

In support of

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## WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the  
UN Global Compact Office



**NEW ZEALAND  
WORK RESEARCH INSTITUTE**

## NZ WEPs Brown Bag Seminar

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View the report:

<https://workresearch.aut.ac.nz/women-empowerment>

# UN Women's Empowerment Principles

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2. Treat all women and men fairly at work – respect and support human rights and non-discrimination.

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5. Implement enterprise development, supply chain and marketing practices that empower women.
6. Promote equality through community initiatives and advocacy.

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5. Implement enterprise development, supply chain and marketing practices that empower women.
6. Promote equality through community initiatives and advocacy.
7. Measure and publicly report on progress to achieve gender equality.

# WEPs Survey

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- NZ WEPs survey 2023:
  - Sent to all UNWEPs signatories.
  - Continued focus on Māori/Pasifika women.
  - Added focus on women of other ethnic minorities and disabled women

# Limitations

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- Not necessarily comparing like with like across years.
- Limited focus on annual changes.
- Selection bias.
- Would like more signatories to complete the survey.



# Principle 1: Women in leadership



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Median Female Representation: Percentage of Members				
Career level	2019	2021	2022	2023
Board of Directors	34.5	40.0	40.0	50.0
Senior Executive Team	39.0	41.5	50.0	60.0

# Principle 1: Women in leadership

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Programmes used in Female Recruitment				
Programme	% Organisations			
	2019	2021	2022	2023
Conduct unconscious bias training	55	64	69	73
Include females on interview panel for every Senior Executive/Board of Director interview	36	71	54	64
Review gender profiles of end-to-end recruitment and selection process to identify any 'blockages'.	36	43	62	55

# Principle 1: Women in leadership

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## **Activities/strategies that contribute to women's empowerment**

*“We have a stated 40% target for female partners and are working on our overall diversity targets internally. A gender lens is applied to all of our leadership development programmes, performance management process, and salary and promotion rounds. We have a mandatory unconscious bias training programme for all staff and partners. We introduced a [diversity programme] in 2022 aimed at raising the profile of our internal diverse talent and increasing diversity in our leadership pipeline.”*

# Principle 1: Women in leadership

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## **Activities/strategies that contribute to women's empowerment**

*“When we list jobs, we use images of both men and women in the workplace. We ensure that advertisement wording is not biased towards one gender or the other. We use wording that actively promotes and encourages applications from women, we work with female recruitment partners. We have robust recruitment processes to avoid bias, and plan to move towards blind recruitment in the next 12 months.”*

## Principle 2: Gender equality at work



# Principle 2: Gender equality at work

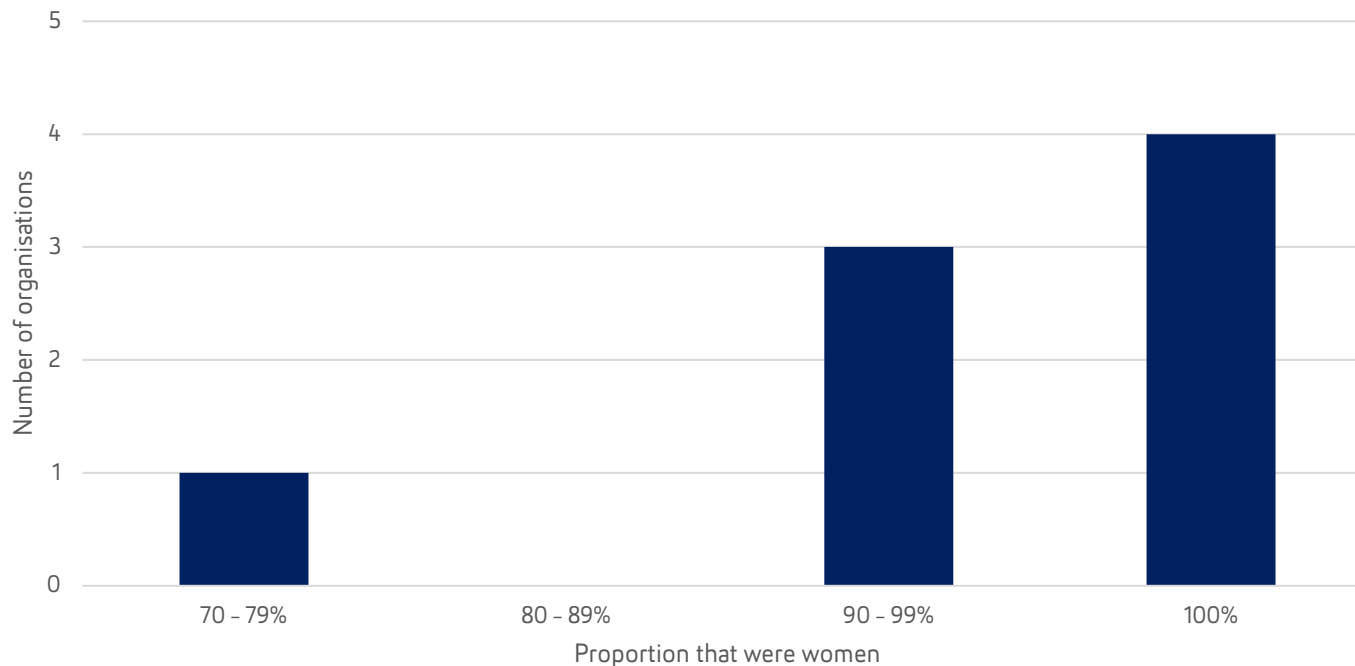
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	Lower quartile (%)	Median (%)	Upper quartile (%)	Average (%)
Average pay gap	2.6	6	13.2	7.5
Median pay gap	0	4.8	14.6	9.4
2022 Average	0.9	5.0	15.3	7.4
2022 Median	5.0	22.4	24.0	15.4

