



## Pay Equity Claim

1. This document raises a pay equity claim under the Equal Pay Act 1972.
2. The claim is raised by:

The New Zealand Tertiary Education Union Te Hautū Kahurangi O Aotearoa Incorporated (TEU) (registered office - 204 Willis Street, Level 3, Te Aro, Wellington).

New Zealand Public Service Association Te Pūkenga Here Tangata Mahi Incorporated (PSA) (registered office - 5th Floor, PSA House, 11 Aurora Terrace, Wellington).

Tertiary Institutes Allied Staff Association Incorporated (TIASA) (registered office 1st Floor, 1122 Pukaki St, Rotorua).

3. The employers with whom the claim is raised are:

Vice-Chancellor	University of Auckland
Vice-Chancellor	Auckland University of Technology
Vice-Chancellor	University of Waikato
Vice-Chancellor	Massey University
Vice-Chancellor	Victoria University of Wellington
Vice-Chancellor	University of Canterbury
Vice-Chancellor	Lincoln University
Vice-Chancellor	University of Otago

4. A notice to each of the employers of the employer's obligations under section 13K of the Act to enter a multi-employer pay equity process agreement with the other employers with whom the claim is raised is attached as **Appendix A**.
5. The work performed by the employees to be covered by the claim is library assistance, library advice and library services work carried out by persons having the classifications listed in **Appendix B** and materially similar work however described.
6. The information relied upon in support of the elements required for an arguable pay equity claim under s13F of the Act is set out in **Appendix C and Appendix D**.

7. The work performed by the employees covered by the claim is the same or substantially similar in that it is all library assistance, advice or services work or work closely related thereto.



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Sarah Proctor-Thomson & Irena Brörens  
The New Zealand Tertiary Education Union  
Te Hautū Kahurangi O Aotearoa Incorporated



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Nanette Cormack  
New Zealand Public Service Association  
Te Pūkenga Here Tangata Mahi Incorporated



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Shelley Weir  
Tertiary Institutes Allied Staff Association Incorporated  
Te Hononga

Date on which claim is made: 29 September 2022

## **Appendix A**

### **Employer's obligations under section 13K of the Act to enter a multi-employer pay equity process agreement with the other employers with whom the claim is raised.**

Each employer who receives a pay equity claim raised by a union or unions with multiple employers must enter into a single multi-employer pay equity process agreement for the purposes of deciding whether the claim is arguable and for the purposes of the pay equity bargaining process.

The multi-employer pay equity process agreement must set out—

- a) whether there will be 1 or more representatives for the employers and who that representative or those representatives will be; and
- b) how decisions relating to the claim will be made.

If the employers cannot agree on a multi-employer pay equity process agreement, any of them may apply to the Authority for a direction.

## **Appendix B**

Library Assistant, Senior or Team Leader Library Assistant; Collections Assistant; General Assistant (library), Bindery Assistant, Client Services Assistant (library), Hub Assistant, Senior Client Services Assistant (Library), Resource Sharing Assistant, Materials Assistant; Library Advisor, Learning and Library Services Advisor; Library Engagements Advisor, Collections Advisor, Copyright Advisor, Library Research Services Advisor; Assistant librarian.

## Appendix C

The information relied upon in support of the elements required for an arguable pay equity claim under s13F of the Act.

### 1. The claim relates to work that is or was predominantly performed by female employees (ref: EPA 1972, s13F(2)).

Information provided to the unions raising the claim in November 2021 by the universities demonstrates women currently make up more than 70% of the overall workforce in the job titles/roles identified in Appendix B (see Table 1)<sup>1</sup>. The data received also demonstrates that women make up the majority of those holding each job or work title.

<b>Table 1. Percentage female in library assistance, advice or services roles in universities 2021 (rounded to whole percentages).</b>			
<b>University</b>	<b>Female workers</b>	<b>Total workforce</b>	<b>Percentage female</b>
Auckland University of Technology	34	45	<b>76%</b>
University of Auckland	85	111	<b>77%</b>
University of Waikato	23	25	<b>92%</b>
Massey University	33	49	<b>67%</b>
Victoria University of Wellington	30	39	<b>77%</b>
University of Canterbury	44	61	<b>72%</b>
Lincoln University	12	14	<b>86%</b>
University of Otago	78	100	<b>78%</b>

The current gender breakdown of library roles covered by this claim is consistent with previous reporting regarding university library workforces more broadly. In 2011, Victoria University of Wellington completed a pay equality assessment of library work and reported that 66% of their library workers at that time were female (VUW, 2011)<sup>2</sup>. In the same year, Massey University reported that 78% of their library assistants were female (Massey, 2011)<sup>3</sup>.

The gender profile of library workers within universities is also reflective of library workforces within Aotearoa more widely. Between 1991 and 2013 the percentage of 'Library, mail and related clerks' who were women was consistently around 80% (79.3% in 1991; 80.5% in

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<sup>1</sup> Data received from universities came in different forms. Some universities provided detailed headcounts related to role titles and salary bands, others provided headcounts for clusters of roles including some that we would not deem relevant to this claim for gender pay equity for library assistance, advice or services. We disaggregated the data to include only relevant role titles where possible.

<sup>2</sup> VUW (2011, September). Pay & Employment Equity: Review Report. Victoria University of Wellington.

<sup>3</sup> Massey University (2011). *Pay and Employment Equity Review Report and Action Plan*. Pay and Employment Equity Review Committee, Massey University.

2001; 81.6% in 2013) (Statistics New Zealand, 2015, p.15)<sup>4</sup>. This Statistics New Zealand report states that this role category was the eighth most gender segregated female-dominated group of workers in Aotearoa in 2013. As the twelfth most female-dominated group of workers, the category of “Archivists, librarians and related information professionals” had slightly lower percentage of women (83.9% in 1991; 78.2% in 2001 and 77.4% in 2013).

This data, which demonstrates that the work covered by this claim is predominantly performed by women, accords both with the TEU, PSA and TIASA membership in this area.

## **2. The work covered by this claim is currently undervalued (ref: EPA 1972, s13F(3)).**

Printed rates for library assistant or library advisor roles across different universities ranged from approximately \$42,390 - \$61,000 per annum in 2021. The average salaries of workers within library assistance, library advice and library services including senior library assistant roles were around \$48,000 per annum in 2021 across the universities from which the unions received data. To put this into context, the minimum wage in 2021 was \$41,600 per annum for a full-time (40-hour week) worker. A living wage of \$47,320 (\$22.75 per hour) for a 40-hour week in 2021/2022 would exceed the wage paid to many in our claimant group. In September 2022 the living wage increased to \$23.65 per hour which equates to \$49,192 p.a. for a 40-hour week worker.

Assistant librarian roles, where appointed, sit in the next pay band above library assistant and advisor roles and from the information provided to us, typically require a degree qualification and preferably an additional formal library qualification as well as multiple years of experience. Despite these expectations, printed salaries for this level of library work ranged from approximately \$51,000-\$69,000 in 2021.

