.

New Zealanders' level of comfort around gender and sexual diversity is also trending downwards, with women showing greater tolerance across all measures, than men. That

is, women are generally more comfortable with same-sex parenting, non-binary colleagues, bi-sexual family members, and so on.

Taken as a whole, this latest survey shows a creep upwards towards more conservative attitudes. The reasons for this can only be guessed at, but the current national and global situation of extreme uncertainty and anxiety may well have played its part.

## 1.0 Introduction

The National Council of Women of New Zealand (NCWNZ) was founded by Kate Sheppard, Amey Daldy and Margaret Sievwright in 1896. The Council is an umbrella group focused on gender inequality, with a membership reach of 450,000 through 14 local branches, over 200 member organisations and a growing number of individual members. NCWNZ's vision is a gender equal New Zealand in which all New Zealanders have the freedom and opportunity to determine their own future.

In 2015, Research New Zealand conducted a pro bono survey about New Zealanders' attitudes and beliefs towards gender equality for NCWNZ. NCWNZ used these results to inform its White Paper, *Enabling Women's Potential*.

*Enabling Women's Potential* recommended a number of actions to address gender inequality in New Zealand, including a **regular survey** to benchmark attitudes towards gender roles and equality. *Enabling Women's Potential* argued that an attitudes survey was integral to building a shared understanding of gender inequality and would complement other outcome measures (e.g. official statistics on women in leadership, the gender pay gap, domestic violence, etc.).

In 2017, Research New Zealand began working with NCWNZ to develop a Gender Attitudes Survey. A literature scan of similar surveys in other developed countries was undertaken; however, due to NCWNZ's broader interest in gender attitudes as a whole, a fit-for-purpose survey was designed.

Accordingly, the first-ever Gender Attitudes Survey was completed that year, establishing a **baseline** of New Zealanders' attitudes and beliefs towards gender roles, gender equality and gender and sexual diversity.

NCWNZ released the survey results as a crucial focus for their Gender Equal NZ campaign, targeting the attitudes and social norms which underpin gender inequality and creating conversations in digital spaces about gender.

Subsequent to this baseline survey, the survey was repeated in 2019 and again this year. The core survey questions have remained the same across these three measures, in order to enable comparisons to be made and emerging trends identified.

## 1.1 Research/information objectives

The core survey questions and, therefore, the key areas of focus for this year's survey, related to the following:

- ◆ How well are we doing in achieving gender equality in New Zealand?
  - ◆ To what extent do we agree that gender equality is a fundamental right?
  - ◆ How well are we doing in achieving gender equality in specific areas of our society?
  - ◆ What would achieving gender equality mean?
- ◆ Do New Zealanders have particular gender-based opinions?
  - ◆ Are some jobs and roles more suited to men or women?
  - ◆ Are some personal attributes more important for men or women to have?
  - ◆ Do New Zealanders have certain expectations of men and women?
  - ◆ What are New Zealand society's opinions about rape culture?
- ◆ What are New Zealanders' opinions about gender and sexual diversity?
  - ◆ Are we accepting of gender and sexual diversity?
  - ◆ Who is disadvantaged because of gender inequality?

A copy of the survey questionnaire is included in this report as Appendix A.



## 1.2 Methodology

This year's survey was completed between 22 July and 03 August 2021. As was the case with the baseline survey in 2017 and the survey in 2019:

- ◆ All interviewing was completed online, with a base sample of n=1,000 New Zealanders aged 18 years and over, selected to be nationally representative of the population in demographic terms.
- ◆ A further 'booster' sample of n=250 Māori and Pasifika peoples was also interviewed online. This resulted in total responses being received from n=356 Māori and n=84 Pasifika peoples.
- ◆ The base and 'booster' samples were sourced from online panel partner, Dynata.
- ◆ The 'booster' sample was completed so that the results for Māori and Pasifika peoples could be examined with more confidence. Notwithstanding this, the sub-sample of Pasifika is still small so interpretations should be treated with caution.

The survey results have been weighted to account for the over-sampling of Māori and Pasifika peoples. Results based on the total weighted sample of n=1,250 are subject to a maximum margin of error of 3.0% (at the 95% confidence level). This means that had we found that 50% of the total sample of respondents believed that gender equality had for the most part been achieved in New Zealand, we could be 95% sure we would have got the same result had we interviewed everyone in the population who was eligible, give or take 3.0%.

Higher margins of error apply in the case of Māori and Pasifika peoples; +/- 5.4% in the case of Māori and +/-11.1 in the case of Pasifika peoples. Consequently, the results for Pasifika peoples must be treated with caution.

### 1.2.1 Sample profile

Table 1 (overleaf) profiles the survey respondents.

**Table 1: Sample profile**

|                                  | Unweighted base = | Total<br>1250<br>% |
|----------------------------------|-------------------|--------------------|
| <b>Gender:</b>                   |                   |                    |
| Male                             |                   | 48                 |
| Female                           |                   | 50                 |
| Nonbinary                        |                   | 1                  |
| Not listed                       |                   | 0                  |
| Total                            |                   | 100                |
| <b>Transgender status:</b>       |                   |                    |
| No, I am not transgender         |                   | 93                 |
| Yes, I am transgender            |                   | 2                  |
| I am unsure about my gender      |                   | 1                  |
| I don't understand this question |                   | 1                  |
| Prefer not to say                |                   | 2                  |
| Total                            |                   | 100                |

Continued

**Table 1: Sample profile**

|                                       | Unweighted base = | Total<br>1250<br>% |
|---------------------------------------|-------------------|--------------------|
| <b>Age:</b>                           |                   |                    |
| 18-24                                 |                   | 13                 |
| 25-34                                 |                   | 17                 |
| 35-44                                 |                   | 18                 |
| 45-54                                 |                   | 18                 |
| 55-64                                 |                   | 14                 |
| 65-74                                 |                   | 13                 |
| 75 and over                           |                   | 6                  |
| Total                                 |                   | 100                |
| <b>Ethnicity:</b>                     |                   |                    |
| New Zealand/Pakeha                    |                   | 65                 |
| Māori                                 |                   | 14                 |
| Pasifika                              |                   | 6                  |
| Asian                                 |                   | 15                 |
| Middle Eastern/Latin American/African |                   | 1                  |
| Other                                 |                   | 6                  |
| Total                                 |                   | **                 |
| <b>Impairment/Disability:</b>         |                   |                    |
| Seeing                                |                   | 27                 |
| Hearing                               |                   | 18                 |
| Walking                               |                   | 25                 |
| Communicating                         |                   | 12                 |
| Remembering/concentrating             |                   | 27                 |
| Self-care                             |                   | 10                 |
| Mental health                         |                   | 22                 |
| Total                                 |                   | **                 |

Continued

**Table 1: Sample profile**

|  | Unweighted base = | Total<br>1250<br>% |
|--|-------------------|--------------------|
| <b>Household Status:</b>                 |                   |                    |
| One-person household                     |                   | 16                 |
| Couple only                              |                   | 30                 |
| Couple with child(ren)                   |                   | 32                 |
| One parent with child(ren)               |                   | 8                  |
| Other multi-person household (e.g. flat) |                   | 10                 |
| Other                                    |                   | 4                  |
| I'd rather not say                       |                   | 1                  |
| <b>Total</b>                             |                   | <b>100</b>         |
| <b>Area:</b>                             |                   |                    |
| Northland                                |                   | 3                  |
| Auckland                                 |                   | 33                 |
| Waikato                                  |                   | 9                  |
| Bay of Plenty                            |                   | 6                  |
| Gisborne                                 |                   | 1                  |
| Hawke's Bay                              |                   | 4                  |
| Taranaki                                 |                   | 2                  |
| Manawatu-Wanganui                        |                   | 6                  |
| Wellington-Wairarapa                     |                   | 12                 |
| Tasman                                   |                   | 1                  |
| Nelson                                   |                   | 2                  |
| Marlborough                              |                   | 1                  |
| West Coast                               |                   | 0                  |
| Canterbury                               |                   | 14                 |
| Otago                                    |                   | 4                  |
| Southland                                |                   | 2                  |
| <b>Total</b>                             |                   | <b>100</b>         |

Total may not add to 100 percent exactly due to rounding.

\*\* Total may exceed 100% because of multiple responses.

## 1.2.2 Analysis of results

The main sample variable used to analyse the results of this year's survey is **gender**.

In addition, we have analysed the results by **age and ethnicity** for the main survey questions.

## 2.0 How well are we doing in achieving gender equality?

Where possible, this year's results have been compared with the results for the 2017 and the 2019 surveys.

### 2.1 To what extent do we agree that gender equality is a fundamental right?

Using a 7-point agreement scale, which ran from 1='strongly disagree' to 7='strongly agree', respondents were asked to indicate to what extent they agreed or disagreed with the following statement, *Gender equality in New Zealand is a fundamental right*.

Table 2 presents the results for this year, in comparison to the results for 2017 and 2019. This shows that there has been **no** statistically significant change over the three years the survey has been completed, with 79% currently agreeing that gender equality in New Zealand is a fundamental right.

In comparison, 6% disagreed, 5% didn't know and 10% give a neutral response, neither agreeing nor disagreeing. This is a total of 21%.

**Table 2: Agreement-disagreement that gender equality is a fundamental right**

|            | 2021<br>Total<br>Unweighted base =<br>1,250<br>% | 2019<br>Total<br>1,276<br>% | 2017<br>Total<br>1,251<br>% |
|------------|--|-----------------------------|-----------------------------|
| Agree      | 79   | 79                          | 79                          |
| Neutral    | 10   | 14                          | 12                          |
| Disagree   | 6  | 3                           | 5                           |
| Don't know | 5  | 4                           | 4                           |
| Total      | 100  | 100                         | 100                         |

Note: Total may not add to 100 percent exactly due to rounding.

Table 3 examines this year’s result by gender and shows that a statistically significantly higher percentage of female respondents stated that gender equality in New Zealand is a fundamental right compared with male respondents (82% and 77% respectively). Although the percentage of respondents disagreeing is very small overall, male respondents were almost twice as likely to disagree compared with female respondents (7% and 4% respectively).

**Table 3: Agreement-disagreement that gender equality is a fundamental right – by gender**

|            | 2021              |       |      |        |
|------------|-------------------|-------|------|--------|
|            | Unweighted base = | Total | Male | Female |
|            | 1,250             | 544   | 686  | 18**   |
|            | %                 | %     | %    | %      |
| Agree      | 79                | 77    | 82   | 72     |
| Neutral    | 10                | 11    | 9    | 6      |
| Disagree   | 6                 | 7     | 4    | 11     |
| Don’t know | 5                 | 4     | 4    | 11     |
| Total      | 100               | 100   | 100  | 100    |

Note: Total may not add to 100 percent exactly due to rounding.

