



UN Women's Empowerment Principles Survey 2017 – Selected Results

The aim of this survey is to uncover policies and practices within **New Zealand's Largest Organisations** on behalf of the **United Nations Women**. Findings from **twenty-three** 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 **eighteen** organisations (**78.26%**).



Since 2015, the median percentage of females at the Board and Senior Executive team levels have improved by **13.00%** and **2.00%**, respectively.

Female Recruitment Programmes			
Programmes	% of Organisations		
	2017	2016	2015
Conduct unconscious bias training	56.52	52.17	81.25
Inclusion of female on interview panel for every Senior Executive/Board Interview/appointment	43.48	47.83	56.25
Target/goal (quota) to achieve over time	39.13	43.48	43.75

Principle 2. Equal Opportunity, Inclusion and Non-Discrimination



Enhanced parental leave provisions over and above statutory legislation are provided in **thirteen** organisations (**56.52%**).



The average pay gap between male and female employees is **12.33%**.

Pay Equity Profiling Analysis			
Analysis	% of Organisations		
	2017	2016	2015
Comparison of percentage increases for males and females with the same performance rating/grade	43.38	43.48	50.00
Analysis of pay progression performance outcomes and the link to pay progression for males and females	34.78	39.13	50.00
Comparison of starting pay rates for males and females doing the same job	26.09	39.13	16.67

Principle 3. Health, Safety and Freedom from Violence



Zero tolerance policies towards gender-based violence and harassment exist within **seventeen** organisations (**73.91%**). **Seven** organisations (**30.43%**) have workplace protection and domestic violence policies.



Thirteen organisations (**56.52%**) have wellness strategies. Common health awareness campaigns include breast and cervical cancers, endometriosis, nutrition, and financial wellness.

Actions/Initiatives to Ensure Safety of Employees Travelling After Hours			
Actions/Initiatives	% of Organisations		
	2017	2016	2015
We have a specific safety policy and process that applies after hours (e.g. securing the workplace and placing security guards)	26.09	60.87	50.00
Female workers can elect to be escorted to their vehicle by security personnel after business hours	26.09	8.70	22.73
Workers are provided with taxi chits when working late shifts to ensure they are safely escorted home when public transport is less accessible	4.35	34.78	50.00

Principle 4. Education and Training



In 2017, there is more consideration for family commitments when scheduling training programmes in comparison to 2015.



In 2017, there are fewer formal talent identification and management programmes in comparison to 2015 and 2016.

Formal Talent Identification and Management Programmes			
Activities	% of Organisations		
	2017	2016	2015
Arrange internal mentoring for female employees	34.78	56.52	54.55
Organise gender-specific internal networking groups for females	26.09	56.52	36.36
Actively encourage female leaders to be external mentors for young women	17.39	34.78	31.82

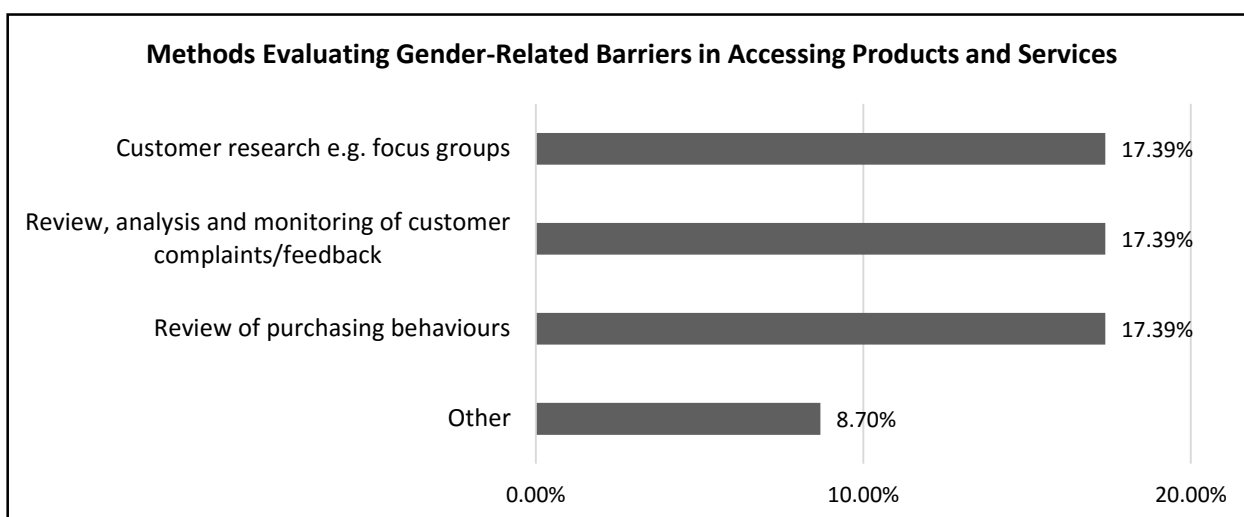
Principle 5. Enterprise Development, Supply Chain and Marketing Practices



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



Five organisations (**21.74%**) search for gender-related barriers in accessing products and services.



Principle 6. Community Leadership and Engagement



Gender is identified as one of the key drivers used in defining the approach to community programmes in **four** organisations (**17.39%**).

Community Programmes Directly Supporting Women			
Community Programmes	% of Organisations		
	2017	2016	2015
Charitable donations (time, product or monetary) to women's organisations	43.48	47.38	63.16
Sponsorship and funding to women's initiatives	39.13	47.38	36.84
Graduate/school leaver programmes aimed at young women	21.74	34.78	31.58

Principle 7. Transparency, Measuring and Reporting



Nine organisations (39.13%) would consider publicly releasing their equal employment opportunity metrics.

Support of UN Women's Empowerment Principles			
Communication of Support	% of Organisations		
	2017	2016	2015
Communicate involvement internally to staff and update them regularly on activity in this area	52.17	60.87	54.55
Actively support initiatives that relate to the principles of UNWEPS and other gender-based programmes	43.48	56.52	50.00
Proudly include this information on website	26.09	52.17	36.36

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