Outside of universities, there is wide agreement that lower tier library work may be subject to gender pay inequity and requires a gender pay equity re-evaluation:

- In 2021 the Public Services Association reported that the average pay for a library assistant in local government is about “\$44,000 per annum or \$21.15 per hour”.<sup>5</sup> A claim was raised by the PSA for Library Assistants in Local Bodies in 2019 and has been deemed arguable by the relevant employer group. The claim is currently being evaluated (see <https://www.psa.org.nz/psa/pay-equity-for-library-assistants/>).
- A claim for school librarians and library assistants raised by the New Zealand Educational Institute (NZEI Te Riu Roa) in 2020 has also been deemed arguable and is now being evaluated (see <https://www.education.govt.nz/school/people-and-employment/pay-equity/librarian/>). The combined pay scale for school librarians and science technicians in Schools in 2022 ranged from \$22.75 - \$36.69 per hour which is the equivalent of \$47,320 - \$76,315 per annum for a 40-hour week.<sup>6</sup>

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<sup>4</sup> StatsNZ (2015). *Women at work: 1991-2013*. Wellington: Statistics New Zealand Tatauranga Aotearoa.

<sup>55</sup> PSA (2021). Library assistants pay equity update, May 2021 presentation. *Public Services Association Website*. Available: <https://www.psa.org.nz/psa/pay-equity-for-library-assistants>

<sup>6</sup> NZEI & Ministry of Education (2022). *Support Staff in Schools’ Collective Agreement between NZEI Te Riu Roa and E tū and The Secretary for Education*.

In summary, rates of pay for the areas of work that are the subject of this claim are comparable across local bodies, the school system and the tertiary education sector and it has been agreed by a wide range of employers that these female-dominated roles may be undervalued and a gender pay equity process should be completed.

### **3. The work that is the subject of this claim has historically been undervalued (ref: EPA 1972, s13F(3)).**

In Appendix D we have reproduced sections of a research report by Catriona Maclellan (2017)<sup>7</sup> regarding the history of library work commissioned by the PSA. The material covers the historical period prior to the enactment of Equal Pay legislation in New Zealand. This report describes how vertically segregated and female-dominated library work has been undervalued through position, salary and even expectations of dress since the late 19<sup>th</sup> Century. Below we draw on Maclellan (2017)'s research as well as data gathered about the tertiary education sector in Aotearoa New Zealand specifically.

Early librarian roles in Aotearoa in the late 1800s were predominantly occupied by males. However, within a relatively short period, women began to outnumber male library workers, training in higher numbers since at least the 1940s (Maclellan, (2017)).

However, it was not until much later that women were permitted to enter the most senior roles. Of the fifteen profiles of notable librarians in the online New Zealand Histories Resource, only six are women (New Zealand History online, 2021)<sup>8</sup>; While nine 'National Librarians' have led the National Library since its formation in 1965, only three of these have been women and of the seven Chief librarians of the Alexander Turnbull library, only one has been a woman, Margarat Calder (between the years 1990-2007). Similar patterns are found in city libraries of Aotearoa New Zealand. For example, it was not until 1986 that Dorothea Brown became the first female city librarian of Christchurch (Christchurch City Council, 2022)<sup>9</sup> and in Wellington, Jane Hill became the first female city librarian as late as 1994 (Wellington City Council, 2022)<sup>10</sup>. Reflecting this history, the online Encyclopedia of New Zealand notes that "Until the 1960s the librarian profession was mainly female (over 80%) but dominated by men at management level. The topic was raised at the 1968 New Zealand Library Association conference" (Ministry of Culture and Heritage, 2022a)<sup>11</sup>.

Thus, female library workers have historically been disproportionately represented at the lowest tier roles in libraries including those of library assistants, advisors and assistant

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<sup>7</sup> Maclellan, C. (2017). *Analysis of jobs of library assistants and senior library assistants according to the joint working group pay equity principles agreed by the government*. Wellington: Public Services Association.

<sup>8</sup> Ministry of Culture and Heritage (2021). New Zealand Library Week, *New Zealand history online*. Ministry for Culture and Heritage. Available at <https://nzhistory.govt.nz/culture/library-week/further-information> (updated 22-Sep-2021).

<sup>9</sup> Christchurch City Council (2022). A history of Christchurch City libraries. *Christchurch City Libraries Website*. Available: <https://my.christchurchcitylibraries.com/brief-history-christchurch-city-libraries/>

<sup>10</sup> Wellington City Council (2022). Te Hitori o Ngā Whare Pukapuka o Te Whanganui-a-Tara. History of Wellington City Libraries. *Wellington City Libraries Website*. Available: <https://www.wcl.govt.nz/about/branches/history.html>

<sup>11</sup> Ministry of Culture and Heritage (2022a). Libraries. *Te Ara Encyclopedia of New Zealand*. Library associations and libraries. Available: <https://teara.govt.nz/en/libraries/page-5>

librarians. As Kristy (1982)<sup>12</sup> describes in her cross-national comparison of librarianship across twelve countries, including Aotearoa New Zealand, librarianship globally has demonstrated “patterns of intra-occupational segregation which was defined as different career tracks for men and women in the same profession” (p. 31). In this respect, occupational segregation and the characterisation of library assistance and library advice work as “women’s work” has led to an undervaluing of this work.

The evidence suggests that women’s skills, qualifications and experience in library work have not been equitably valued or recognised through promotion, leadership opportunities or appropriate remuneration. In regards to the latter, a biography of one of the six notable female librarians in the New Zealand History Online (Ministry of Culture and Heritage, 2022b)<sup>13</sup> records that when Annie Maude Blackett began working as a junior assistant at the Canterbury Public Library in July 1913 she was paid 12s 6d a week. Further that “The librarian, Howard Strong, was not partial to lady assistants, but when he heard Maude found it difficult to live on her salary, he arranged for it to be increased to £1.” The fact that the chief librarian could in one move increase the salary of a junior assistant by more than a half reflects the very low level of remuneration originally set for this role. As discussed above, workers in library assistance, advice and services continue to receive earnings that are lower than a living wage.

Furthermore, salaries for women library workers have been held lower than that of male workers even when in comparable library roles. This was demonstrated in the 2005 LIANZA Remuneration Survey which included library workers across public, special, tertiary and school sectors (MM Research, 2005). 86% of participants in the LIANZA survey were female, and analysis by generic roles showed that the average level of remuneration for males was higher than that for females in similar roles. For example, male librarians in the National Library were paid at that time 8.5% higher than female librarians (MM Research, 2005)<sup>14</sup>.

