NEW ZEALAND WORK RESEARCH INSTITUTE

NZ WEPs Brown Bag Webinar

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View the report: https://workresearch.aut.ac.nz/women-empowerment

AUT RESEARCH & INNOVATION

UN Women's Empowerment Principles

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6. Promote equality through community initiatives and advocacy

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6. Promote equality through community initiatives and advocacy

7. Measure and publicly report on progress to achieve gender equality

NZ WEPs Survey

- There are two purposes of the NZ WEPS survey and its report:
  - To highlight trends across time in the application of the principles
  - To provide case studies/examples of how NZ organisations apply the principles in their workplaces

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- NZ WEPs survey 2021:
  - Sent to all UNWEPS signatories
  - Added focus on Māori/Pasifika women
  - Added focus on organisations' responses to March 2020 lockdown

Limitations

- 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

Median Female Representation: Percentage of Members				
Career Level	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**

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Principle 1: Women in leadership

Female Recruitment Programmes				
Programme	**% 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**

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Principle 1: Women in leadership

Activities/strategies that contribute to women's empowerment

"We have mentoring programmes. This supports empowerment through upskilling women. We have a leadership centre and training programmes – this teaches all how to be great leaders and empowers men and women to perform well in leadership roles."

Principle 1: Women in leadership

Activities/strategies that contribute to women's empowerment

"Examples include: [Inviting] potential female leaders from across the business to take a strength-based approach to self-development and grow as leaders throughout a six-month programme."

Principle 2: Gender equality at work

Gender pay gap analysis								
Male/female pay	**Average pay gap**				**Median pay gap**			
	2017	2018	2019	**2021**	2017	2018	2019	**2021**
Average (%)	12.3	10.7	13.1	**7.5**	13.2	12.1	15.9	**8.8**

Principle 2: Gender equality at work

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Principle 2: Gender equality at work

Parental leave provision	Organisations (%)			
	2017	2018	2019	**2021**
We provide as additional payment (over and above statutory paid leave) to mothers/primary caregivers	39.1	53.6	59.1	**57.1**
We provide additional leave (over and above statutory paid leave) to mothers/primary caregivers	39.1	32.1	36.4	**50.0**

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Principle 2: Gender equality at work

Pay equity

"[We are] currently designing a Pacific Financial literacy programme. We look at both the Gender Pay Gap and The Ethnic Pay Gaps (and also at pay gaps by both these things combined). In 2021/22 we are planning to develop an Action Plan to address the Ethnic Pay Gaps."

Principle 2: Gender equality at work

Family-friendly policies during Covid-19 lockdown

"We have introduced resources and support for all employees working at home during lockdowns, including parents working at home while caring for children. This includes resources and tips to assist in keeping children busy, recorded webinars with practical tips and guidance, people leader support for employees who may need more flexibility in their working hours and/or patterns, and additional wellbeing support."

Principle 3: Health and wellbeing

Actions/Initiatives to Ensure Safety of Employees Travelling After Hours				
Action/Initiative	**% Organisations**			
	2017	2018	2019	**2021**
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**

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Principle 3: Health and wellbeing

Workplace protection and support policies

"We [provide] enhanced support for team members experiencing family violence, through providing extra paid leave and accommodation entitlements and a new digital training course. The training is designed for team members to learn the warning signs of domestic violence, how to stay safe and get help, and how to help others."

Principle 4: Training and development

Formal Talent Identification and Management Programmes				
Programme	**% 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 women	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 4: Training and development

Formal Talent Identification and Management Programmes				
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Principle 4: Training and development

Formal Talent Identification/Management Programmes for Māori/Pasifika women	% Organisations
We arrange internal mentoring of Māori/Pasifika female employees	21.4
We run specific networking groups for Māori/Pasifika female employees	14.3
We actively encourage our female leaders to be external mentors for young Māori/Pasifika women	21.4

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We run specific networking groups for Māori/Pasifika female employees	14.3
We actively encourage our female leaders to be external mentors for young Māori/Pasifika women	21.4

Principle 4: Training and development

Formal development programmes

"[We provide a] a major learning programme offering all [employees] the opportunity to gain a globally recognised qualification… We offer other talent development programmes to build the capability and experience of our colleagues. We also offer cultural intelligence training and run a Māori leadership programme."

Principle 4: Training and development

Scheduling training programmes

"We are mindful of the day of the week/school holidays etc. when scheduling training (sessions are facilitated AM and PM to provide employees with choice). Training is only ever offered between 9am and 5pm, and if the training does go over, employees are given plenty of notice and choice to attend or not... Training that is held offsite is always held in a location which is accessible to all. Parking is also a consideration."

Principle 5: Marketing and supply

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 5: Marketing and supply

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Principle 5: Marketing and supply

Portrayal of women in marketing

"The brand and marketing teams adhere to specific guidelines regarding the portrayal of customers and employees in our communications - this includes both internally and externally, and any communications go through stringent review before being approved for use."

"We require a balance in all casting across ages, genders and races."

Principle 5: Marketing and supply

Supplier diversity programmes

"[We] have a Sustainable Supplier code which requires our suppliers to comply with minimum standards regarding ethical business, human rights, health and safety, environment, and people and community. [Our] current supplier diversity [survey measures the number of our suppliers in categories: Māori or Pasifika; Businesses owned by women; Social enterprises; and Disability- and LGBT+-confident enterprises."

Principle 6: Community initiatives

Support of Community Programmes Directly Supporting Women				
Method	**% of Organisations**			
	2017	2018	2019	**2021**
Charitable donations to women's organisations	43.5	60.7	50.0	**78.6**
Sponsorship or funding of women's initiatives	39.1	46.4	36.4	**64.3**
External mentoring of young women	17.4	35.7	27.3	**35.7**

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Principle 6: Community initiatives

Support of Community Programmes Directly Supporting Māori/Pasifika Women	% Organisations
Charitable donations to Māori/Pasifika women's organisations	14.3
Sponsorship or funding of Māori/Pasifika women's initiatives	14.3
External mentoring of young Māori/Pasifika women	14.3

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External mentoring of young Māori/Pasifika women	14.3

Principle 6: Community initiatives

Community initiatives that support women

"[Our] Graduate Programme aims for a 50:50 gender ratio in its recruitment and focuses on generating a female talent pipeline in areas of the business that naturally have less. Every employee is entitled to one volunteer day a year to work with a charity of their choice."

Principle 7: Public reporting

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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Principle 7: Public reporting

Reported employment opportunity metrics				
Metric	**% of Organisations**			
	2017	2018	2019	**2021**
Gender pay gap	43.5	60.7	50.0	**42.9**
Ethnic pay gap	26.1	50.0	40.9	**14.3**
Motherhood penalty	26.1	42.9	63.6	**28.6**

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Principle 7: Public reporting

Espousal of UN WEPs

"As part of our commitment to gender pay equity, [we have] a specific space for this on our external page… [we] measure and report [this] publicly on our progress each year. In addition, our Executive Team sends out regular emails via their offices with updates on where [we] are at with gender pay gap, women in leadership and gender equity progress, and any specific initiatives that their Business Units may be involved in to progress the discussion and focus. Our internal social media site is another quick and easy place… to survey sentiment on how [we] are doing in the space of women's empowerment."

Thanks for listening!

Find the report and report summary at our website:

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