2021 New Zealand Women's Empowerment Principles

The aim of this survey is to uncover policies and practices within New Zealand organisations on behalf of the United Nations Women. This document provides a snapshot of key metrics of participating organisations that cover the application of the seven UN Women's Empowerment Principles and is part of a wider survey report.

Principle 1. Leadership promotes gender equality

A public commitment and statement of support was given towards gender equality in 86% of organisations by the CEO and/or the Board of Directors. 71% of organisations have a specific diversity strategy in place.

Since 2019, the median female representation on the Board and Senior Executive team levels have improved by 15.9% and 6.4%, respectively. Since 2017, there has been a 33.3% increase in female representation on the Board.

Median Female Representation: Percentage of Members				
Career Level	% of Organisations			
	2017	2018	2019	2021
Board of Directors	30.0	34.5	34.5	40.0
Senior Executive Team	35.0	43.0	39.0	41.5

A policy to actively recruit women is reported in 43% of organisations, with 7% planning to implement such a policy in the next 12 months. Examples of these policies and the proportion of organisations who have implemented them are provided in the table below. Since 2019, there has been an increase in the use of each of these policies.

Female Recruitment Programmes				
Programmes	% of Organisations			
	2017	2018	2019	2021
Conduct unconscious bias training	56.5	75.0	54.5	64.3
Include females on interview panel for every Senior Executive/Board of Director interview	43.5	60.7	36.4	71.4
Review gender profiles of end-to-end recruitment and selection process to identify any 'blockages'	39.1	46.4	36.4	42.9

Principle 2. Equal opportunity, inclusion and non-discrimination

Enhanced parental leave provisions are provided in 92% of organsations and policies to support women returning from parental leave are present in 100% of organisations.

64% of organisations have made calculations of the gender pay gap within their organisation. The table below illustrates the average and median gender pay gaps and highlights that more equal pay has been developing over time at both the average and median levels.

Gender pay gap analysis								
Male/female pay	% of Organisations							
	Average pay gap				Median pay gap			
	2017	2018	2019	2021	2017	2018	2019	2021
Lower quartile (%)	1.0	3.4	7.0	2.1	1.0	4.8	3.9	2.5
Median (%)	13.0	7.9	13.9	6.2	8.0	9.6	15.7	5.9
Upper quartile (%)	19.0	16.8	21.9	10.1	24.8	20.0	26.5	9.4
Average (%)	12.3	10.7	13.1	7.5	13.2	12.1	15.9	8.8

Principle 3. Health, safety and freedom from violence

Zero tolerance policies towards gender-based violence and harassment exist within 93% of organisations. These include extended domestic violence leave; flexibility of work; and counselling services.

Wellness strategies are present in 79% of organisations, and initiatives to ensure the safety of employees travelling to work after hours are present in 36% of organisations. Examples of these initiatives and the proportion of organisations who have implemented them are provided in the table below.

Actions/Initiatives to Ensure Safety of Employees Travelling After Hours				
Action/Initiative	% of Organisations			
	2017	2018	2019	2021
After hours safety policy	26.1	39.3	100.0	28.6
Escort to vehicle after business hours	26.1	32.1	50.0	35.7
Rideshare credits/taxi vouchers are provided	4.4	25.0	50.0	14.3

Principle 4. Educating and training

79% of organisations indicated that they take employees' family commitments into account when scheduling training and education programmes.

86% of organisations have formal education or training and professional development programmes, with 43% also monitoring the uptake of these programmes by gender. The types of formal education and training programmes used are presented in the table below.

Formal Talent Identification and Management Programmes				
Programmes	% of Organisations			
	2017	2018	2019	2021
We arrange internal mentoring of female employees	34.8	64.3	45.5	50.0
We run gender-specific networking groups for females	26.1	57.1	36.4	14.3
We actively encourage our female leaders to be external mentors for young women	17.4	42.9	27.3	42.9

Principle 5. Enterprise development, supply chain and marketing practices

36% of organisations currently operate a supplier diversity programme where they support suppliers who have a diverse workforce.

43% of organisations have gender sensitive guidelines for marketing or subscribe to a voluntary code on responsible and dignified gender portrayal in marketing.

The table below outlines methods used by 43% of organisations to search for gender-related barriers in accessing products and services. The proportion of organisations using method has increased since 2019.

Methods Evaluating Gender-Related Barriers in Accessing Products and Services				
Method	% of Organisations			
	2017	2018	2019	2021
Customer research eg. Focus groups	17.4	21.4	13.6	28.6
Review of purchasing behaviours	17.4	21.4	13.6	28.6
Review, analysis and monitoring of customer complaints/feedback	17.4	17.9	13.6	35.7

Principle 6. Community leadership and engagement

79% of organisations cooperate or partner with a variety of women's organisations, such as UN Women and Zonta.

The table below provides examples of the ways that 79% of organisations sponsor community programmes that directly support women. A greater proportion of organisations has adopted each method since 2019.

Support of Community Programmes Directly Supporting Women				
Method of support	% of Organisations			
	2017	2018	2019	2021
Charitable donations to women's organisations	17.4	21.4	13.6	28.6
Sponsorshop or funding to women's initiatives	17.4	21.4	13.6	28.6
External mentoring of young women	17.4	17.9	13.6	35.7

Principle 7. Transparency, measuring and reporting

79% of organisations publicly release their equal employment opportunity metrics.

Examples of how 57% of organisations demonstrate their support for the UN Women's Empowerment Principles are provided in the table below. The proportion of organisations who use each method of communication is also shown.

Support of UN Women's Empowerment Principles				
Communication of support	% of Organisations			
	2017	2018	2019	2021
Communicate involvement internally	52.2	67.9	63.6	35.7
Actively support initiatives that relate to the Principles	43.5	60.7	50.0	42.9
Proudly include this information on our website	26.1	50.0	40.9	14.3
Communicate our involvement externally	26.1	42.9	63.6	28.6
Support UN WEPs by volunteering time and services	8.7	25.0	18.2	7.1

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