Recent data regarding gender pay equity for library workers in the tertiary education sector is more difficult to obtain. In 2004 the Pay and Employment Equity Unit was established in the Department of Labour. The group supported the work of tripartite pay and employment equity reviews across the broader State sector including in tertiary education institutions. Reviews were conducted across the Institutes of Technology and Polytechnics between 2007-2009. However, in 2009 the Government discontinued the Pay and Employment Equity (PAEE) Unit which in turn halted comprehensive PAEE reviews in all but one university. The disbanding of the unit has radically restricted the public information there is available about the valuing of library assistance, advice and services work in Aotearoa New Zealand universities in the last decade.<sup>15</sup>

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<sup>12</sup> Kristy, Karen K. (1983). *Women in librarianship: A cross-national problem study*. [Washington, D.C.]: Distributed by ERIC Clearinghouse,

<sup>13</sup> Ministry of Culture and Heritage (2022b). Biography: Blackett, Annie Maude, *Te Ara Encyclopedia of New Zealand*. Available: <http://www.teara.govt.nz/en/biographies/4b36/blackett-annie-maude>, p 1.

<sup>14</sup> MM Research Ltd (2005). Remuneration Survey of the New Zealand Library and Information Profession for LIANZA -Final Report. LIANZA

<sup>15</sup> Hyman P (2010). *Pay and Equal Opportunity in New Zealand – Developments 2008/2010 and Evaluation in Labour, Employment and Work in New Zealand 2010*. Labour, Employment and Work Conference Proceedings. Wellington: Victoria University of Wellington. Available: <https://doi.org/10.26686/lew.v0i0.1717>

Massey University was the only university to conduct a full PAEE review in 2009-2010. The first report was published in 2011 and Massey has since published regular up-dates<sup>16</sup>. The gender wage gap was of primary concern in the 2009 assessment with a gap of 21.5%. This was much larger than the average Aotearoa New Zealand gender pay gap at the time of 12.5%. The report explained that the gap related to the nature of the workforce “where there are a larger proportion of men in academic, higher paid positions and a larger proportion of women in general staff lower paid positions” (p.15) which include library assistant, advice and service workers. This description would still be appropriate for all Aotearoa New Zealand universities then and today.

While Massey University was the only university to complete a comprehensive PAEE review, Victoria University of Wellington did publish a partial Pay Employment Equity Review (PEER) in 2011 that aimed to explore how gender affects pay and the employment experiences of Library work and IT staff at Victoria”.<sup>17</sup> The review found that across the whole university there was a gender pay gap of 30.1% (p.6), and like Massey University noted that the distribution of highly paid male-dominated academic work areas and low paid female -dominated general work areas was largely to blame for the large gap. Reflecting this, within the profile sample of Library and IT workers, the difference was comparatively smaller although still large at 20.4%.

The Victoria report noted that “work functions play a part in explaining the pay gender difference, with Victoria appearing to pay staff of both genders equally in each work function” (p.iiv). Certainly, within the library there was no pay difference between the earnings of male and female library workers. However, it is important to note that workers in the Library grouping earned the lowest median salaries of all eight work functions within the university at that time, approximately \$37,575 per annum (c.f. \$95,732 for Academics, \$69,746 for IT workers and \$56,19 for Administration workers – technicians, senior managers, managers and supervisors also evaluated). The report noted that “survey respondents in IT (76.1 percent, 54) were more likely to agree that they were appointed to an appropriate salary level than those in the Library (57.9 percent, 44)” (p.iiv).

#### **4. Sex-based systematic undervaluation of the work as a result of the dominant source of funding for universities (ref: EPA 1972, s13F(3)(i))**

A feature of the sector that has impacted the undervaluation of library assistance, advice and services work is its reliance on government funding.

The tertiary education sector including the eight universities listed in this claim is part of the wider State Sector grouping within the Public Sector of Aotearoa New Zealand<sup>18</sup>. The Government of New Zealand has financial oversight of this sector such that the financial situation and performance of tertiary education institutions is included in the Financial

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<sup>16</sup> Massey University (2011, March). *Pay and Employment Equity Review Report and Action Plan*. Palmerston North: Massey university.

<sup>17</sup> Victoria University of Wellington (2011, March). *Library and informational technology gender profile*. Wellington: Pay and Employment Equity Review Committee, Victoria University of Wellington.

<sup>18</sup> Te Kawa Mataaho (2018). What is the ‘public sector’? *Te Kawa Mataaho, Public Service Commission website*. Available: <https://www.publicservice.govt.nz/resources/what-is-the-public-sector>.

Statements of the Government of New Zealand as part of the Government reporting entity under the Public Finance Act 1989.

Aotearoa New Zealand's eight universities are publicly funded, autonomous tertiary education institutions. They receive funding from a range of sources with the largest contribution (42%) coming from the New Zealand Government through tuition grants, Student Achievement Component (SAC) funding and Performance-Based Research Funds (PBRF). A further 28% is collected from student tuition fees and 30% from university research, commercialisation and other revenue. The ability of universities to increase funding from tuition fees is rightly constrained by the government through the Annual Maximum Fee Movement (AFM) (set at 1.1% in 2021) <sup>19</sup>.

A specific feature of the university sector that may have contributed to the undervaluing of female-dominated library work is that the workers performing the work that is the subject of this claim have been required to compete with other groups of workers within the sector for access to the limited funds available for remuneration increases. Indeed, in the Victoria PEER report described above, there was some evidence to suggest that within a university context, the gendering of pay and status across academic and general staff roles may exacerbate pay inequity when compared to different sector contexts. When the actual salaries of IT and library workers at the university were compared with external maximum and minimum pay rates for roles with comparable job-size and function, women at Victoria were found to be: "over three times as likely to be below the modelled minimums, while men [were] three times as likely to be above the maximums" (p.20). The report further noted that:

"work function explains most of the variance, where mainly Library staff (64.1 percent) are remunerated below the minimum, and female supervisors (20.5 percent); and mainly IT staff (58 percent) are paid above the maximum" (p.20).

Finally, the extent of undervaluation of female dominated library work is compounded by historical differentials in conditions of employment (including leave, fixed-term positions) whereby the work covered by this claim attract less favourable conditions than those associated with other areas of work within universities.

## **5. Sex-based systematic undervaluation of the work as a result of common pay setting and pay progression approaches within universities**

(Ref: EPA 1972, s13F(3)(e) (iv))

The parties have historically failed to properly assess the remuneration that should have been paid to account for the nature of work covered by this claim. Universities predominantly use market-based pay systems to determine remuneration levels. These pay systems are not transparent or open to scrutiny by workers and cannot be presumed to be free of assumptions based on gender. Indeed, even where there are no discriminatory factors found

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<sup>19</sup> Universities NZ (2022). *How NZ universities are funded*, Universities NZ Website. Available: <https://www.universitiesnz.ac.nz/about-university-sector/how-nz-universities-are-funded>.

in formal pay systems, researchers have found gender bias in the way systems are used and actual compensation practices undertaken (Koskinen Sandberg, 2017)<sup>20</sup>.

In the setting of wages and salaries, professional knowledge and expertise of diverse occupational groups of allied staff within universities, including library assistance, advice and services staff, is side-lined in favour of cumbersome job evaluation models administered by private companies and pay structures that obscure pay movements in individual rates and equity between employees. Lack of transparency in remuneration structures alongside individual negotiation of salary is recognised as a factor that can contribute to greater gender pay inequality (e.g. ABS, 2019<sup>21</sup>).