# Principle 2: Gender equality at work

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**Figure: Proportion of workforce that took statutory parental leave that were women**



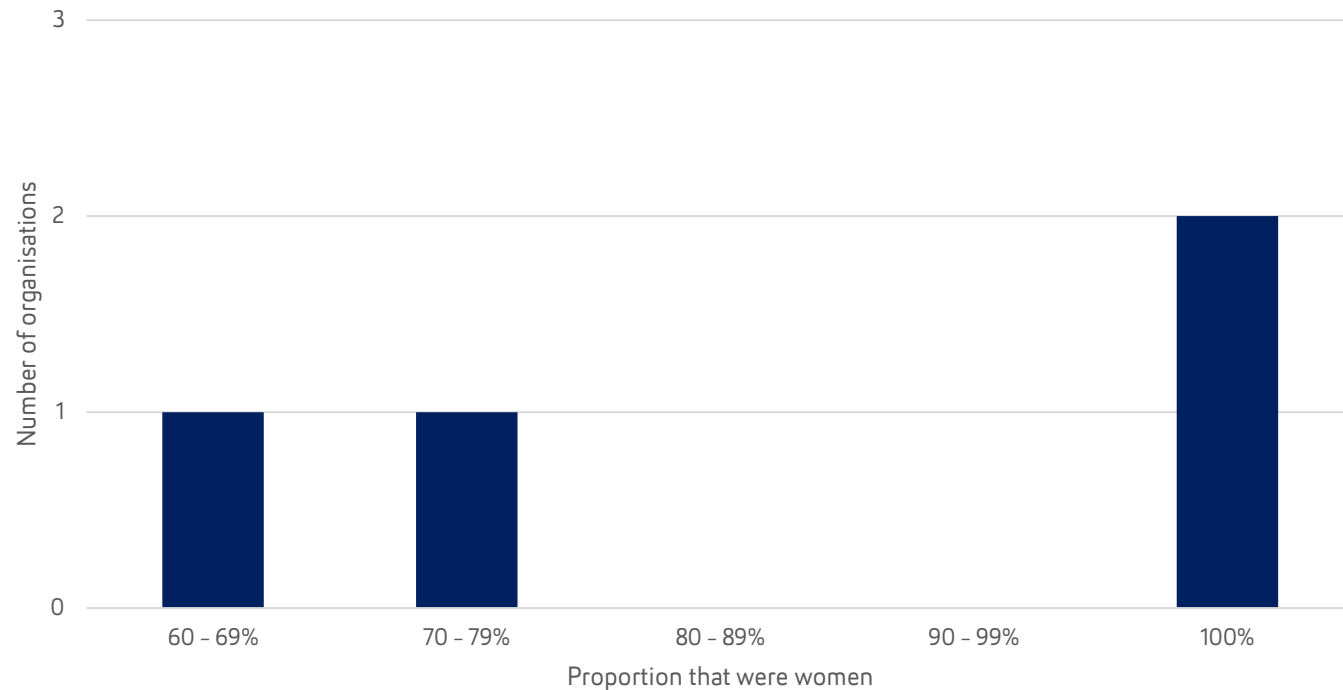
Note: the gender representation of employees taking statutory parental leave was provided by 8 organisations



## Principle 2: Gender equality at work

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**Figure: Proportion of workforce that took additional parental leave that were women**



Note: the gender representation of employees taking statutory parental leave was provided by 4 organisations

# Principle 2: Gender equality at work

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## Pay equity

*“We do [a pay-equity profiling] analysis during our remuneration review process each year, and report to the Board on outcomes, addressing any anomalies if needed through that process.”*

# Principle 2: Gender equality at work

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## Flexible work arrangements

*“We offer flexi-leave (ability to acquire more leave through salary sacrifice) alongside very generous flexibility policy to work from home up to 2 days per week. We have many employees working for teams from remote locations including [overseas and across NZ].”*

# Principle 2: Gender equality at work

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## Family-friendly policies

*“We have a number of community/base/camp family friendly activities and celebrations throughout the year. Each camp and base also have community services facilitators who can be accessed as a conduit to local support services if required. Networking groups exist across various camps and bases to support parents. Force for Families is also a comprehensive provider of discounts for [our organisation’s] community (local services, holiday accommodation, financial advice, and services etc).”*

