

## NZ Women's Empowerment Principles Survey 2019

The aim of this survey is to uncover policies and practices within New Zealand's largest organisations on behalf of the NZ WEPs committee. Findings from 22 organisations cover the application of the seven UN Women's Empowerment Principles.

### Principle 1. Leadership Promotes Gender Equality



A public commitment and statement of support was made by the CEO or the Board of Directors towards gender equality in 18 (81.82%) organisations. 12 (54.55%) organisations have a specific diversity strategy in place.



Despite previous trends, the 2019 median percentage of females at the Board level is unchanged from 2018 but has decreased by 4 % points for female representation at the Senior Executive level.

Median Female Representation: Percentage of Members				
Career Level	% of Organisations			
	2019	2018	2017	2016
Board of Directors	34.50	34.50	30.00	25.00
Senior Executive Team	39.00	43.00	35.00	30.00



A policy to actively recruit women is reported in 7 (31.82%) organisations, a decrease of approximately 22 % points from 2018.

Female Recruitment Programmes				
Programmes	% of Organisations			
	2019	2018	2017	2016
Conduct unconscious bias training	54.55	75.00	56.52	52.17
Include females on interview panel for every Senior Executive/Board of Director interview	36.36	60.71	43.48	47.83
Review gender profiles of end-to-end recruitment and selection process to identify any 'blockages'	36.36	46.43	39.13	39.13



Many organisations discussed their *Diversity and Inclusion* initiatives that contribute to women's empowerment, including:

- Sponsor-ship programmes for senior female leaders;
- Women's steering committees, working groups and development programmes across technology, health and finance-related areas;
- Engaging external expertise to educate about equitable recruitment and talent mapping processes;
- 'Women in Leadership' speaking series;
- Annual women's awards ceremonies; and
- Continued pay equity and flexible work commitments.

## Principle 2. Equal Opportunity, Inclusion and Non-Discrimination



Policies to support women returning from parental leave are present in 21 (95.45%) organisations. These include flexible work, keeping regular contact, and allowing employees to keep their phone/laptop while on parental leave.



Enhanced parental leave provisions over and above statutory legislation are provided in 16 (72.73%) organisations. For example, paid leave for non-primary caregivers; reimbursements for childcare services; annual leave accrued at full value; return-to-work bonus payments; and 4-week care packages for newborns.



The average pay gap between male and female employees is 13.11%, based on statistics from 16 (72.73%) organisations.

Pay Equity Profiling Analysis				
Analysis	% of Organisations			
	2019	2018	2017	2016
Comparison of percentage increases for males and females with the same performance rating/grade	76.47	60.71	43.38	43.48
Analysis of pay progression performance outcomes and the link to progression for males and females	52.94	50.00	34.78	39.13
Comparison of starting pay rates for males and females doing the same job	47.06	42.86	26.09	39.13

## Principle 3. Health, Safety and Freedom from Violence



Zero tolerance policies towards gender-based violence and harassment exist within 20 (90.09%) organisations. These include extended domestic violence leave; flexibility of work; extra protection and safety plans; and counselling services.



14 (63.64%) organisations currently have wellness strategies and 4 (18.18%) organisations are planning to implement a strategy in the next 12 months.

Actions/Initiatives to Ensure Safety of Employees Travelling After Hours				
Actions/Initiatives	% of Organisations			
	2019	2018	2017	2016
Specific safety policies and processes apply after hours (for example, securing the workplace and security guards)	100.00	39.29	26.09	60.87
Female workers can elect to be escorted to their vehicle by security personnel after business hours	50.00	32.14	26.09	8.70
Workers are provided with taxi chits when working late shifts	50.00	25.00	4.35	34.78

## Principle 4. Education and Training



21 (95.45%) organisations have formal education or training/professional development programmes and 8 (36.36%) organisations monitor the uptake of these programmes by gender.

Formal Talent Identification and Management Programmes				
Programmes	% of Organisations			
	2019	2018	2017	2016
Arrange internal mentoring of female employees	45.45	64.29	34.78	56.52
Run organised gender-specific internal networking groups for females	36.36	57.14	26.09	56.52
Actively encourage our female leaders to be external mentors for young women	27.27	42.86	17.39	34.78

## Principle 5. Enterprise Development, Supply Chain and Marketing Practices



Supplier diversity programmes include the regular reporting of gender splits, reviewing gender-sourcing policies, and sustainable supplier codes.



9 (40.91%) organisations have gender sensitive guidelines for marketing or subscribe to a voluntary code on responsible and dignified gender portrayal in marketing.

Methods Evaluating Gender-Related Barriers in Accessing Products and Services				
Methods	% of Organisations			
	2019	2018	2017	2016
Conduct customer research (for example, focus groups)	13.64	21.43	17.39	43.48
Review, analyse, and monitor customer complaints/feedback	13.64	21.43	17.39	30.43
Review purchasing behaviours	13.64	17.86	17.39	17.39

## Principle 6. Community Leadership and Engagement



21 (75.00%) organisations provided information regarding their support of community programmes which directly support women.

Community Programmes Directly Supporting Women				
Community Programmes	% of Organisations			
	2019	2018	2017	2016
Charitable donations (for example, time, product or monetary) to women's organisations	50.00	60.71	43.48	47.38
Sponsorship and funding to women's initiatives	36.36	46.43	39.13	47.38
External mentoring of young women	27.27	35.71	17.39	43.48

## Principle 7. Transparency, Measuring and Reporting



7 (31.82%) organisations would consider publicly releasing their equal employment opportunity metrics, such as their workplace profile, gender pay gap, and motherhood penalty gap.



13 (63.64%) organisations communicate their involvement with the UN Women's Empowerment Principles to their employees.

Support of UN Women's Empowerment Principles				
Communication of Support	% of Organisations			
	2019	2018	2017	2016
Communicate our involvement internally to our staff and update them regularly on activity in this area	63.64	67.86	52.17	60.87
Actively support initiatives that relate to the principles of UNWEPs and other gender-based programmes	50.00	60.71	43.48	56.52
Proudly include this information on our website	40.91	50.00	26.09	52.17
Communicate our involvement externally to our clients/customers/suppliers	63.64	42.86	26.09	34.78
Actively support UNWEPs by volunteering time and services	18.18	25.00	8.70	21.74



Many organisations reported that their work on gender equality has been featured in various publications and news sites, and frequently posted about on their social media and intranet pages. Others say it is their intention to publicise their commitment to gender equality on their website and recruitment ads.

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Full report available at: NZWRI ([www.workresearch.aut.ac.nz/reports-and-projects/survey-reports](http://www.workresearch.aut.ac.nz/reports-and-projects/survey-reports)); and NZ WEPs ([www.weps.org.nz/resources](http://www.weps.org.nz/resources)).