Furthermore, of the wage classification structures that apply to library assistance, advice and service work contained within the various Aotearoa New Zealand university Collective Agreements (CAs), many have so-called “merit” bars and performance-based pay systems that seriously constrain a worker’s ability to progress through the wage structure. The requirements for performance-based/merit increases generally allow for supervisor/management discretion and assessment. For example, research in the University of Western Australia found that women professional staff received lower discretionary payments than their male colleagues, revealing additional pay inequities to the on-average 12% pay gap within annual salaries for that university (Currie and Hill, 2013)<sup>22</sup>.

Previous research has shown that the positive effect of performance pay on wages is restricted to high-wage workers (Fabling, Grimes, Maré, 2012<sup>23</sup>; Rubery, 1995<sup>24</sup>). Further, the effect of performance on high-wage workers is primarily evidenced for men rather than women. Given the apparent absence of an effect on female wages and the concentration of prime-age men in the top quartile of the wage distribution, women on average, appear to benefit less from the operation of performance pay systems (Ibid.)

There has been a lack of effective bargaining because where the parties have reviewed the work of the subject of this claim, any parameters for remuneration improvements have been constrained by funding restrictions and market-based pay systems rather than by a proper gender-neutral assessment of the work.

**The social, cultural and historical factors identified in sections 3 -5 above have contributed to an inability of the parties to properly assess the remuneration for these roles in a manner free of gender bias.**

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<sup>20</sup> Koskinen Sandberg, P. (2017). Intertwining Gender Inequalities and Gender-neutral Legitimacy in Job Evaluation and Performance-related Pay. *Gender, Work, and Organization*, 24(2), 156–170. Available: <https://doi.org/10.1111/gwao.12156>

<sup>21</sup> ABS (2019), Employee Earnings and Hours, Australia , Data cube 2, table 1, Jan 2019, viewed 24 August 2021, Available: <https://www.abs.gov.au/statistics/labour/earnings-and-working-conditions/employee-earnings-and-hours-australia/latest-release>

<sup>22</sup> Currie, J., & Hill, B. (2013). Gendered universities and the wage gap: Case study of a pay equity audit in an Australian university. *Higher Education Policy*, 26(1), 65–82. Available: <https://doi.org/10.1057/hep.2012.19>

<sup>23</sup> Fabling, R., Grimes, A., & Maré, D.C. (2012). Performance pay systems and the gender wage gap. *Motu Working Paper 1213*. Wellington: Motu Economic and Public Policy Research.

<sup>24</sup> Rubery, J. (1995). Performance-related pay and the prospects for gender pay equity. *Journal of Management Studies*, 32, 5, 637–54. Available: <https://doi.org/10.1111/j.1467-6486.1995.tb00792.x>

## Appendix D

*This Appendix reproduces research developed for the PSA regarding the undervaluing of female-dominated library work.*

**MacLennan, C. (2017). *Analysis of jobs of library assistants and senior library assistants according to the joint working group pay equity principles agreed by the government*. Wellington: Public Services Association.**

*Below is the verbatim reproduction of the 'Executive summary' and pages 8-18 of the original report.*

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### EXECUTIVE SUMMARY

- Library work developed as a female-dominated occupation during the first half of the twentieth century. Women generally comprise about 80 per cent of the library workforce, but men are vastly over-represented at senior levels;
- In the United States in 2010, female librarians had median weekly earnings of US\$841, compared with \$921 for men;
- In the United Kingdom, a 2014 study of the information workforce found that 10.2 per cent of men in the sector held senior management roles, compared with 5.9 per cent of women and men earned more than women;
- In New Zealand, the category of "Library, mail and related clerks" is the eighth most segregated of the top 20 female-dominated occupations;
- Analysis of the jobs of Library Assistants and Senior Library Assistants was broken down into five categories: skills, responsibilities, conditions of work, degree of effort, and length of service;
- Library Assistants require a very broad range of skills to carry out their jobs. These were broken down into 22 different categories, ranging from information technology to communication, cultural sensitivity, legal, teaching skills and financial management;
- The responsibilities of Library Assistants are also extremely broad-ranging. They include responsibilities for the well-being and safety of others, information technology, management, books and collections, and events and programmes;
- Conditions of work are very busy, emotionally demanding, involve flexibility to switch rapidly between different tasks, and entail exposure to infection;
- A high level of effort is required by Library Assistants, including constant vigilance, no down time, and physical effort to move large numbers of books;
- Many Library Assistants have lengthy service, but there is little upward progression in their careers;
- Senior Library Assistants share the skills and responsibilities of Library Assistants, but are required to carry out additional management and other work;
- LIANZA collects information about the remuneration of Library Assistants and Senior Library Assistants in New Zealand. Information for the period 2005-2010 is publicly available, but information for the period since then is available only to members. The mean remuneration for Library Assistants across all the sectors surveyed in 2010 was \$38,268. For Senior Library Assistants the mean remuneration for 2010 was \$42,753;
- The mean full-time equivalent annual salary for men in the sector in 2010 was \$50,332 and for women

\$48,417;

- In 2010, 83 per cent of those working in the roles surveyed in libraries were female. Both Library Assistant and Senior Library Assistant jobs were 83 per cent held by women. 73 per cent of Chief Managers were women and 77 per cent of Senior Managers were women.

## LIBRARY WORK AS A FEMALE-DOMINATED OCCUPATION

### 1 International

Library work in countries such as the United States, Germany and France came to be viewed as a female occupation as early as the beginning of the twentieth century because men believed that women were better suited to monotonous jobs, were patient and “soften our atmosphere.”<sup>25</sup> Melvil Dewey commented on women’s “quick mind and deft fingers,”<sup>26</sup> while a French professor said that women should be hired in libraries because they were “naturally more flexible and more affable than men.”<sup>27</sup>

In Berlin, a special library training programme for women was established in 1900, and four years later the city appointed its first two female librarians to the Volksbibliothek. During the early decades of the twentieth century, female librarians in Germany were primarily encouraged to work in public libraries. In France, female librarians comprised a majority of the profession within 25 to 40 years after the employment of the first women.

However, in Britain the move to library work being a female-dominated occupation was much slower. The *Encyclopedia of Library History* observes that

“The first woman was hired at the Manchester Free Public Library in 1871, but in 1899 an American librarian, Mary Ahern, observed that ‘women in the library as professionals is a distinctly American idea. There are few women in library work in England, and none of them in responsible positions.’ By 1900 women made up just 12 per cent of all librarians in Britain; it was not until 1947 that they accounted for 53 percent of all ‘qualified librarians.’”<sup>28</sup>

The authors suggest that, although historical research on the move to female domination of librarianship is still very limited, it occurred in different countries during three distinct periods –

- Before World War 1;
- During the inter-war years; and
- After World War 11.