\*\*Caution: low base number of respondents – results are indicative only.

This year’s results have also been examined by age and ethnicity. Table 4 shows that there is a positive relationship between agreement and age. For example, respondents aged 65+ were the most likely to agree that gender equality in New Zealand is a fundamental right compared with younger respondents, 18-24 (86% and 68% respectively). In fact, the percentage of younger respondents, 18-24 agreeing with this sentiment is significantly below the average (79%).

**Table 4: Agreement-disagreement that gender equality is a fundamental right – by age**

|            | 2021              |       |       |       |     |
|------------|-------------------|-------|-------|-------|-----|
|            | Unweighted base = | 18-24 | 25-44 | 45-64 | 65+ |
|            | 1,250             | 171   | 471   | 394   | 214 |
|            | %                 | %     | %     | %     | %   |
| Agree      | 79                | 68    | 77    | 83    | 86  |
| Neutral    | 10                | 17    | 12    | 8     | 6   |
| Disagree   | 6                 | 9     | 7     | 4     | 5   |
| Don’t know | 5                 | 6     | 5     | 5     | 3   |
| Total      | 100               | 100   | 100   | 100   | 100 |

Note: Total may not add to 100 percent exactly due to rounding.

Table 5 shows that, at a minimum, 75% or more respondents in all ethnic groups agreed that gender equality in New Zealand is a fundamental right. Respondents who identified as NZ European/Pākehā were significantly more likely to agree with this sentiment compared with respondents identifying as other ethnicities. For example, 80% of respondents who identified as NZ European/Pākehā agreed that gender equality in New Zealand is a fundamental right compared with 75% of Pasifika. Almost one-in-five Pasifika respondents (18%) either disagreed or didn't know.

**Table 5: Agreement-disagreement that gender equality is a fundamental right – by ethnicity**

|                   | 2021<br>Total | NZ<br>European/<br>Pākehā | Māori | Pasifika | Asian | Middle<br>Eastern/<br>Latin<br>American/<br>African | Other |
|-------------------|---------------|---------------------------|-------|----------|-------|---|-------|
| Unweighted base = | 1,250         | 740                       | 356   | 84       | 147   | 11**  | 62    |
|                   | %             | %                         | %     | %        | %     | %   | %     |
| Agree             | 79            | 80                        | 76    | 75       | 78    | 91  | 88    |
| Neutral           | 10            | 10                        | 8     | 8        | 12    | 0   | 11    |
| Disagree          | 6             | 5                         | 8     | 8        | 6     | 9   | 1     |
| Don't know        | 5             | 4                         | 8     | 10       | 4     | 0   | 1     |
| Total             | 100           | 100                       | 100   | 100      | 100   | 100   | 100   |

Note: Total may not add to 100 percent exactly due to rounding.

\*\*Caution: low base number of respondents – results are indicative only.



## 2.2 Has gender equality been achieved in New Zealand?

### 2.2.1 How well are we doing?

Using the same agreement scale, respondents were asked whether they agreed or disagreed with the statement, *Gender equality has been achieved for the most part in New Zealand*.

Table 6 shows that, this year, most respondents agreed with this statement (40%).

In statistical terms, this is the **same** as the result for 2019 (42%). In other words, in the two years between the current and the 2019 surveys, there has been **no** change in the percentage believing that gender equality has for the most part been achieved in New Zealand.

This is important to note given that, between 2017 and 2019, there was a statistically significant increase in the percentage of respondents believing that gender equality has been achieved (from 30% to 42%).

In comparison to the percentage agreeing this year, 32% disagreed that gender equality has been achieved. Another 20% gave a neutral response, neither agreeing nor disagreeing, while 8% didn't know.

**Table 6: Agreement-disagreement that gender equality has been achieved for the most part in New Zealand**

|                   | 2021  | 2019  | 2017  |
|-------------------|-------|-------|-------|
|                   | Total | Total | Total |
| Unweighted base = | 1,250 | 1,276 | 1,251 |
|                   | %     | %     | %     |
| Agree             | 40    | 42    | 30    |
| Neutral           | 20    | 22    | 19    |
| Disagree          | 32    | 29    | 45    |
| Don't know        | 8     | 6     | 5     |
| Total             | 100   | 100   | 100   |

Note: Total may not add to 100 percent exactly due to rounding.

Table 7 examines this year’s result by gender and shows that significantly more male respondents (almost one-half) believed that gender equality has for the most part been achieved in New Zealand (46% and 35% respectively). Thirty-six percent of female respondents categorically disagreed with the statement (36%), while this was the case for 28% of male respondents.

**Table 7: Agreement-disagreement that gender equality has been achieved for the most part in New Zealand – by gender**

|                   | 2021<br>Total<br>1,250<br>% | Male<br>544<br>% | Female<br>686<br>% | Non-binary<br>18**<br>% |
|-------------------|-----------------------------|------------------|--------------------|-------------------------|
| Unweighted base = |                             |                  |                    |                         |
| Agree             | 40                          | 46               | 35                 | 44                      |
| Neutral           | 20                          | 19               | 20                 | 6                       |
| Disagree          | 32                          | 28               | 36                 | 44                      |
| Don't know        | 8                           | 7                | 9                  | 6                       |
| Total             | 100                         | 100              | 100                | 100                     |

Note: Total may not add to 100 percent exactly due to rounding.

\*\*Caution: low base number of respondents – results are indicative only.

This year’s results have also been examined by age and ethnicity. With the exception of older respondents, 65+, about the same percentage of respondents in each of the other age groups believed that gender equality has for the most part been achieved in New Zealand (42%-45%) (Table 8). Older respondents were the most likely to disagree (40%).

**Table 8: Agreement-disagreement that gender equality has been achieved for the most part in New Zealand – by age**

|                   | 2021<br>Total<br>1,250<br>% | 18-24<br>171<br>% | 25-44<br>471<br>% | 45-64<br>394<br>% | 65+<br>214<br>% |
|-------------------|-----------------------------|-------------------|-------------------|-------------------|-----------------|
| Unweighted base = |                             |                   |                   |                   |                 |
| Agree             | 40                          | 45                | 41                | 42                | 33              |
| Neutral           | 20                          | 21                | 22                | 16                | 19              |
| Disagree          | 32                          | 25                | 30                | 33                | 40              |
| Don't know        | 8                           | 9                 | 7                 | 9                 | 8               |
| Total             | 100                         | 100               | 100               | 100               | 100             |

Note: Total may not add to 100 percent exactly due to rounding.

Table 9 shows that there are significant differences by ethnicity in terms of the extent to which respondents believed that gender equality has been achieved for the most part in New Zealand. Respondents who identified as Asian or Māori were above average in terms of their agreement (55% and 48% respectively) compared with NZ European/Pākehā and Pasifika who were below average (36% and 29% respectively).

**Table 9: Agreement-disagreement that gender equality has been achieved for the most part in New Zealand – by ethnicity**

|                   | 2021<br>Total | NZ<br>European/<br>Pākehā | Māori    | Pasifika | Asian    | Middle<br>Eastern/<br>Latin<br>American/<br>African | Other   |
|-------------------|---------------|---------------------------|----------|----------|----------|---|---------|
| Unweighted base = | 1,250<br>%    | 740<br>%                  | 356<br>% | 84<br>%  | 147<br>% | 11**<br>%   | 62<br>% |
| Agree             | 40            | 36                        | 48       | 29       | 55       | 9   | 37      |
| Neutral           | 20            | 19                        | 14       | 19       | 25       | 53  | 20      |
| Disagree          | 32            | 36                        | 29       | 32       | 19       | 29  | 34      |
| Don't know        | 8             | 9                         | 8        | 20       | 1        | 9   | 8       |
| Total             | 100           | 100                       | 100      | 100      | 100      | 100   | 100     |

Note: Total may not add to 100 percent exactly due to rounding.

\*\*Caution: low base number of respondents – results are indicative only.

## 2.2.2 What progress are we making towards gender equality in specific areas of society?

Having established the extent to which respondents believed gender equality has been achieved for the most part in New Zealand, they were asked (to use a 7-point agreement scale, which ran from 1='very poorly' to 7='very well') to indicate what progress we were making in achieving equality in a number of **specific areas** of society.

Table 10 is based on the percentage of respondents who rated each area with a 5, 6 or 7, indicating that New Zealand is doing well in terms of gender equality. On this basis, over one-half of all respondents stated that we are making good progress in Parliament, the mass media, the health system, the education system, sports and in the home. The best result was recorded for Parliament at 62%.

In comparison to 2019, statistically significant improvements have been recorded in all areas, except the Armed Forces. Therefore, although there was no change between the years in the percentage believing that gender equality has been achieved for the most part in New Zealand, these improvements suggest that we are steadily working towards this goal.

**Table 10: Opinions about New Zealand's gender equality record (results shown indicate the percentage of respondents reporting that New Zealand is doing 'well' in each area of society)**

|                         | 2021<br>Total<br>1,250<br>% | 2019<br>Total<br>1,276<br>% | 2017<br>Total<br>1,251<br>% |
|-------------------------|-----------------------------|-----------------------------|-----------------------------|
| Unweighted base =       |                             |                             |                             |
| In Parliament           | 62                          | 56                          | 48                          |
| In mass media           | 55                          | 50                          | 50                          |
| In the health system    | 54                          | 50                          | 52                          |
| In the education system | 54                          | 48                          | 50                          |
| In sports               | 52                          | 43                          | 50                          |
| In the home             | 51                          | 45                          | 45                          |
| In the workplace        | 48                          | 41                          | 41                          |
| In the justice system   | 45                          | 37                          | 41                          |
| In advertising          | 45                          | 38                          | 39                          |
| In the welfare system   | 44                          | 37                          | 39                          |
| In senior management    | 39                          | 32                          | 34                          |
| In the Armed Forces     | 37                          | 35                          | 37                          |

Note: Total does not add to 100 percent because of multiple response.

Note: Percentage rating each area with a 5, 6 or 7, indicating that New Zealand is doing well in terms of achieving gender equality in this area.

Table 11 examines this year’s result by gender and shows that male respondents were more likely than female respondents to believe that we are making progress in all areas. In fact, all the differences in opinion are statistically significant. Notably, with the exception of the result for Parliament, less than one-half of female respondents agreed that we are making good progress in each of the areas.