# Principle 3: Health and wellbeing



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Actions/Initiatives to Ensure Safety of Employees Travelling After Hours				
Action Initiative	Organisations (%)			
	2019	2021	2022	2023
Escort to vehicle after business hours	50	36	46	36
Rideshare credits/taxi vouchers are provided	50	14	46	45

# Principle 3: Health and wellbeing

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## Workplace protection and support policies

*“We have a Domestic Violence (DV) policy, specific training provided each year, and compassionate leave available for DV-related issues. Our DV policy sets out how we will work with an individual to keep them safe*

*...*

*We can provide [employees] with up to 10 days paid compassionate leave so they can organise emergency childcare, attend medical, legal or counselling appointments, or to organise relocation.”*

# Principle 4: Training and development





# Principle 4: Training and development

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Formal Talent Identification and Management Programmes				
Programme	Organisations (%)			
	2019	2021	2022	2023
We arrange internal mentoring of female employees	46	50	62	45
We run gender-specific networking groups for women	36	14	46	64
We actively encourage our female leaders to be external mentors for young women	27	43	46	73

# Principle 4: Training and development

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Formal talent identification and management programmes for Māori and/or Pasifika; other ethnic minority; and disabled	
Programme	Organisations (%)
We arrange internal mentoring female employees	45
We run gender-specific networking groups for women	45
We actively encourage our female leaders to be external mentors for young women	55

# Principle 4: Training and development

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## Formal development programmes

*“Our Learning & Development framework is fully funded by the company. We provided \$1,000 per staff member, per year regardless of role and gender, tailored to suit individual needs. We also pay for industry membership fees and support attendance of conferences and seminars that support an employee's professional [requirements]...”*

# Principle 4: Training and development

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## Scheduling training programmes

*“We avoid scheduling in school holidays where possible and always try to provide remote-in options for people unable to travel into the office. We often switch to full Zoom/Teams delivery to provide a more consistent experience for all people attending. We extend invitations to key events / training opportunities for people on parental leave. That is always done without the expectation of attending, but it does acknowledge that some wish to stay more connected to the business than others when on parental leave.”*

# Principle 5: Marketing and supply



# Principle 5: Marketing and supply

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Methods Evaluating Gender-Related Barriers in Accessing Products and Services				
Method	Organisations (%)			
	2019	2021	2022	2023
Customer research, e.g., Focus groups	14	29	31	27
Review of purchasing behaviours	14	29	15	18
Review, analysis and monitoring of customer complaints/feedback	14	29	15	36

# Principle 5: Marketing and supply

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## Portrayal of women in marketing

*“[We] work closely with an external agency to ensure current market research (with a gender and ethnicity lens) is taken to better understand drivers and barriers for joining the [our organisation] and marketing and communications campaigns are tailored to this. In addition [our public affairs team] also has guidelines around gender in their communications.”*

# Principle 5: Marketing and supply

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## Supplier diversity programmes

*“...we ask a series of questions around ESG (Environment, Social and Governance) which include questions like:*

- Provide the percentage gender split of your Board and Senior Management team.*
- Confirm whether your organisation has an anti-discrimination policy in place covering gender, national origin, religion, race, and disability.*
- Confirm your organisation has a policy in place ensuring you and your suppliers comply with relevant local/national laws and regulations in relation to human rights which include not engaging in child labour or forced labour in any form.*
- Detail any positive impact or involvement your company has in your local community.*

*.”*



# Principle 6: Community leadership and engagement



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Support of Community Programmes Directly Supporting Women				
Method of support	Organisations (%)			
	2019	2021	2022	2023
Charitable donations to women's organisations	14	79	85	82
Sponsorship or funding to women's initiatives	14	64	69	64
External mentoring of young women	14	36	31	55

# Principle 6: Community leadership and engagement

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Support of Community Programmes Directly Supporting Māori and/or Pasifika Women; other ethnic minority; and/or disabled

Method of support	Organisations (%)
	2023
Charitable donations to women's organisations	55
Sponsorship or funding to women's initiatives	45
External mentoring of young women	45

## **Principle 6: Community leadership and engagement**

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*“Providing services [free-of-charge] to a number of organisations supporting women”*

# Principle 7: Public reporting



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Support of UN Women's Empowerment Principles				
Communication of support	Organisations (%)			
	2019	2021	2022	2023
Actively support initiatives that relate to Principles	50	43	69	55
Proudly include this information on our website	41	14	77	64
Communicate our involvement externally	64	29	62	36

# Principle 7: Public reporting

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Reported employment opportunity metrics				
Metric	Organisations (%)			
	2019	2021	2022	2022
Gender pay gap	50	43	54	55
Ethnic pay gap	41	14	15	27
Motherhood penalty	64	29	8	0

# Principle 7: Public reporting

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## Espousal of UN WEPs principles

*“Time to promote, access to development opportunities, etc. We produce more detailed annual reports and deep dives into specific workforce areas (like particular streams or services or function groups/areas). Executive boards also look at some gender data including age, gender pay gap, attrition, and representation.”*



# Thanks for listening!



Find the report and report summary on our website:  
<https://workresearch.aut.ac.nz/women-empowerment>