#### *United States*

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<sup>25</sup> Wiegand, W A and Davis, DG Jr, *Encyclopedia of Library History*, Google Books, p 229.

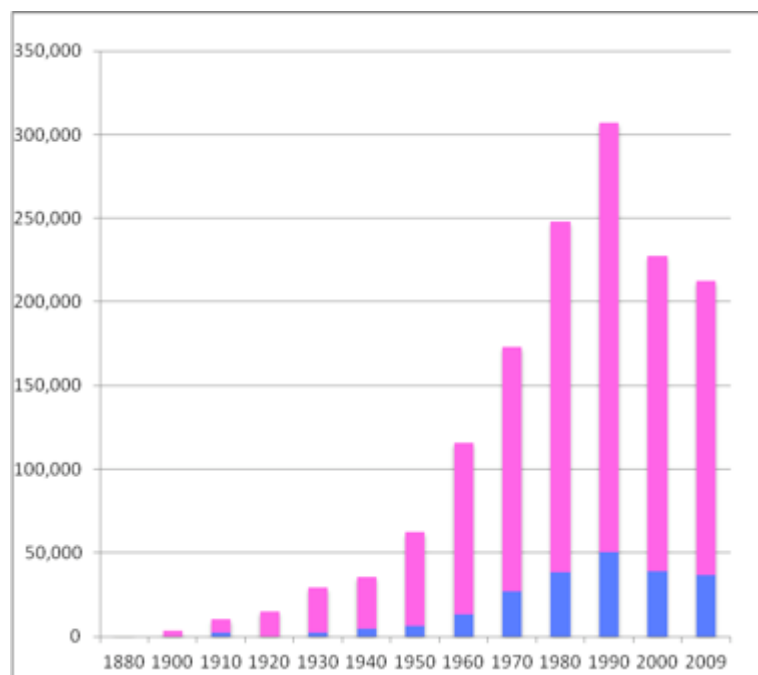
<sup>26</sup> Ibid, p 229.

<sup>27</sup> Ibid, p 229.

<sup>28</sup> Ibid, p 229.

The US Census first collected data on librarians in 1880, four years after the founding of the American Library Association. An article by Andrew A Beveridge, Susan Weber and Sydney Beveridge titled *Librarians in the United States from 1880 – 2009* outlines the history of the profession.<sup>29</sup>

In the 1880s, 52 per cent of the 636 librarians in the United States were men. However, by 1930, women accounted for 92 per cent of librarians, and men for only eight per cent.<sup>30</sup> United States Statistical Abstract figures for 2002 showed that 82 per cent of librarians in the United States were women. The table below records numbers of librarians broken down by gender.



Numbers of working female and male librarians in the United States<sup>31</sup>

Kathleen DeLong in a 2013 article *Career Advancement and Writing about Women Librarians: A Literature Review*, focused on women librarians in the United States and Canada between the 1930s and 2012. She noted that, from the 1930s to the 1950s, it was the “natural order” for men to be heads of academic libraries, particularly major research libraries.<sup>32</sup> Between the 1960s and the 1980s, women remained “vastly under-represented” in director positions in academic libraries.<sup>33</sup> From the 1990s until the present, the number of women in senior leadership roles in academic libraries in the United States and Canada has increased, but they are still not proportionately represented.<sup>34</sup>

DeLong refers to studies examining the “fairly low status and salaries of women in Canadian libraries and the different career structures that existed for men and women during the 1970s.”<sup>35</sup> She also discusses a 1978 study by Cheda, Fischer, Wasylycia-Coe and Yaffe and a 1983 study by Kristy.<sup>36</sup> The latter examined the status

<sup>29</sup> Beveridge, AA, Weber, S and Beveridge S, *Librarians in the United States from 1880 – 2009*, 20 June 2011, OUP Blog, <http://blog.oup.com/2011/06/librarian-census/>.

<sup>30</sup> Ibid, p 3.

<sup>31</sup> Ibid, p 3.

<sup>32</sup> DeLong, K, *Career Advancement and Writing about Women Librarians: A Literature Review*, 2013, <https://ejournals.library.ualberta.ca/index.php/EBLIP/article/view/17273>, p 1.

<sup>33</sup> Ibid, p 1.

<sup>34</sup> Ibid, p 1.

<sup>35</sup> Ibid, p 2.

<sup>36</sup> Ibid, p 2.

of women in librarianship on a cross-national basis. Countries covered included New Zealand, the United States, Canada, France, Bulgaria, Nigeria, Cuba, the USSR and India.

“With the exception of Nigeria, librarianship was found to be a profession in which women dominated numerically, however all countries exhibited patterns of intra-occupational segregation which was defined as different career tracks for men and women in the same profession. Overall, men were found to have attained higher levels of position and salary than their female counterparts.”<sup>37</sup>

DeLong states that, although the trend to hiring male library administrators began to reverse itself by 1990, men are still vastly over-represented in leadership roles. The “80/20 rule” of women comprising 80 per cent of the profession has remained fairly constant throughout the years, meaning that women are still under-represented at the most senior rank of librarianship.

2009 figures showed that in the United States 47 per cent of academic library directors were male and 35 per cent of public library directors were men, although men comprised less than 20 per cent of the library profession. A 2005 Canadian study reported that 79 per cent of library professionals were women, but 41 per cent of senior administrators in CARL libraries were male, and 29 per cent of senior administrators in Canadian Urban Libraries Council libraries were men.<sup>38</sup>

Beveridge, Weber and Beveridge state that librarians working full-time earned more than the national median income in 1950 and 2009, but incomes dipped below the national median in 1990.<sup>39</sup> The article states that, when tracking education and wages, librarians with BA or graduate degrees consistently earn less than their counterparts elsewhere in the labour market.<sup>40</sup>

The authors note that male librarians were paid more than female librarians in 1950 and 1990, but by 2009 median wages for men and women were within US\$100 of each other. They say that male and female librarians with college degrees are essentially paid the same, but among those without college degrees there is a large gap between what men and women are paid. That gap is 50 per cent larger than for those working in other professions.<sup>41</sup>

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<sup>37</sup> Ibid, p 2.

<sup>38</sup> Ibid, p 2.

<sup>39</sup> Ibid, p 3.

<sup>40</sup> Ibid, p 3.

<sup>41</sup> Ibid, p 3.

The table below sets out income statistics, with figures in US dollars.