**Table 11: Opinions about New Zealand’s gender equality record (results shown indicate the percentage of respondents reporting that New Zealand is doing ‘well’ in each area of society) – by gender**

|                         | 2021<br>Total<br>1,250<br>% | Male<br>544<br>% | Female<br>686<br>% | Non-binary<br>18**<br>% |
|-------------------------|-----------------------------|------------------|--------------------|-------------------------|
| In Parliament           | 62                          | 67               | 57                 | 50                      |
| In mass media           | 55                          | 63               | 47                 | 50                      |
| In the health system    | 54                          | 61               | 47                 | 61                      |
| In the education system | 54                          | 60               | 49                 | 56                      |
| In sports               | 52                          | 60               | 45                 | 50                      |
| In the home             | 51                          | 58               | 45                 | 44                      |
| In the workplace        | 48                          | 56               | 40                 | 50                      |
| In the justice system   | 45                          | 52               | 38                 | 44                      |
| In advertising          | 45                          | 52               | 38                 | 67                      |
| In the welfare system   | 44                          | 54               | 34                 | 56                      |
| In senior management    | 39                          | 45               | 32                 | 44                      |
| In the Armed Forces     | 37                          | 44               | 30                 | 39                      |

Note: Total does not add to 100 percent because of multiple response.

Note: Percentage rating each area with a 5, 6 or 7, indicating that New Zealand is doing well in terms of achieving gender equality in this area.

\*\*Caution: low base number of respondents – results are indicative only.

This year’s results have also been examined by age (Table 12) and ethnicity (Table 13) and show the following:

- ◆ A positive relationship exists between a belief that we are making progress and age. That is, the older the respondent the more likely they believed that we are making progress in achieving gender equality in each of the specific areas of society.
- ◆ Significant differences by ethnicity. Asian respondents were more likely than other ethnicities to believe that we are making progress in specific areas of society. In comparison, Māori and Pasifika were less likely to agree, particularly in terms of achieving the goal of gender equality in Parliament, mass media and the health and education systems.

**Table 12: Opinions about New Zealand’s gender equality record (results shown indicate the percentage of respondents reporting that New Zealand is doing ‘well’ in each area of society) – by age**

|                         | 2021  |       |       |       |     |
|-------------------------|-------|-------|-------|-------|-----|
|                         | Total | 18-24 | 25-44 | 45-64 | 65+ |
| Unweighted base =       | 1,250 | 171   | 471   | 394   | 214 |
|                         | %     | %     | %     | %     | %   |
| In Parliament           | 62    | 54    | 61    | 62    | 69  |
| In mass media           | 55    | 49    | 54    | 55    | 58  |
| In the health system    | 54    | 47    | 54    | 55    | 60  |
| In the education system | 54    | 53    | 51    | 55    | 58  |
| In sports               | 52    | 48    | 50    | 54    | 56  |
| In the home             | 51    | 50    | 51    | 52    | 52  |
| In the workplace        | 48    | 53    | 49    | 47    | 45  |
| In the justice system   | 45    | 41    | 45    | 43    | 49  |
| In advertising          | 45    | 52    | 49    | 43    | 40  |
| In the welfare system   | 44    | 46    | 45    | 42    | 44  |
| In senior management    | 39    | 41    | 43    | 36    | 34  |
| In the Armed Forces     | 37    | 37    | 38    | 34    | 39  |

Note: Total does not add to 100 percent because of multiple response.

Note: Percentage rating each area with a 5, 6 or 7, indicating that New Zealand is doing well in terms of achieving gender equality in this area.

\*\*Caution: low base number of respondents – results are indicative only.

**Table 13: Opinions about New Zealand’s gender equality record (results shown indicate the percentage of respondents reporting that New Zealand is doing ‘well’ in each area of society) – by ethnicity**

|                         | 2021<br>Total<br>1,250<br>% | NZ<br>European/<br>Pākehā<br>740<br>% | Māori<br>356<br>% | Pasifika<br>84<br>% | Asian<br>147<br>% | Middle<br>Eastern/<br>Latin<br>American/<br>African<br>11**<br>% | Other<br>62<br>% |
|-------------------------|-----------------------------|---------------------------------------|-------------------|---------------------|-------------------|--|------------------|
| In Parliament           | 62                          | 62                                    | 59                | 54                  | 66                | 54   | 53               |
| In mass media           | 55                          | 55                                    | 52                | 47                  | 62                | 28   | 46               |
| In the health system    | 54                          | 55                                    | 54                | 48                  | 58                | 44   | 51               |
| In the education system | 54                          | 53                                    | 55                | 45                  | 60                | 56   | 52               |
| In sports               | 52                          | 50                                    | 57                | 50                  | 61                | 54   | 46               |
| In the home             | 51                          | 49                                    | 53                | 53                  | 60                | 54   | 38               |
| In the workplace        | 48                          | 46                                    | 48                | 48                  | 59                | 44   | 36               |
| In the justice system   | 45                          | 42                                    | 45                | 45                  | 57                | 46   | 36               |
| In advertising          | 45                          | 43                                    | 50                | 40                  | 57                | 46   | 32               |
| In the welfare system   | 44                          | 42                                    | 41                | 48                  | 56                | 35   | 40               |
| In senior management    | 39                          | 36                                    | 46                | 37                  | 44                | 35   | 33               |
| In the Armed Forces     | 37                          | 35                                    | 46                | 34                  | 40                | 35   | 28               |

Note: Total does not add to 100 percent because of multiple response.

Note: Percentage rating each area with a 5, 6 or 7, indicating that New Zealand is doing well in terms of achieving gender equality in this area.

\*\*Caution: low base number of respondents – results are indicative only.

## 2.3 What would achieving gender equality mean?

Respondents were asked to imagine a situation in which gender equality had been achieved in New Zealand. Using a 5-point agreement scale, which ran from 1='strongly disagree' to 5='strongly agree', they were asked to agree with various statements reflecting the **equal position of women in New Zealand society**.

Table 14 is based on the percentage of respondents who rated each statement with a 4 or 5, indicating their agreement. Fifty percent or more respondents agreed with every statement, with the most agreement given to, *Women in employment would receive the same pay as men* (75%).

However, this means that 25% either disagreed with this statement, gave a neutral response (neither agreeing nor disagreeing) or didn't know.

Comparisons are not able to be made with the results for 2017 and 2019 because of a change to the way this question is asked.

**Table 14: Opinions about the positive impacts of achieving gender equality (results shown indicate the percentage of respondents agreeing)**

|   | 2021<br>Total<br>1,250<br>% |
|---|-----------------------------|
| Unweighted base =   |                             |
| Women in employment would receive the same pay as men                                 | 75                          |
| There would be more equal sharing of childcare responsibilities between men and women | 68                          |
| Women would have improved job/career opportunities                                    | 68                          |
| There would be more women in senior management positions                              | 65                          |
| There would be more equal sharing of household chores between men and women           | 63                          |
| Women would have improved access to abortion services                                 | 54                          |
| Women would have improved access to healthcare services                               | 54                          |
| New Zealanders would value unpaid work more highly                                    | 51                          |
| There would be more women in Parliament   | 50                          |

Note: Total does not add to 100 percent because of multiple response.

Note: Percentage rating each statement with a 4 or 5, indicating agreement with the statement.



Table 15 examines this year’s result by gender and shows that female respondents recorded higher levels of agreement than male respondents in relation to each statement. For example, 83% agreed that, if gender equality had been agreed in New Zealand, women in employment would receive the same pay as men (compared with 68% for male respondents).

**Table 15: Opinions about the positive impacts of achieving gender equality (results shown indicate the percentage of respondents agreeing) – by gender**

| Unweighted base =   | 2021<br>Total<br>1,250<br>% | Male<br>544<br>% | Female<br>686<br>% | Non-binary<br>18**<br>% |
|---|-----------------------------|------------------|--------------------|-------------------------|
| Women in employment would receive the same pay as men                                 | 75                          | 68               | 83                 | 72                      |
| There would be more equal sharing of childcare responsibilities between men and women | 68                          | 63               | 72                 | 72                      |
| Women would have improved job/career opportunities                                    | 68                          | 60               | 76                 | 78                      |
| There would be more women in senior management positions                              | 65                          | 56               | 73                 | 61                      |
| There would be more equal sharing of household chores between men and women           | 63                          | 59               | 67                 | 67                      |
| Women would have improved access to abortion services                                 | 54                          | 50               | 57                 | 56                      |
| Women would have improved access to healthcare services                               | 54                          | 50               | 58                 | 72                      |
| New Zealanders would value unpaid work more highly                                    | 51                          | 50               | 53                 | 50                      |
| There would be more women in Parliament   | 50                          | 43               | 57                 | 67                      |

Note: Total does not add to 100 percent because of multiple response.

Note: Percentage rating each statement with a 4 or 5, indicating agreement with the statement.

\*\*Caution: low base number of respondents – results are indicative only.

This year's results have also been examined by age (Table 16) and ethnicity (Table 17) and show:

- ◆ A positive relationship exists between the equal position of women in New Zealand society and age. That is, the older the respondent the more likely they believed that, if gender equality had been achieved in New Zealand, women would be equal to men.
- ◆ Significant differences by ethnicity. In general, NZ European/Pākehā were more likely than other ethnicities to believe that, if gender equality had been achieved in New Zealand, women would be equal to men. In comparison, Pasifika in particular were less likely to believe this.

**Table 16: Opinions about the positive impacts of achieving gender equality (results shown indicate the percentage of respondents agreeing) – by age**

|   | 2021  |       |       |       |     |
|---|-------|-------|-------|-------|-----|
|   | Total | 18-24 | 25-44 | 45-64 | 65+ |
| Unweighted base =   | 1,250 | 171   | 471   | 394   | 214 |
|   | %     | %     | %     | %     | %   |
| Women in employment would receive the same pay as men                                 | 75    | 59    | 73    | 81    | 80  |
| There would be more equal sharing of childcare responsibilities between men and women | 68    | 62    | 71    | 66    | 68  |
| Women would have improved job/career opportunities                                    | 68    | 60    | 68    | 70    | 71  |
| There would be more women in senior management positions                              | 65    | 52    | 66    | 67    | 65  |
| There would be more equal sharing of household chores between men and women           | 63    | 48    | 67    | 62    | 68  |
| Women would have improved access to abortion services                                 | 54    | 56    | 54    | 53    | 51  |
| Women would have improved access to healthcare services                               | 54    | 54    | 56    | 52    | 56  |
| New Zealanders would value unpaid work more highly                                    | 51    | 38    | 52    | 53    | 56  |
| There would be more women in Parliament   | 50    | 48    | 56    | 46    | 48  |

Note: Total does not add to 100 percent because of multiple response.

Note: Percentage rating each statement with a 4 or 5, indicating agreement with the statement.

