



UN Women's Empowerment Principles Survey 2018

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 28 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 27 (96.43%) organisations. 20 (71.43%) organisations have a specific diversity strategy in place.



Since 2016, the median percentage of females at the Board and Senior Executive team levels have improved by 38.00% and 43.33%, respectively.

Median Female Representation: Percentage of Members			
Career Level	% of Organisations		
	2018	2017	2016
Board of Directors	34.5	30.00	25.00
Senior Executive Team	43.00	35.00	30.00



A policy to actively recruit women is reported in 15 (53.57%) organisations.

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



As a result of these programmes, 12 (42.86%) organisations are seeing an increase in women selected for leadership roles.

Principle 2. Equal Opportunity, Inclusion and Non-Discrimination



Enhanced parental leave provisions over and above statutory legislation are provided in 21 (75.00%) organisations. Policies to support women returning from parental leave are present in 26 (92.86%) organisations.



The average pay gap between male and female employees is 10.69%, based on statistics from 22 (78.57%) of organisations.



21 (75.00%) organisations have a gender pay equity profile.

Pay Equity Profiling Analysis			
Analysis	% of Organisations		
	2018	2017	2016
Comparison of percentage increases for males and females with the same performance rating/grade	60.71	43.38	43.48
Analysis of pay progression performance outcomes and the link to progression for males and females	50.00	34.78	39.13
Comparison of starting pay rates for males and females doing the same job	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 24 (85.71%) organisations. 16 (57.14%) organisations have workplace protection and domestic violence policies.



19 (67.86%) organisations have wellness strategies. Common health awareness campaigns include breast and cervical cancers, nutrition, mental and financial wellness.

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

Principle 4. Education and Training



In 2018, 21 (75.00%) organisations consider family commitments when scheduling training programmes, in comparison to 15 (65.22%) organisations in 2017.



In 2018, 21 (75.00%) organisations have formal talent identification and management programmes, in comparison to 10 (43.48%) organisations in 2017.

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



10 (35.71%) organisations have gender sensitive guidelines for marketing or subscribe to a voluntary code on responsible and dignified gender portrayal in marketing.



Seven (25.00%) organisations search for gender-related barriers in accessing products and services.

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

Principle 6. Community Leadership and Engagement



Gender is identified as one of the key drivers used in defining the approach to community programmes in seven (25.00%) organisations.



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		
	2018	2017	2016
Charitable donations (for example, time, product or monetary) to women's organisations	60.71	43.48	47.38
Sponsorship and funding to women's initiatives	46.43	39.13	47.38
External mentoring of young women	35.71	17.39	43.48



26 (92.86%) organisations co-operate or partner with a wide variety of women's organisations.

Principle 7. Transparency, Measuring and Reporting



13 (46.43%) organisations would consider publicly releasing their equal employment opportunity metrics.

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



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