		<b>Librarians</b>			<b>Everyone</b>	
<b>Median Wages</b>	<b>Total</b>	<b>Men</b>	<b>Women</b>	<b>Total</b>	<b>Men</b>	<b>Women</b>
1950	\$21,174	\$27,481	\$21,174	\$18,471	\$22,975	\$11,253
1990	<b>\$27,680</b>	<b>\$34,600</b>	\$25,950	\$29,237	\$37,749	\$21,509
2009	\$39,979	\$39,280	\$39,979	\$29,984	\$34,982	\$24,987
<b>Median Wages</b>						
<b>25+ (1950)</b>	<b>\$22,976</b>	<b>\$27,481</b>	<b>\$22,976</b>	<b>\$20,273</b>	<b>\$24,778</b>	<b>\$12,164</b>
No BA Degree	\$18,921	\$27,481	\$18,471	\$20,273	\$23,877	\$11,263
Yes BA Degree	<b>\$27,931</b>	\$32,887	\$27,481	\$29,283	\$35,590	\$22,075
<b>Median Wages</b>						
<b>25+ (1990)</b>	<b>\$31,140</b>	<b>\$43,250</b>	<b>\$29,410</b>	<b>\$34,600</b>	<b>\$43,250</b>	<b>\$25,085</b>
No BA Degree	\$21,798	\$28,545	\$21,279	\$29,410	\$38,060	\$21,665
Yes BA Degree	<b>\$41,496</b>	\$47,087	\$39,790	\$51,900	\$63,422	\$39,790
<b>Median Wages</b>						
<b>25+ (2009)</b>	<b>\$41,279</b>	<b>\$43,977</b>	<b>\$40,179</b>	<b>\$34,282</b>	<b>\$39,979</b>	<b>\$28,785</b>
No BA Degree	\$19,990	\$34,982	\$19,990	\$27,985	\$32,983	\$22,988
Yes BA Degree	<b>\$44,977</b>	\$44,977	\$44,877	\$51,973	\$64,966	\$44,976

Beveridge, Weber and Beveridge<sup>42</sup>

The number of librarians in the United States peaked at 307,273 in 1990 and then began to decline, falling to 212,742 in 2009. That was a fall of almost one-third, but the decline has since slowed. Beveridge, Weber and Beveridge note that median wages for librarians increased until 1980, although at a lower rate than for workers overall. Between 1970 and 1980 librarians' wages declined almost US\$4000 – more than twice the drop of median wages across all professions.

In 1990, librarians' median wages declined further and were the same as those for all workers, but by 2009 they had gained in relative terms and reached their peak of US\$40,000.

<sup>42</sup> Ibid, p 4.

United States Bureau of Labour Statistics show that the library profession has seen a 48 per cent increase (19,458) in males working in libraries since 1980.<sup>43</sup>

Dr Heidi Blackburn in an article titled *Gender Stereotypes Male Librarians Face Today*<sup>44</sup> states that –

“Society sees librarianship as “women’s work,” and anyone associated with it must be female or feminine.”

The Department for Professional Employees AFL-CIO Fact Sheet 2011, *Library Workers: Facts & Figures*,<sup>45</sup> states that most students of library science in the United States are women. Women comprise 81 per cent of MLS enrolments. In 2012, women accounted for 82.8 per cent of all librarians in the United States, and 75.9 per cent of all other education, training and library workers.

While men accounted for only 17.2 per cent of librarians in 2012, they accounted for 40 per cent of library directors in universities.<sup>46</sup> In 2010 mean hourly earnings of those employed in libraries were as follows –

- Librarians US\$20.72;
- Library technicians \$12.34
- Library assistants \$12.15.<sup>47</sup>

In 2010, median weekly earnings for women in the United States were 81 per cent of those of men. In that year, female librarians had median weekly earnings of \$841, compared to \$921 for men. The overall salary for women research librarians was 96.2 per cent of that of men in 2009-10, compared with 94.4 per cent in 2003-04.

A 2009-10 survey of academic librarians with equal years of work experience found that men were paid 3.7 per cent more than women - \$US69,277 for women and \$71,953 for men. On average, women have more years of experience than men, but men’s salaries are still higher in almost all 10 experience cohorts. The average salary for minority men is higher than that for minority women in nearly all 10 experience cohorts.<sup>48</sup>

The 2016 *Library Workers: Facts & Figures* Fact Sheet states that, in 2015, women accounted for 83 per cent of all librarians, well above the average of 73 per cent for all education and library professionals. In 1995, women were 83.9 per cent of librarians, and in 2003 they comprised 84.4 per cent of the librarian workforce.<sup>49</sup>

Although the library profession is predominantly female, men in the profession are paid more than women. In 2014, women working as full-time librarians reported a median annual salary of US\$48,589, compared to \$52,528 for men.<sup>50</sup>

Female, full-time library technicians earned \$28,121 a year, compared with \$36,862 for men. Among librarians with Master’s degrees working 32 hours or more a week in colleges, universities and professional schools, women earned 90 per cent of what men earned in 2014.<sup>51</sup>

### *United Kingdom*

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<sup>43</sup> Blackburn, H, Gender Stereotypes Male Librarians Face Today, <http://ala-apa.org/newsletter/2015/09/08/gender-stereotypes-male-librarians-face-today/>.

<sup>44</sup> Ibid

<sup>45</sup> Library Workers: Fact & Figures, Fact Sheet 2011, Department for Professional Employees AFL-CIO, p 2.

<sup>46</sup> Ibid, p 3.

<sup>47</sup> Ibid, p 1.

<sup>48</sup> Ibid, p 3.

<sup>49</sup> Library Workers: Facts & Figures, Fact Sheet 2016, p 4.

<sup>50</sup> Ibid, p 4.

<sup>51</sup> Ibid, p 5.

A 2014 study of the United Kingdom's information workforce examined the library, archives, records, information management and knowledge management and related professions.<sup>52</sup> It found that the workforce was 78.1 per cent female and 21.9 per cent male. The gender split of the United Kingdom workforce as a whole was 50.1 per cent female and 49.9 per cent male.

The research showed that women were under-represented in senior management, with male workers more likely than their female co-workers to occupy management roles. There were 10.2 per cent of men in senior management roles and 5.9 per cent of women. Men in the sector earned more than women. 47 per of those working more than 22 hours a week and earning £30,000 or more were men.

### *Australia*

In Australia, 79 per cent of librarians are women.<sup>53</sup> The workforce comprises 45 per cent female part-time workers; 38.1 per cent female full-time workers; 13.5 per cent male full-time workers; and 3.4 per cent male part-timers.<sup>54</sup>

## **2 New Zealand**

### *History of libraries and librarians in New Zealand*

The first public library in New Zealand was the Port Nicholson Exchange and Public Library, which was established in Wellington in 1841 and operated for a year.<sup>55</sup> The New Zealand Company's principal agent, Colonel William Wakefield, and the Chief Police Magistrate, Michael Murphy, were among those who attended a meeting to discuss setting up a library. Dr Frederick Knox was appointed as the librarian, at a salary of £75.<sup>56</sup> The articles cited record that it was men who organised the creation of the library, and a male who was appointed as the librarian. At that time, accordingly, libraries were not primarily associated with women.

The library was not financially viable and closed down in 1842. In the early twentieth century, "free" libraries were established in 18 different places in New Zealand with assistance from American businessman and philanthropist Andrew Carnegie.<sup>57</sup> The requirement that the libraries be "free" was a source of contention in some locations, and there was disagreement as to whether it meant that no services at all could be charged for.