**Table 17: Opinions about the positive impacts of achieving gender equality (results shown indicate the percentage of respondents agreeing) – by ethnicity**

|   | 2021<br>Total<br>1,250<br>% | NZ<br>European/<br>Pākehā<br>740<br>% | Māori<br>356<br>% | Pasifika<br>84<br>% | Asian<br>147<br>% | Middle<br>Eastern/<br>Latin<br>American/<br>African<br>11**<br>% | Other<br>62<br>% |
|---|-----------------------------|---------------------------------------|-------------------|---------------------|-------------------|--|------------------|
| Unweighted base =   |                             |                                       |                   |                     |                   |  |                  |
| Women in employment would receive the same pay as men                                 | 75                          | 78                                    | 72                | 54                  | 69                | 82   | 84               |
| There would be more equal sharing of childcare responsibilities between men and women | 68                          | 68                                    | 69                | 62                  | 71                | 82   | 61               |
| Women would have improved job/career opportunities                                    | 68                          | 71                                    | 64                | 57                  | 63                | 65   | 70               |
| There would be more women in senior management positions                              | 65                          | 67                                    | 62                | 50                  | 62                | 82   | 61               |
| There would be more equal sharing of household chores between men and women           | 63                          | 64                                    | 60                | 40                  | 70                | 74   | 55               |
| Women would have improved access to abortion services                                 | 54                          | 55                                    | 58                | 42                  | 48                | 74   | 50               |
| Women would have improved access to healthcare services                               | 54                          | 54                                    | 60                | 47                  | 55                | 65   | 53               |
| New Zealanders would value unpaid work more highly                                    | 51                          | 53                                    | 54                | 38                  | 48                | 72   | 44               |
| There would be more women in Parliament   | 50                          | 49                                    | 57                | 45                  | 54                | 74   | 44               |

Note: Total does not add to 100 percent because of multiple response.

Note: Percentage rating each statement with a 4 or 5, indicating agreement with the statement.

\*\*Caution: low base number of respondents – results are indicative only.

In addition to these positive statements and using the same 5-point agreement scale, respondents were asked to consider another set of statements given a situation in which gender equality had been achieved in New Zealand. These statements related to a reduction in **negative impacts**.

Table 18 is based on the percentage of respondents who rated each statement with a 4 or 5, indicating their agreement. This table shows at least about one-third agreeing with each impact, assuming gender equality in New Zealand had been achieved and over one-half of respondents agreeing with two impacts in particular:

- ◆ ‘Less gender stereotyping in the media’ (54%). This result should be considered in the light of the 55% of respondents who believed that New Zealand was making progress in achieving gender equality in the mass media (47% of female respondents believed this).
- ◆ ‘More stories about women’s sports’ (51%). Fifty-two percent of respondents believed that New Zealand was making progress in achieving gender equality in sports (45% of female respondents believed this).

**Table 18: Opinions about the impact of achieving gender equality on negative consequences (results shown indicate the percentage of respondents agreeing)**

|   | 2021<br>Total<br>Unweighted base =<br>1,250<br>% |
|---|--|
| Less gender stereotyping in the media         | 54   |
| More stories about women’s sports             | 51   |
| A reduction in the rates of domestic violence | 42   |
| A reduction in the rates of sexual violence   | 39   |
| A reduction in alcohol and drug abuse         | 33   |
| A reduction in the suicide rate               | 32   |

Note: Total does not add to 100 percent because of multiple response.

Note: Percentage rating each statement with a 4 or 5, indicating agreement with the statement.

Table 19 examines this year’s result by gender and shows no statistically significant differences.

**Table 19: Opinions about the impact of achieving gender equality record on negative consequences (results shown indicate the percentage of respondents agreeing) – by gender**

| Unweighted base =                             | 2021                | Male     | Female   | Non-binary |
|---|---------------------|----------|----------|------------|
|   | Total<br>1,250<br>% | 544<br>% | 686<br>% | 18**<br>%  |
| Less gender stereotyping in the media         | 54                  | 53       | 56       | 50         |
| More stories about women’s sports             | 51                  | 50       | 53       | 61         |
| A reduction in the rates of domestic violence | 42                  | 42       | 41       | 50         |
| A reduction in the rates of sexual violence   | 39                  | 40       | 38       | 39         |
| A reduction in alcohol and drug abuse         | 33                  | 34       | 32       | 39         |
| A reduction in the suicide rate               | 32                  | 33       | 31       | 39         |

Note: Total does not add to 100 percent because of multiple response.

Note: Percentage rating each statement with a 4 or 5, indicating agreement with the statement.

\*\*Caution: low base number of respondents – results are indicative only.

This year’s results have also been examined by age (Table 20) and ethnicity (Table 21) and show:

- ◆ Younger respondents (18-24 and 25-44) more likely to agree with the impacts, assuming gender equality in New Zealand had been achieved, compared with older respondents (45-64 and 65+).
- ◆ Significant differences by ethnicity. In general, Asian respondents, NZ European/Pākehā and Māori were more likely to agree with the impacts compared with Pasifika.

**Table 20: Opinions about the impact of achieving gender equality record on negative consequences (results shown indicate the percentage of respondents agreeing) – by age**

| Unweighted base =                             | 2021                |                   |                   |                   |                 |
|---|---------------------|-------------------|-------------------|-------------------|-----------------|
|   | Total<br>1,250<br>% | 18-24<br>171<br>% | 25-44<br>471<br>% | 45-64<br>394<br>% | 65+<br>214<br>% |
| Less gender stereotyping in the media         | 54                  | 52                | 59                | 50                | 51              |
| More stories about women’s sports             | 51                  | 53                | 58                | 48                | 45              |
| A reduction in the rates of domestic violence | 42                  | 43                | 50                | 37                | 33              |
| A reduction in the rates of sexual violence   | 39                  | 46                | 47                | 34                | 31              |
| A reduction in alcohol and drug abuse         | 33                  | 35                | 40                | 29                | 24              |
| A reduction in the suicide rate               | 32                  | 38                | 42                | 27                | 21              |

Note: Total does not add to 100 percent because of multiple response.

Note: Percentage rating each statement with a 4 or 5, indicating agreement with the statement.

**Table 21: Opinions about the impact of achieving gender equality record on negative consequences (results shown indicate the percentage of respondents agreeing) – by ethnicity**

| Unweighted base =                             | 2021<br>Total<br>1,250<br>% | NZ                              |                   |                     |                   | Middle Eastern/<br>Latin<br>American/<br>African |    | Other<br>62<br>% |
|---|-----------------------------|---------------------------------|-------------------|---------------------|-------------------|--|----|------------------|
|   |                             | European/<br>Pākehā<br>740<br>% | Māori<br>356<br>% | Pasifika<br>84<br>% | Asian<br>147<br>% | 11**<br>%  |    |                  |
| Less gender stereotyping in the media         | 54                          | 54                              | 57                | 49                  | 56                | 55   | 36 |                  |
| A reduction in the rates of domestic violence | 42                          | 38                              | 49                | 39                  | 58                | 74   | 17 |                  |
| A reduction in the rates of sexual violence   | 39                          | 35                              | 46                | 36                  | 55                | 56   | 21 |                  |
| A reduction in alcohol and drug abuse         | 33                          | 28                              | 45                | 37                  | 48                | 47   | 18 |                  |
| More stories about women’s sports             | 51                          | 50                              | 53                | 50                  | 56                | 46   | 34 |                  |
| A reduction in the suicide rate               | 32                          | 27                              | 47                | 32                  | 47                | 56   | 17 |                  |

Note: Total does not add to 100 percent because of multiple response.

Note: Percentage rating each statement with a 4 or 5, indicating agreement with the statement.

\*\*Caution: low base number of respondents – results are indicative only.

## 3.0 Do New Zealanders have particular opinions about gender?

Where possible, this year's results have been compared with the results for the 2017 and the 2019 surveys.

### 3.1 Are some jobs and roles more suited to men or women?

Respondents were asked to consider whether some occupations are more suited to men or women, or are suitable for all genders.

Table 22 compares this year's results with those of 2019. The table shows that, this year, 53% or more of all respondents at a minimum considered each occupation is suited to **all** genders.

However, there is significant variation in opinion, with the best result for 'a family doctor' (88%) compared with 'a builder' (53%). In fact, with regard to some of the occupations where agreement is relatively low in terms of them being considered suitable to all genders, significant percentages of respondents believe them to be either more suited to men or more suited to women.

For example, in the case of 'builder', 43% considered this occupation to be suitable for men and 3% suitable for women. Similarly, 28% and 2% respectively for 'farmer', 27% and 3% respectively for the 'the Armed Forces' and 24% and 3% respectively for 'engineer'.

In comparison, significantly more respondents believed women are more suited to being 'a nurse' compared with men (26% and 2% respectively).

Fewer respondents this year considered each occupation to be suited to all genders compared with 2017 and 2019. As an example, in 2017 and 2019, 92% and 91% respectively considered 'leadership roles' as being suited to all genders, whereas this is 85% this year.

Table 23 examines this year's result by gender and although it shows that both male and female respondents believed all occupations are suited to all genders, female respondents were more likely than male respondents to state this. For example, 90% of female respondents considered 'leadership roles' as being suited to all genders compared with 82% of male respondents.

**Table 22: Opinions about jobs and roles being suited to genders**

|  | 2021<br>More<br>suited to<br>men<br>1,250<br>% | 2021<br>More<br>suited to<br>women<br>1,250<br>% | 2021<br>Suited to<br>all<br>genders<br>1,250<br>% | 2019<br>More<br>suited to<br>men<br>1276<br>% | 2019<br>More<br>suited to<br>women<br>1276<br>% | 2019<br>Suited to<br>all<br>genders<br>1276<br>% | 2017<br>More<br>suited to<br>men<br>1251<br>% | 2017<br>More<br>suited to<br>women<br>1251<br>% | 2017<br>Suited to<br>all<br>genders<br>1251<br>% |
|--|--|--|---|---|---|--|---|---|--|
| Unweighted base =                            |  |  |   |   |   |  |   |   |  |
| Family doctor (i.e. GP)                      | 5  | 6  | 88  | 3   | 3   | 94   | 3   | 2   | 94   |
| Leadership roles/bosses                      | 9  | 5  | 85  | 6   | 2   | 91   | 6   | 1   | 92   |
| Teacher                                      | 2  | 12   | 84  | 1   | 8   | 89   | 1   | 7   | 91   |
| Retail assistant                             | 3  | 15   | 81  | 2   | 11  | 86   | 1   | 11  | 87   |
| Cleaner                                      | 3  | 15   | 80  | 1   | 11  | 86   | 1   | 10  | 87   |
| Social worker                                | 3  | 16   | 80  | 1   | 13  | 84   | 1   | 13  | 85   |
| Hairdresser                                  | 2  | 22   | 74  | 1   | 22  | 76   | 1   | 20  | 77   |
| Engineer                                     | 24   | 3  | 71  | 20  | 1   | 78   | 19  | 1   | 79   |
| Nurse  | 2  | 26   | 70  | 1   | 23  | 75   | 1   | 24  | 74   |
| Farmer                                       | 28   | 2  | 68  | 25  | 1   | 73   | 23  | 1   | 76   |
| The Armed Forces (i.e. Airforce, Army, Navy) | 27   | 3  | 68  | 22  | 1   | 75   | 24  | 1   | 74   |
| Builder                                      | 43   | 3  | 53  | 40  | 1   | 58   | 41  | 1   | 57   |

Note: Total does not add to 100 percent because of multiple response.