Three male book collectors, Sir George Grey, Alexander Turnbull and Dr Thomas Hocken, made significant donations to New Zealand library holdings in the nineteenth and early twentieth centuries.<sup>58</sup>

The last Carnegie library in New Zealand was established in Marton in 1916. The Carnegie Corporation subsequently concluded that its money would be better spent in supporting the training of library personnel. In this country, that meant providing assistance so that librarians could study in the United States and Europe, particularly during the 1930s and 1940s.<sup>59</sup> Another key focus was surveys of the state of library service, particularly the 1934 Munn Barr report.

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<sup>52</sup> A study of the UK information workforce, Chartered Institute of Library and Information Professionals, November 2015, [http://www.cilip.org.uk/sites/default/files/documents/executive\\_summary\\_nov\\_2015-5\\_a4web.pdf](http://www.cilip.org.uk/sites/default/files/documents/executive_summary_nov_2015-5_a4web.pdf), p 1.

<sup>53</sup> <http://www.payscale.com/research/AU/Job=Librarian/Salary>.

<sup>54</sup> <https://www.open.edu.au/careers/arts-recreation/librarians>.

<sup>55</sup> "New Zealand library stories," New Zealand history online <https://nzhistory.govt.nz/culture/library-week/stories>, p 2.

<sup>56</sup> The first public library," New Zealand history online <https://nzhistory.govt.nz/media/photo/the-first-public-library>, p 1.

<sup>57</sup> "New Zealand library stories," Ibid, p 1.

<sup>58</sup> Ibid, p 1.

<sup>59</sup> "Carnegie free libraries," New Zealand history online <https://nzhistory.govt.nz/media/photo/carnegie-free-libraries>, pp 1-2.

An article about notable New Zealand librarians has biographies of 15 male librarians and six female librarians.<sup>60</sup> The biographies record that men initially held the most senior roles in New Zealand libraries. Geoffrey Alley became New Zealand's first National Librarian in 1964.<sup>61</sup> John Barr was Chief Librarian of Auckland Public Library from 1913 until 1952. Charles Wilson was the first Chief Librarian of the General Assembly Library.<sup>62</sup> Johannes Anderson was the first librarian at the Alexander Turnbull Library, working there from 1919 until 1937.

Austin Bagnall worked at the Alexander Turnbull Library from 1937 until 1941, becoming Assistant Librarian in 1941. In 1946 he became the first head of the National Library Centre of the National Library Service, a position he held until 1966. From 1967 until 1973, he was Chief Librarian of the Alexander Turnbull Library. Archibald Dunningham became an assistant in the General Assembly Library in 1929 and then moved to the Wellington Public Library as Deputy Chief Librarian in 1932. The following year, he was appointed City Librarian in Dunedin. He is regarded as one of the founders of modern librarianship in New Zealand. Dunningham studied in the United States before returning to New Zealand and implementing a programme that made the Dunedin Public Library a model for New Zealand librarians to follow.<sup>63</sup>

The women recorded in the list of biographies are –

- Annie Maude Blackett (1889- 1956);
- Mary Campbell (1907 -1989);
- Nola Miller (1913 – 1974);
- Alice Minchin (1889 – 1966);
- Dorothy Neal White ( 1915 – 1995);
- Alice Woodhouse (1883 – 1977).

The biography of Annie Maude Blackett records that she began working as a junior assistant at the Canterbury Public Library in July 1913 for 12s 6d a week.

"The librarian, Howard Strong, was not partial to lady assistants, but when he heard Maude found it difficult to live on her salary, he arranged for it to be increased to £1. She was promoted to second assistant by Strong's successor, Ernest Bell, an experienced English librarian. Under his direction a new system of cataloguing and classifying books was introduced. Blackett later acknowledged that she owed Bell a good deal for the training he gave her."<sup>64</sup>

In March 1918, Blackett became the Chief Librarian at Wanganui Public Library. Her biography records that she was given an assistant to help prepare a new book catalogue and subsequently introduced several innovations, the most important of which was a juvenile department. Children's reading needs were her major concern and she arranged talks for children by various speakers.<sup>65</sup>

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<sup>60</sup> "New Zealand Library Week," New Zealand history online <https://nzhistory.govt.nz/culture/library-week/further-information>, pp 1-2.

<sup>61</sup> "Biography: Alley, Geoffrey Thomas," Te Ara Encyclopedia of New Zealand <http://www.teara.govt.nz/en/biographies/5a9/alley-geoffrey-thomas>.

<sup>62</sup> "New Zealand Library Week – New Zealand library stories," New Zealand history online, op cit, p 2.

<sup>63</sup> "Biography: Dunningham, Archibald George William," Te Ara Encyclopedia of New Zealand <http://www.teara.govt.nz/en/biographies/5d29/dunningham-archibald-george-william>, p 1.

<sup>64</sup> "Biography: Blackett, Annie Maude," Te Ara Encyclopedia of New Zealand <http://www.teara.govt.nz/en/biographies/4b36/blackett-annie-maude>, p 1.

<sup>65</sup> Ibid, p1.

Blackett was one of the first Chief Librarians trained in New Zealand. She gained the Library Association of the United Kingdom's certificate for practical library administration in 1922 and was later involved in the planning of a new library for Wanganui. Pittsburgh Carnegie Library Director, Ralph Munn described the new library as a model of careful planning.<sup>66</sup>

Mary Campbell was born in Scotland and graduated with an MA from the University of Edinburgh before passing the diploma examination at the School of Librarianship, University College, London. She worked for four years at the National Library of Scotland in Edinburgh and at the British Broadcasting Corporation before emigrating to New Zealand and taking up an appointment as a cataloguer at the Wellington Public Library. Campbell was later a librarian at Massey Agricultural College.<sup>67</sup>

Alice Woodhouse in 1926 became one of the four staff members at the Alexander Turnbull Library. She worked in the reference and cataloguing section. Woodhouse was later appointed Reference Librarian and Assistant Chief Librarian. From February 1943 until December 1944 she acted as Chief Librarian while the incumbent was absent on war service.<sup>68</sup> Campbell was subsequently Honorary Librarian at the Hawke's Bay Art Gallery and Museum where she remained for 23 years, primarily compiling a local history collection.

*A History of Wellington City Libraries*<sup>69</sup> records that Dr Frederick Knox was appointed Librarian in 1840. Herbert Baillie was appointed as City Librarian in 1904 and served until 1928. Joseph Norrie was City Librarian between 1928 and 1946, and was succeeded by Stuart Perry, who held the position until 1973. Brian McKeon became the City Librarian in 1973 and remained in that role until 1994. Jane Hill was appointed at City Librarian in 1994.

Christchurch City Libraries began as a single room in 1859.<sup>70</sup> The 1913 appointment of Ernest Bell as Librarian was said to have ushered in a new era for Christchurch's public libraries. Bell held his position until 1951, when he was succeeded by Ron O'Reilly. John Stringleman took over the role in 1968 and served until 1986, when Dorothea Brown became the first female City Librarian. Sue Sutherland became Libraries and Information Manager in 1995. She was succeeded by Carolyn Robertson in 2005.