**Table 23: Opinions about jobs and roles being suited to genders – by gender**

|   | Total                            |                                    |                                  | Male                             |                                    |                                  | Female                           |                                    |                                  |
|---|----------------------------------|------------------------------------|----------------------------------|----------------------------------|------------------------------------|----------------------------------|----------------------------------|------------------------------------|----------------------------------|
|   | 2021<br>More<br>suited to<br>men | 2021<br>More<br>suited to<br>women | 2021<br>Suited to<br>all genders | 2021<br>More<br>suited to<br>men | 2021<br>More<br>suited to<br>women | 2021<br>Suited to<br>all genders | 2021<br>More<br>suited to<br>men | 2021<br>More<br>suited to<br>women | 2021<br>Suited to all<br>genders |
| Unweighted base =                               | 1,250<br>%                       | 1,250<br>%                         | 1,250<br>%                       | 544<br>%                         | 544<br>%                           | 544<br>%                         | 686<br>%                         | 686<br>%                           | 686<br>%                         |
| Family doctor (i.e. GP)                         | 5                                | 6                                  | 88                               | 7                                | 8                                  | 85                               | 2                                | 3                                  | 93                               |
| Leadership roles/bosses                         | 9                                | 5                                  | 85                               | 12                               | 5                                  | 82                               | 5                                | 4                                  | 90                               |
| Teacher   | 2                                | 12                                 | 84                               | 3                                | 16                                 | 80                               | 1                                | 8                                  | 90                               |
| Retail assistant                                | 3                                | 15                                 | 81                               | 3                                | 18                                 | 77                               | 2                                | 11                                 | 85                               |
| Cleaner   | 3                                | 15                                 | 80                               | 4                                | 17                                 | 78                               | 2                                | 13                                 | 83                               |
| Social worker                                   | 3                                | 16                                 | 80                               | 4                                | 18                                 | 77                               | 1                                | 15                                 | 83                               |
| Hairdresser                                     | 2                                | 22                                 | 74                               | 2                                | 29                                 | 68                               | 2                                | 16                                 | 81                               |
| Engineer  | 24                               | 3                                  | 71                               | 29                               | 4                                  | 65                               | 20                               | 2                                  | 78                               |
| Nurse   | 2                                | 26                                 | 70                               | 3                                | 33                                 | 62                               | 2                                | 19                                 | 78                               |
| Farmer  | 28                               | 2                                  | 68                               | 33                               | 3                                  | 63                               | 24                               | 1                                  | 73                               |
| The Armed Forces (i.e. Airforce,<br>Army, Navy) | 27                               | 3                                  | 68                               | 32                               | 4                                  | 62                               | 22                               | 2                                  | 74                               |
| Builder   | 43                               | 3                                  | 53                               | 46                               | 4                                  | 49                               | 41                               | 2                                  | 56                               |

Note: Total does not add to 100 percent because of multiple response.

**Table 23: Opinions about jobs and roles being suited to genders – by gender (continued)**

|  | Total                            |                                    |                                  | Non-binary                       |                                    |                                  |
|--|----------------------------------|------------------------------------|----------------------------------|----------------------------------|------------------------------------|----------------------------------|
|  | 2021<br>More<br>suited to<br>men | 2021<br>More<br>suited to<br>women | 2021<br>Suited to<br>all genders | 2021<br>More<br>suited to<br>men | 2021<br>More<br>suited to<br>women | 2021<br>Suited to all<br>genders |
| Unweighted base =                            | 1,250<br>%                       | 1,250<br>%                         | 1,250<br>%                       | 18**<br>%                        | 18**<br>%                          | 18**<br>%                        |
| Family doctor (i.e. GP)                      | 5                                | 6                                  | 88                               | 17                               | 28                                 | 50                               |
| Leadership roles/bosses                      | 9                                | 5                                  | 85                               | 17                               | 33                                 | 44                               |
| Teacher                                      | 2                                | 12                                 | 84                               | 11                               | 39                                 | 44                               |
| Retail assistant                             | 3                                | 15                                 | 81                               | 17                               | 22                                 | 56                               |
| Cleaner                                      | 3                                | 15                                 | 80                               | 6                                | 22                                 | 67                               |
| Social worker                                | 3                                | 16                                 | 80                               | 6                                | 22                                 | 67                               |
| Hairdresser                                  | 2                                | 22                                 | 74                               | 11                               | 28                                 | 50                               |
| Engineer                                     | 24                               | 3                                  | 71                               | 17                               | 6                                  | 72                               |
| Nurse  | 2                                | 26                                 | 70                               | 6                                | 33                                 | 56                               |
| Farmer                                       | 28                               | 2                                  | 68                               | 22                               | 11                                 | 61                               |
| The Armed Forces (i.e. Airforce, Army, Navy) | 27                               | 3                                  | 68                               | 17                               | 11                                 | 67                               |
| Builder                                      | 43                               | 3                                  | 53                               | 11                               | 17                                 | 67                               |

Note: Total does not add to 100 percent because of multiple response.  
 \*\*Caution: low base number of respondents – results are indicative only.

### 3.2 Are some personal attributes more important for men or women to have?

Respondents were also asked to comment on whether a range of personal attributes was more important for men or more important for women, for all genders, or gender-neutral.

Overall, most respondents agreed that the attributes are important for **all** genders to have or gender-neutral. For example, 73% said it is important for all genders to 'stand up for themselves' and 70% said it is important for all genders to be 'caring' (Table 24).

Significantly fewer respondents stated this in relation to the other attributes; most preferring to state they are **not** important for any gender. For example, 50% agreed that it is important for all genders to be 'funny', but 36% said this is not important to any gender.

That said, some respondents perceived it is more important for women to have some attributes. For example, 17% believed it is more important for women to be 'caring' (3% for men), 17% believed it is more important for women to be 'able to cry in front of friends' (4% for men) and 17% believed it is more important for women to be 'physically attractive' (4% for men).

A comparison of this year's results with 2017 and 2019 points to the fact that fewer respondents this year stated that the attributes are important for all genders to have (Table 24 to Table 26). For example, in both 2017 and 2019, 76% of respondents said it is important for all genders to 'stand up for themselves', but this was 73% this year.

**Table 24: Opinions about the importance of personal attributes to genders – 2021**

|   | 2021<br>More<br>important<br>for men<br>1,250<br>% | 2021<br>More<br>important<br>for women<br>1,250<br>% | 2021<br>Important<br>to all<br>genders<br>1,250<br>% | 2021<br>Not<br>important<br>to any<br>gender<br>1,250<br>% | 2021<br>Don't<br>know<br>1,250<br>% |
|---|--|--|--|--|-------------------------------------|
| Unweighted base =                           |  |  |  |  |                                     |
| Being able to stand up for themselves       | 8  | 8  | 73   | 10   | 1                                   |
| Being caring                                | 3  | 17   | 70   | 8  | 1                                   |
| Being funny                                 | 8  | 3  | 50   | 36   | 2                                   |
| Being in charge                             | 15   | 3  | 49   | 31   | 2                                   |
| Being able to put on a brave face in public | 13   | 5  | 49   | 30   | 3                                   |
| Being able to cry in front of friends       | 4  | 17   | 49   | 26   | 3                                   |
| A position of power                         | 15   | 4  | 46   | 33   | 2                                   |
| Being sporty                                | 12   | 3  | 45   | 38   | 2                                   |
| Being physically attractive                 | 4  | 17   | 40   | 38   | 1                                   |

Note: Total does not add to 100 percent because of multiple response.

**Table 25: Opinions about the importance of personal attributes to genders – 2019**

|   | 2019<br>More<br>important<br>for men<br>1276<br>% | 2019<br>More<br>important<br>for women<br>1276<br>% | 2019<br>Important<br>to all<br>genders<br>1276<br>% | 2019<br>Not<br>important<br>to any<br>gender<br>1276<br>% | 2019<br>Don't<br>know<br>1276<br>% |
|---|---|---|---|---|------------------------------------|
| Being able to stand up for themselves       | 8   | 6   | 76  | 8   | 1                                  |
| Being caring                                | 1   | 16  | 73  | 9   | 1                                  |
| Being funny                                 | 8   | 1   | 51  | 38  | 2                                  |
| Being in charge                             | 16  | 2   | 47  | 33  | 2                                  |
| A well-paying job                           | 13  | 1   | 62  | 22  | 1                                  |
| Being able to put on a brave face in public | 13  | 5   | 48  | 32  | 2                                  |
| Being able to cry in front of friends       | 2   | 18  | 45  | 30  | 4                                  |
| A position of power                         | 16  | 2   | 43  | 36  | 3                                  |
| Being sporty                                | 14  | 1   | 45  | 38  | 2                                  |
| Being physically attractive                 | 2   | 20  | 37  | 39  | 2                                  |

Note: Total does not add to 100 percent because of multiple response.

**Table 26: Opinions about the importance of personal attributes to genders – 2017**

|   | 2017<br>More<br>important<br>for men<br>1251<br>% | 2017<br>More<br>important<br>for women<br>1251<br>% | 2017<br>Important<br>to all<br>genders<br>1251<br>% | 2017<br>Not<br>important<br>to any<br>gender<br>1251<br>% | 2017<br>Don't<br>know<br>1251<br>% |
|---|---|---|---|---|------------------------------------|
| Being able to stand up for themselves       | 10  | 5   | 76  | 8   | 1                                  |
| Being caring                                | 1   | 18  | 72  | 8   | 1                                  |
| Being funny                                 | 9   | 3   | 56  | 30  | 2                                  |
| Being in charge                             | 18  | 2   | 50  | 29  | 1                                  |
| A well-paying job                           | 14  | 1   | 66  | 18  | 1                                  |
| Being able to put on a brave face in public | 16  | 5   | 50  | 27  | 2                                  |
| Being able to cry in front of friends       | 1   | 23  | 44  | 28  | 4                                  |
| A position of power                         | 19  | 2   | 46  | 31  | 2                                  |
| Being sporty                                | 15  | 1   | 48  | 34  | 2                                  |
| Being physically attractive                 | 2   | 20  | 43  | 32  | 2                                  |

Note: Total does not add to 100 percent because of multiple response.

Table 27 examines this year’s result by gender and although it shows that both male and female respondents believed the attributes were important for all genders, female respondents were more likely than male respondents to state this. For example, 77% of female respondents considered it is important for all genders to ‘stand up for themselves’ compared with 69% of male respondents.

**Table 27: Opinions about the importance of personal attributes to genders – by gender**

|   | Total                                |   |  |  |                       | Male                                 |   |  |  |                       |
|---|--------------------------------------|---|--|--|-----------------------|--------------------------------------|---|--|--|-----------------------|
|   | 2021<br>More<br>important<br>for men | 2021<br>More<br>important<br>for<br>women | 2021<br>Important<br>to all<br>genders | 2021<br>Not<br>important<br>to any<br>gender | 2021<br>Don't<br>know | 2021<br>More<br>important<br>for men | 2021<br>More<br>important<br>for<br>women | 2021<br>Important<br>to all<br>genders | 2021<br>Not<br>important<br>to any<br>gender | 2021<br>Don't<br>know |
| Unweighted base =                           | 1,250<br>%                           | 1,250<br>%                                | 1,250<br>%                             | 1,250<br>%                                   | 1,250<br>%            | 544<br>%                             | 544<br>%                                  | 544<br>%                               | 544<br>%                                     | 544<br>%              |
| Being able to stand up for themselves       | 8                                    | 8   | 73                                     | 10   | 1                     | 11                                   | 8   | 69                                     | 10   | 1                     |
| Being caring                                | 3                                    | 17  | 70                                     | 8  | 1                     | 3                                    | 19  | 68                                     | 9  | 2                     |
| A well-paying job                           | 10                                   | 4   | 65                                     | 20   | 2                     | 11                                   | 5   | 63                                     | 20   | 2                     |
| Being funny                                 | 8                                    | 3   | 50                                     | 36   | 2                     | 9                                    | 4   | 51                                     | 33   | 2                     |
| Being in charge                             | 15                                   | 3   | 49                                     | 31   | 2                     | 17                                   | 4   | 46                                     | 31   | 2                     |
| Being able to put on a brave face in public | 13                                   | 5   | 49                                     | 30   | 3                     | 15                                   | 5   | 50                                     | 28   | 2                     |
| Being able to cry in front of friends       | 4                                    | 17  | 49                                     | 26   | 3                     | 4                                    | 19  | 48                                     | 25   | 4                     |
| A position of power                         | 15                                   | 4   | 46                                     | 33   | 2                     | 15                                   | 5   | 46                                     | 32   | 2                     |
| Being sporty                                | 12                                   | 3   | 45                                     | 38   | 2                     | 13                                   | 4   | 47                                     | 34   | 2                     |
| Being physically attractive                 | 4                                    | 17  | 40                                     | 38   | 1                     | 6                                    | 19  | 42                                     | 32   | 1                     |

Note: Total does not add to 100 percent because of multiple response.

**Table 27: Opinions about the importance of personal attributes to genders – by gender (continued)**

|   | Total                                |   |  |  |                       | Female                               |   |  |  |                       |
|---|--------------------------------------|---|--|--|-----------------------|--------------------------------------|---|--|--|-----------------------|
|   | 2021<br>More<br>important<br>for men | 2021<br>More<br>important<br>for<br>women | 2021<br>Important<br>to all<br>genders | 2021<br>Not<br>important<br>to any<br>gender | 2021<br>Don't<br>know | 2021<br>More<br>important<br>for men | 2021<br>More<br>important<br>for<br>women | 2021<br>Important<br>to all<br>genders | 2021<br>Not<br>important<br>to any<br>gender | 2021<br>Don't<br>know |
| Unweighted base =                           | 1,250<br>%                           | 1,250<br>%                                | 1,250<br>%                             | 1,250<br>%                                   | 1,250<br>%            | 686<br>%                             | 686<br>%                                  | 686<br>%                               | 686<br>%                                     | 686<br>%              |
| A well-paying job                           | 10                                   | 4   | 65                                     | 20   | 2                     | 9                                    | 3   | 66                                     | 20   | 1                     |
| A position of power                         | 15                                   | 4   | 46                                     | 33   | 2                     | 14                                   | 3   | 46                                     | 35   | 2                     |
| Being able to stand up for themselves       | 8                                    | 8   | 73                                     | 10   | 1                     | 5                                    | 8   | 77                                     | 9  | 1                     |
| Being caring                                | 3                                    | 17  | 70                                     | 8  | 1                     | 3                                    | 16  | 73                                     | 8  | 0                     |
| Being funny                                 | 8                                    | 3   | 50                                     | 36   | 2                     | 7                                    | 2   | 50                                     | 39   | 2                     |
| Being in charge                             | 15                                   | 3   | 49                                     | 31   | 2                     | 12                                   | 3   | 51                                     | 33   | 2                     |
| Being able to put on a brave face in public | 13                                   | 5   | 49                                     | 30   | 3                     | 11                                   | 5   | 48                                     | 33   | 3                     |
| Being able to cry in front of friends       | 4                                    | 17  | 49                                     | 26   | 3                     | 3                                    | 16  | 50                                     | 28   | 3                     |
| Being sporty                                | 12                                   | 3   | 45                                     | 38   | 2                     | 11                                   | 2   | 43                                     | 43   | 2                     |
| Being physically attractive                 | 4                                    | 17  | 40                                     | 38   | 1                     | 2                                    | 14  | 38                                     | 44   | 1                     |

Note: Total does not add to 100 percent because of multiple response.



**Table 27: Opinions about the importance of personal attributes to genders – by gender (continued)**

|   | Total                                |  |  |  |                       | Non-binary                           |   |  |  |                       |
|---|--------------------------------------|--|--|--|-----------------------|--------------------------------------|---|--|--|-----------------------|
|   | 2021<br>More<br>important<br>for men | 2021<br>More<br>important<br>for women | 2021<br>Important<br>to all<br>genders | 2021<br>Not<br>important<br>to any<br>gender | 2021<br>Don't<br>know | 2021<br>More<br>important<br>for men | 2021<br>More<br>important<br>for<br>women | 2021<br>Important<br>to all<br>genders | 2021<br>Not<br>important<br>to any<br>gender | 2021<br>Don't<br>know |
| Unweighted base =                           | 1,250<br>%                           | 1,250<br>%                             | 1,250<br>%                             | 1,250<br>%                                   | 1,250<br>%            | 18**<br>%                            | 18**<br>%                                 | 18**<br>%                              | 18**<br>%                                    | 18**<br>%             |
| A well-paying job                           | 10                                   | 4                                      | 65                                     | 20   | 2                     | 6                                    | 11  | 67                                     | 11   | 6                     |
| A position of power                         | 15                                   | 4                                      | 46                                     | 33   | 2                     | 22                                   | 11  | 39                                     | 22   | 6                     |
| Being able to stand up for themselves       | 8                                    | 8                                      | 73                                     | 10   | 1                     | 11                                   | 17  | 56                                     | 11   | 6                     |
| Being caring                                | 3                                    | 17                                     | 70                                     | 8  | 1                     | 11                                   | 17  | 61                                     | 6  | 6                     |
| Being funny                                 | 8                                    | 3                                      | 50                                     | 36   | 2                     | 11                                   | 17  | 56                                     | 11   | 6                     |
| Being in charge                             | 15                                   | 3                                      | 49                                     | 31   | 2                     | 17                                   | 6   | 56                                     | 17   | 6                     |
| Being able to put on a brave face in public | 13                                   | 5                                      | 49                                     | 30   | 3                     | 17                                   | 6   | 67                                     | 6  | 6                     |
| Being able to cry in front of friends       | 4                                    | 17                                     | 49                                     | 26   | 3                     | 6                                    | 17  | 50                                     | 22   | 6                     |
| Being sporty                                | 12                                   | 3                                      | 45                                     | 38   | 2                     | 22                                   | 0   | 50                                     | 22   | 6                     |
| Being physically attractive                 | 4                                    | 17                                     | 40                                     | 38   | 1                     | 17                                   | 11  | 44                                     | 22   | 6                     |

Note: Total does not add to 100 percent because of multiple response.  
 \*\*Caution: low base number of respondents – results are indicative only.

### 3.3 Do New Zealanders have certain expectations of men and women?

Using a 7-point agreement scale, which ran from 1='strongly disagree' to 7='strongly agree', respondents were asked to indicate to what extent they agreed or disagreed with various statements about the expectations that New Zealand society may have about men and women.

Table 28 presents the results for this year, in comparison to the results for 2017 and 2019. The results shown are based on the percentage agreeing with each statement.

This shows relatively high levels of agreement with statements about mothers and fathers having equal responsibility for raising their children (87%), contraception being the responsibility of both men and women (84%) and women having the right to choose whether or not to have an abortion (74%).

In fact, it is with regard to women having the right to choose whether or not to have an abortion that there has been one of the most significant shifts in opinion since 2017, when the level of agreement then was 66%.

In addition to this shift in opinion, another notable shift is the lower level of agreement with the statement, 'In New Zealand, women feel pressured to choose between being a good wife/mother or having a professional or business career' (49% agreement this year compared with 54% in 2019).

However, this year, a number of statistically significantly different results from those recorded in 2019 suggest a backward step in opinion:

- ◆ 'A man who doesn't fight back when he's pushed around will lose respect as a man' (27% of respondents agreed with this statement this year compared with 22% in 2019).
- ◆ 'Showing physical or emotional weakness makes a man less of a man' (18% and 12% respectively).
- ◆ 'Hitting out is an understandable response for a man when his wife or girlfriend tries to end a relationship' (17% and 9% respectively).
- ◆ 'Fathers should have more say than mothers in making family decisions' (16% and 10% respectively).

Table 29 examines this year’s result by gender and shows a number of statistically significant differences. For example, 89% of female respondents agreed that ‘contraception is the responsibility of both men and women’ compared with 79% of male respondents. Female respondents were also more likely to agree with other statements such as to do with sharing responsibility for raising children, the choice to have or not have an abortion and women being pressured to choose between motherhood and a professional career.

However, male respondents were more likely to agree with statements directly relating to men in society. For example, 34% agreed that ‘a man who doesn’t fight back when he’s pushed around will lose respect as a man’ compared with 21% of female respondents.