The Munn Barr report of 1934 was officially called *New Zealand Libraries: a survey of conditions and suggestions for their improvement*. It is described as "a seminal publication in the history of New Zealand library development."<sup>71</sup> It came following a 1932/33 trip to the United States by John Barr, the Chief Librarian at the Auckland Public Library. Ralph Munn and John Barr toured New Zealand and then wrote a report making recommendations for improvements to libraries in ten specific areas, including that all public libraries should be free for ratepayers and residents.

An article in New Zealand history online titled *Library Fashion* asks what readers think of when they picture librarians –

"An American text, *The images of librarians in cinema 1917-1999*, is packed with references to glasses, bun hair styles and middle-aged women constantly claiming, 'I'm only 38'. In New Zealand, the ubiquitous smock has defined the perception of librarians. Images from the 1940s show Wellington Public Library staff covered up

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<sup>66</sup> Ibid, p 2.

<sup>67</sup> "Biography: Campbell, Mary Greig," Te Ara Encyclopedia of New Zealand <http://www.teara.govt.nz/en/biographies/5c6/campbell-mary-greig>, pp 1-2.

<sup>68</sup> "Biography: Woodhouse, Alice," Te Ara Encyclopedia of New Zealand <http://www.teara.govt.nz/en/biographies/5w48/woodhouse-alice> p 1.

<sup>69</sup> "History of Wellington City Libraries," <http://www.wcl.govt.nz/about/branches/history.html>

<sup>70</sup> "A History of Christchurch City Libraries," <https://my.christchurchcitylibraries.com/brief-history-christchurch-city-libraries/>

<sup>71</sup> "The Munn Barr report on libraries," New Zealand history online <https://nzhistory.govt.nz/media/photo/munn-bar-report-libraries>, p 1

even in their tea breaks. Hints of fabric patterns peek out from the monotone uniform. At Christchurch City Libraries, smocks were buttoned to the neck and worn with a belt.”

In the 1950s and 1960s, many women librarians were required to wear floral smocks at work. The Encyclopedia of New Zealand records that –

“These unflattering garments did little for librarians’ image and were later seen as demeaning. Male librarians did not have to wear smocks.”<sup>72</sup>

Peter Durey, the 1982 New Zealand Library Association President, is quoted as saying “When you tell people that you are a librarian the best reaction that you can hope for is that you don’t look like a librarian.”<sup>73</sup>

The picture below is of the Library certificate class at the New Zealand Library School in 1961. There is only one man in the class.



*These students are studying for the library certificate at the New Zealand Library School in Wellington in 1961. The lone male in the group is Brian Gilberthorpe from Christchurch. When Gilberthorpe first began working at the Canterbury Public Library in 1954 he was the first young man to be appointed in 15 years. The photo reflects the female domination of librarianship, although this domination did not at the time extend to management level. [Alexander Turnbull Library](#), Dominion Post Collection (PAColl-7327)*

**Reference:** EP-Libraries-NZ Library Association-01 Permission of the Alexander Turnbull Library, National Library of New Zealand, Te Puna Mātauranga o Aotearoa, must be obtained before any re-use of this image.

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<sup>72</sup> “Library associations and librarians, “ Te Ara – the Encyclopedia of New Zealand  
<http://www.teara.govt.nz/en/libraries/page-5>

<sup>73</sup> “Library fashion slideshow,” New Zealand history online, p 1.

Te Ara - The Encyclopedia of New Zealand records that the New Zealand Library Association established a library certificate course in 1942 for library assistants who held a school higher leaving certificate. The New Zealand Library School opened in 1946, offering a one-year, paid, full-time diploma course for university graduates.

“From the 1960s most of the leaders of the library profession held the diploma. However, a number of certificate holders attained senior positions, particularly in public libraries. The two-tier system caused divisions within the profession.”<sup>74</sup>

In 1980, the certificate course was taken over by the Wellington College of Education and the diploma course by Victoria University of Wellington. Distance delivery of the diploma began in 1992 and the Open Polytechnic took over responsibility for the certificate in 1998. Victoria University started offering a Master’s programme in 1997.<sup>75</sup>

Te Ara - The Encyclopedia of New Zealand states that, until the 1960s, the librarian profession was mainly female – over 80 per cent. The topic was discussed at the 1968 New Zealand Library Association conference.<sup>76</sup> Mary Ronnie was appointed National Librarian in 1976. She was the first woman National Librarian not only in New Zealand, but in the world. Since 1980, women have made up over 50 per cent of Libraries Association of New Zealand presidents.

The 1966 census recorded that in the Librarian/Archivist occupational category there were 126 males and 488 females.<sup>77</sup>

More detailed information about the move from the occupation of Librarian in New Zealand being male-dominated to becoming female dominated could be obtained from the following sources –

- Statistics New Zealand would provide a breakdown of the number of library staff by gender for the 1991, 1996, 2001, 2006 and 2013 censuses for \$345 plus GST. It would take up to 10 days for this information to be provided by Statistics New Zealand. The gender breakdown material is not available on their website;
- To obtain information for periods prior to 1991, physical copies of census documents could be searched in a library;
- The Munn Barr report is likely to have a snapshot of the library profession at the time the document was prepared. It is likely to be available through the National Library and could also be held in the Auckland Central Library.

#### *Current gender breakdown of library workforce*

Statistics New Zealand Tatauranga Aotearoa’s publication, *Women at work: 1991 – 2013*, presents statistics about the occupations most segregated by gender in New Zealand. A table setting out the top 20 female-dominated occupations states that the category of “Library, mail and related clerks” is the eighth most segregated. In 1991, 79.3 per cent of library, mail and related clerks were women. In 2001 the percentage was 80.5, and in 2013 it was 81.6.<sup>78</sup>

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<sup>74</sup> “Library associations and librarians, “ Te Ara – the Encyclopedia of New Zealand  
<http://www.teara.govt.nz/en/libraries/page-5>

<sup>75</sup> Ibid.

<sup>76</sup> Ibid.

<sup>77</sup> Information provided by Statistics New Zealand in telephone conversation on 2 February 2017.

<sup>78</sup> *Women at work: 1991 -2013*, Statistics New Zealand Tatauranga Aotearoa, October 2015, p 15.

The category of “Archivists, librarians and related information professionals” is the twelfth most female dominated. In 1991, 83.9 per cent of archivists, librarians and related information professionals were women. In 2001 the percentage was 78.2 and in 2013 it was 77.4.

This table sets out the distribution of Library Assistants in different parts of New Zealand, broken down by gender, – <https://figure.nz/chart/pyDdDh4tmdRHSX7B-FTirYc2aZiHUAxB2>.

Auckland Council’s Auckland Libraries Business Plan 2013-14 records that 78 per cent of its library employees are female.<sup>79</sup>

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<sup>79</sup> Auckland Libraries Business Plan 2013-14, Auckland Council, p 10.