**Table 28: Agreement-disagreement with statements about New Zealand society’s expectations of men and women**

|   | 2021<br>Total<br>1,250<br>% | 2019<br>Total<br>1,276<br>% | 2017<br>Total<br>1,251<br>% |
|---|-----------------------------|-----------------------------|-----------------------------|
| Unweighted base =   |                             |                             |                             |
| Mothers and fathers should equally share the responsibility for raising their children                                      | 87                          | 89                          | 85                          |
| Contraception is the responsibility of both men and women   | 84                          | 85                          | 84                          |
| A woman should have the right to choose whether or not she has an abortion  | 74                          | 72                          | 66                          |
| In New Zealand, women feel pressured to choose between being a good wife/mother or having a professional or business career | 49                          | 54                          | 53                          |
| People must work full time if they want to progress in their career   | 46                          | 48                          | 44                          |
| A man who doesn’t fight back when he’s pushed around will lose respect as a man   | 27                          | 22                          | 22                          |
| Showing physical or emotional weakness makes a man less of a man  | 18                          | 12                          | 13                          |
| Hitting out is an understandable response for a man when his wife or girlfriend tries to end a relationship                 | 17                          | 9                           | 8                           |
| Fathers should have more say than mothers in making family decisions  | 16                          | 10                          | 11                          |

Note: Total does not add to 100 percent because of multiple response.

**Table 29: Agreement-disagreement with statements about New Zealand society’s expectations of men and women – by gender**

|   | 2021<br>Total<br>1,250<br>% | Male<br>Total<br>544<br>% | Female<br>Total<br>686<br>% | Non-<br>binary<br>Total<br>18**<br>% |
|---|-----------------------------|---------------------------|-----------------------------|--------------------------------------|
| Mothers and fathers should equally share the responsibility for raising their children                                      | 87                          | 86                        | 89                          | 72                                   |
| Contraception is the responsibility of both men and women   | 84                          | 79                        | 89                          | 61                                   |
| A woman should have the right to choose whether or not she has an abortion  | 74                          | 71                        | 78                          | 56                                   |
| In New Zealand, women feel pressured to choose between being a good wife/mother or having a professional or business career | 49                          | 40                        | 58                          | 50                                   |
| People must work full time if they want to progress in their career   | 46                          | 51                        | 41                          | 50                                   |
| A man who doesn’t fight back when he’s pushed around will lose respect as a man   | 27                          | 34                        | 21                          | 39                                   |
| Showing physical or emotional weakness makes a man less of a man  | 18                          | 23                        | 13                          | 44                                   |
| Hitting out is an understandable response for a man when his wife or girlfriend tries to end a relationship                 | 17                          | 21                        | 12                          | 28                                   |
| Fathers should have more say than mothers in making family decisions  | 16                          | 21                        | 12                          | 22                                   |

Note: Total does not add to 100 percent because of multiple response.

\*\*Caution: low base number of respondents – results are indicative only.

### 3.4 What are New Zealand society’s opinions about rape culture?

Using the same agreement scale, respondents were asked to indicate to what extent they agreed or disagreed with various statements relating to the opinions that New Zealand society may have about rape.

Table 30 presents the results for this year, in comparison to the results for 2017 and 2019. In general, this shows that there has been little change in opinion, with over one-quarter of all respondents continuing to agree that false rape accusations are common (28%) and rape occurs when ‘a man’s sex drive is out of control’ (27%). However, the percentage agreeing that false rape accusations are common has statistically significantly decreased compared with the percentage recorded in 2019 (35%) and is now similar to the result in 2017.

**Table 30: Agreement-disagreement with statements relating to New Zealand society’s opinions about rape**

|   | 2021<br>Total<br>Unweighted base =<br>1,250<br>% | 2019<br>Total<br>1,276<br>% | 2017<br>Total<br>1,251<br>% |
|---|--|-----------------------------|-----------------------------|
| False rape accusations are common   | 28   | 35                          | 29                          |
| Rape happens when a man’s sex drive is out of control   | 27   | 25                          | 24                          |
| If someone is raped when they’re drunk, they’re at least partly responsible for what happens                            | 16   | 14                          | 14                          |
| You can’t really call it rape if someone doesn’t physically fight back  | 11   | 7                           | 7                           |
| If someone is willing to ‘make out’, then it’s no big deal if the other person pushes them a little further and has sex | 10   | 9                           | 7                           |

Note: Total does not add to 100 percent because of multiple response.

Table 31 examines this year’s result by gender and shows that in most cases, there are statistically significant differences between male and female respondents. For example, 36% of male respondents agreed that false rape accusations are common compared with 21% of female respondents. Male respondents were also more likely to agree that, if someone is drunk, they are partly to blame if they are raped; that it can’t be called rape, if one doesn’t physically fight back and if someone chooses to ‘make out’, it’s OK if the other person forces themselves on them and they have sex.

**Table 31: Agreement-disagreement with statements about New Zealand society’s opinions about rape – by gender**

|   | Unweighted base = | 2021<br>Total<br>1,250<br>% | Male<br>Total<br>544<br>% | Female<br>Total<br>686<br>% | Non-<br>binary<br>Total<br>18**<br>% |
|---|-------------------|-----------------------------|---------------------------|-----------------------------|--------------------------------------|
| False rape accusations are common   |                   | 28                          | 36                        | 21                          | 39                                   |
| Rape happens when a man’s sex drive is out of control   |                   | 27                          | 27                        | 26                          | 40                                   |
| If someone is raped when they’re drunk, they’re at least partly responsible for what happens                            |                   | 16                          | 19                        | 12                          | 29                                   |
| You can’t really call it rape if someone doesn’t physically fight back  |                   | 11                          | 14                        | 8                           | 18                                   |
| If someone is willing to ‘make out’, then it’s no big deal if the other person pushes them a little further and has sex |                   | 10                          | 14                        | 7                           | 29                                   |

Note: Total does not add to 100 percent because of multiple response.

\*\*Caution: low base number of respondents – results are indicative only.

## 4.0 What are New Zealanders' opinions about gender and sexual diversity?

### 4.1 Are we accepting of gender and sexual diversity?

Respondents were asked to indicate 'how comfortable' they would be with a gay or bisexual man, a lesbian or bisexual woman, a transgender man, a transgender woman and a person with non-binary gender in a range of situations, from being 'part of (their) immediate family' to being '(their) manager'.

Table 32 shows that over 50% of all respondents stated they would be comfortable with a gay or bisexual man, a lesbian or bisexual woman, a transgender man, a transgender woman or a person with non-binary gender in all of the situations. This was particularly the case in relation to a gay and bisexual man, and a lesbian and bisexual woman.

However, the table also shows that in comparison to 2019, the levels of comfort are generally lower, although not as low as 2017.

For example, 73% of all respondents this year stated they would be comfortable with a gay or bisexual man being part of their immediate family, compared with 79% in 2019 and 68% in 2017.

**Table 32: Levels of acceptance of gender and sexually diverse people**

|   | 2021<br>Total<br>1,250<br>% | 2019<br>Total<br>1,250<br>% | 2017<br>Total<br>1,250<br>% |
|---|-----------------------------|-----------------------------|-----------------------------|
| Unweighted base =                               |                             |                             |                             |
| <b>As part of your immediate family</b>         |                             |                             |                             |
| Gay & bisexual men                              | 73                          | 79                          | 68                          |
| Lesbian & bisexual women                        | 74                          | 81                          | 67                          |
| Transgender men                                 | 59                          | 65                          | 54                          |
| Transgender women                               | 56                          | 63                          | 53                          |
| Non-binary gender people                        | 68                          | 72                          | 51                          |
| <b>As one of your friends</b>                   |                             |                             |                             |
| Gay & bisexual men                              | 75                          | 81                          | 74                          |
| Lesbian & bisexual women                        | 77                          | 82                          | 75                          |
| Transgender men                                 | 60                          | 66                          | 58                          |
| Transgender women                               | 59                          | 64                          | 56                          |
| Non-binary gender people                        | 69                          | 71                          | 53                          |
| <b>As one of your work colleagues</b>           |                             |                             |                             |
| Gay & bisexual men                              | 75                          | 82                          | 76                          |
| Lesbian & bisexual women                        | 77                          | 82                          | 77                          |
| Transgender men                                 | 63                          | 69                          | 62                          |
| Transgender women                               | 62                          | 67                          | 61                          |
| Non-binary gender people                        | 69                          | 73                          | 56                          |
| <b>As one of the people you play sport with</b> |                             |                             |                             |
| Gay & bisexual men                              | 72                          | 78                          | 73                          |
| Lesbian & bisexual women                        | 73                          | 80                          | 72                          |
| Transgender men                                 | 55                          | 63                          | 57                          |
| Transgender women                               | 55                          | 61                          | 56                          |
| Non-binary gender people                        | 67                          | 70                          | 54                          |

Continued



**Table 32: Levels of acceptance of gender and sexually diverse people (continued)**

|                                       | 2021<br>Total<br>1,250<br>% | 2019<br>Total<br>1,276<br>% | 2017<br>Total<br>1,251<br>% |
|---------------------------------------|-----------------------------|-----------------------------|-----------------------------|
| Unweighted base =                     |                             |                             |                             |
| <b>Becoming parents</b>               |                             |                             |                             |
| Gay & bisexual men                    | 68                          | 76                          | 58                          |
| Lesbian & bisexual women              | 72                          | 79                          | 60                          |
| Transgender men                       | 52                          | 63                          | 47                          |
| Transgender women                     | 53                          | 62                          | 46                          |
| Non-binary gender people              | 68                          | 71                          | 46                          |
| <b>As your doctor</b>                 |                             |                             |                             |
| Gay & bisexual men                    | 70                          | 76                          | 62                          |
| Lesbian & bisexual women              | 72                          | 78                          | 63                          |
| Transgender men                       | 53                          | 61                          | 46                          |
| Transgender women                     | 51                          | 59                          | 45                          |
| Non-binary gender people              | 66                          | 70                          | 47                          |
| <b>As captain of a NZ sports team</b> |                             |                             |                             |
| Gay & bisexual men                    | 73                          | 79                          | 69                          |
| Lesbian & bisexual women              | 75                          | 80                          | 69                          |
| Transgender men                       | 52                          | 61                          | 53                          |
| Transgender women                     | 51                          | 59                          | 51                          |
| Non-binary gender people              | 65                          | 70                          | 51                          |
| <b>As the Prime Minister of NZ</b>    |                             |                             |                             |
| Gay & bisexual men                    | 70                          | 76                          | 62                          |
| Lesbian & bisexual women              | 72                          | 79                          | 53                          |
| Transgender men                       | 55                          | 61                          | 49                          |
| Transgender women                     | 54                          | 61                          | 47                          |
| Non-binary gender people              | 68                          | 71                          | 47                          |

Continued

**Table 32: Levels of acceptance of gender and sexually diverse people (continued)**

|                          | 2021<br>Total<br>Unweighted base =<br>1,250<br>% | 2019<br>Total<br>1,276<br>% | 2017<br>Total<br>1,251<br>% |
|--------------------------|--|-----------------------------|-----------------------------|
| <b>As your teacher</b>   |  |                             |                             |
| Gay & bisexual men       | 73   | 78                          | nm                          |
| Lesbian & bisexual women | 75   | 81                          | nm                          |
| Transgender men          | 56   | 62                          | nm                          |
| Transgender women        | 56   | 62                          | nm                          |
| Non-binary gender people | 68   | 70                          | nm                          |
| <b>As your manager</b>   |  |                             |                             |
| Gay & bisexual men       | 73   | 80                          | nm                          |
| Lesbian & bisexual women | 74   | 81                          | nm                          |
| Transgender men          | 58   | 66                          | nm                          |
| Transgender women        | 57   | 64                          | nm                          |
| Non-binary gender people | 68   | 70                          | nm                          |

Note: Total does not add to 100 percent because of multiple response.

Table 33 examines this year’s result by gender and shows that there are statistically significant differences between male and female respondents. In general, female respondents were more likely than male respondents to state that they would be comfortable with a gay or bisexual man, a lesbian or bisexual woman, a transgender man, a transgender woman or a person with non-binary gender in all the situations. For example, 80% of female respondents stated they would be comfortable with a gay or bisexual man being part of their immediate family compared with 65% of male respondents.

**Table 33: Levels of acceptance of gender and sexually diverse people – by gender**

|   | 2021<br>Total<br>Unweighted base =<br>1,250<br>% | Male<br>Total<br>544<br>% | Female<br>Total<br>686<br>% | Non-<br>binary<br>Total<br>18**<br>% |
|---|--|---------------------------|-----------------------------|--------------------------------------|
| <b>As part of your immediate family</b>         |  |                           |                             |                                      |
| Gay & bisexual men                              | 73   | 65                        | 80                          | 47                                   |
| Lesbian & bisexual women                        | 74   | 68                        | 79                          | 47                                   |
| Transgender men                                 | 59   | 50                        | 66                          | 71                                   |
| Transgender women                               | 56   | 48                        | 64                          | 53                                   |
| Non-binary gender people                        | 68   | 60                        | 74                          | 59                                   |
| <b>As one of your friends</b>                   |  |                           |                             |                                      |
| Gay & bisexual men                              | 75   | 68                        | 83                          | 50                                   |
| Lesbian & bisexual women                        | 77   | 73                        | 82                          | 38                                   |
| Transgender men                                 | 60   | 49                        | 70                          | 56                                   |
| Transgender women                               | 59   | 49                        | 68                          | 69                                   |
| Non-binary gender people                        | 69   | 61                        | 75                          | 62                                   |
| <b>As one of your work colleagues</b>           |  |                           |                             |                                      |
| Gay & bisexual men                              | 75   | 70                        | 81                          | 44                                   |
| Lesbian & bisexual women                        | 77   | 73                        | 81                          | 61                                   |
| Transgender men                                 | 63   | 53                        | 72                          | 50                                   |
| Transgender women                               | 62   | 52                        | 70                          | 56                                   |
| Non-binary gender people                        | 69   | 62                        | 76                          | 67                                   |
| <b>As one of the people you play sport with</b> |  |                           |                             |                                      |
| Gay & bisexual men                              | 72   | 67                        | 78                          | 50                                   |
| Lesbian & bisexual women                        | 73   | 67                        | 80                          | 44                                   |
| Transgender men                                 | 55   | 48                        | 62                          | 62                                   |
| Transgender women                               | 55   | 47                        | 62                          | 69                                   |
| Non-binary gender people                        | 67   | 61                        | 72                          | 62                                   |

Continued

**Table 33: Levels of acceptance of gender and sexually diverse people – by gender (continued)**

|                                       | 2021<br>Total<br>Unweighted base =<br>1,250<br>% | Male<br>Total<br>544<br>% | Female<br>Total<br>686<br>% | Non-<br>binary<br>Total<br>18**<br>% |
|---------------------------------------|--|---------------------------|-----------------------------|--------------------------------------|
| <b>Becoming parents</b>               |  |                           |                             |                                      |
| Gay & bisexual men                    | 68   | 60                        | 76                          | 44                                   |
| Lesbian & bisexual women              | 72   | 65                        | 79                          | 50                                   |
| Transgender men                       | 52   | 43                        | 60                          | 56                                   |
| Transgender women                     | 53   | 44                        | 60                          | 62                                   |
| Non-binary gender people              | 68   | 62                        | 73                          | 62                                   |
| <b>As your doctor</b>                 |  |                           |                             |                                      |
| Gay & bisexual men                    | 70   | 62                        | 77                          | 53                                   |
| Lesbian & bisexual women              | 72   | 67                        | 77                          | 53                                   |
| Transgender men                       | 53   | 45                        | 59                          | 59                                   |
| Transgender women                     | 51   | 43                        | 58                          | 59                                   |
| Non-binary gender people              | 66   | 60                        | 72                          | 53                                   |
| <b>As captain of a NZ sports team</b> |  |                           |                             |                                      |
| Gay & bisexual men                    | 73   | 67                        | 79                          | 56                                   |
| Lesbian & bisexual women              | 75   | 70                        | 79                          | 56                                   |
| Transgender men                       | 52   | 44                        | 58                          | 56                                   |
| Transgender women                     | 51   | 43                        | 57                          | 50                                   |
| Non-binary gender people              | 65   | 59                        | 71                          | 56                                   |
| <b>As the Prime Minister of NZ</b>    |  |                           |                             |                                      |
| Gay & bisexual men                    | 70   | 62                        | 78                          | 47                                   |
| Lesbian & bisexual women              | 72   | 66                        | 78                          | 47                                   |
| Transgender men                       | 55   | 46                        | 63                          | 53                                   |
| Transgender women                     | 54   | 45                        | 61                          | 65                                   |
| Non-binary gender people              | 68   | 61                        | 74                          | 65                                   |
|                                       |  |                           |                             |                                      |

Continued

**Table 33: Levels of acceptance of gender and sexually diverse people – by gender (continued)**

|                          | 2021<br>Total<br>Unweighted base = | Male<br>Total | Female<br>Total | Non-<br>binary<br>Total |
|--------------------------|------------------------------------|---------------|-----------------|-------------------------|
|                          | 1,250<br>%                         | 544<br>%      | 686<br>%        | 18**<br>%               |
| <b>As your teacher</b>   |                                    |               |                 |                         |
| Gay & bisexual men       | 73                                 | 66            | 80              | 47                      |
| Lesbian & bisexual women | 75                                 | 70            | 80              | 41                      |
| Transgender men          | 56                                 | 48            | 63              | 65                      |
| Transgender women        | 56                                 | 48            | 62              | 65                      |
| Non-binary gender people | 68                                 | 62            | 75              | 65                      |
| <b>As your manager</b>   |                                    |               |                 |                         |
| Gay & bisexual men       | 73                                 | 67            | 81              | 47                      |
| Lesbian & bisexual women | 74                                 | 70            | 79              | 53                      |
| Transgender men          | 58                                 | 48            | 68              | 47                      |
| Transgender women        | 57                                 | 47            | 66              | 59                      |
| Non-binary gender people | 68                                 | 60            | 76              | 65                      |

Note: Total does not add to 100 percent because of multiple response.

\*\*Caution: low base number of respondents – results are indicative only.

## 4.2 Who is disadvantaged because of gender inequality?

Respondents were asked to indicate which of a number of gender and sexually diverse groups of people were 'disadvantaged because of gender inequality in New Zealand society, if any'.

Table 34 shows that over one-half of all respondents (56%) either felt that no groups of people were disadvantaged by gender inequality (23%) or they didn't know (33%). Compared with 2017 and 2019, significantly more respondents this year felt no groups were disadvantaged (16% in both 2017 and 2019).

The table also shows that a significantly larger percentage of respondents identified women generally (27%) or specific groups of women (16%) as disadvantaged by gender inequality compared with men generally (10%) or specific groups of men (15%). The percentage of women generally/specific groups of women has, however, significantly decreased compared with 2017 and 2019.

The groups of women identified by respondents who stated specific groups of women were disadvantaged included lesbian and bisexual women (21%), as well as women of different ethnicities (19%). Similarly, the groups of men identified by respondents who stated specific groups of men were disadvantaged included gay and bisexual men (38%), as well as men of different ethnicities (15%).

After women generally, people with a non-binary gender, were the second most frequently identified as being disadvantaged (19%). However, this has also decreased compared with 2019 (26%).

**Table 34: Groups in New Zealand society that are disadvantaged by gender inequality**

|                               | 2021<br>Total | 2019<br>Total | 2017<br>Total |
|-------------------------------|---------------|---------------|---------------|
| Unweighted base =             | 1,250         | 1,276         | 1,251         |
|                               | %             | %             | %             |
| Women generally               | 27            | 36            | 35            |
| People with non-binary gender | 19            | 26            | 23            |
| Specific groups of women      | 16            | 20            | 22            |
| Specific groups of men        | 15            | 18            | 20            |
| Men generally                 | 10            | 12            | 9             |
| No groups of people           | 23            | 16            | 16            |
| Don't know                    | 33            | 28            | 31            |
| Total                         | **            | **            | **            |

Note: Total does not add to 100 percent because of multiple response.

Table 35 examines this year’s result by gender and shows that over one-half of both male and female respondents felt that no groups of people were disadvantaged by gender inequality or they didn’t know which groups were (60% and 53% respectively). Female respondents in particular were more likely than male respondents to identify women generally (34% compared with 20% of male respondents) and people with non-binary gender (22% and 15% respectively) as being disadvantaged.

**Table 35: Groups in New Zealand society that are disadvantaged by gender inequality – by gender**

|                               | 2021<br>Total<br>Unweighted base =<br>1,250<br>% | Male<br>Total<br>544<br>% | Female<br>Total<br>686<br>% | Non-<br>binary<br>Total<br>18**<br>% |
|-------------------------------|--|---------------------------|-----------------------------|--------------------------------------|
| Women generally               | 27   | 20                        | 34                          | 22                                   |
| People with non-binary gender | 19   | 15                        | 22                          | 39                                   |
| Specific groups of women      | 16   | 13                        | 18                          | 22                                   |
| Specific groups of men        | 15   | 14                        | 15                          | 33                                   |
| Men generally                 | 10   | 12                        | 8                           | 28                                   |
| No groups of people           | 23   | 26                        | 21                          | 28                                   |
| Don’t know                    | 33   | 34                        | 32                          | 22                                   |
| Total                         | **   | **                        | **                          | **                                   |

Note: Total does not add to 100 percent because of multiple response.

\*\*Caution: low base number of respondents – results are indicative only.

## Appendix A: Survey questionnaire