

In support of

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the
UN Global Compact Office

[New Zealand 2023](#)

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

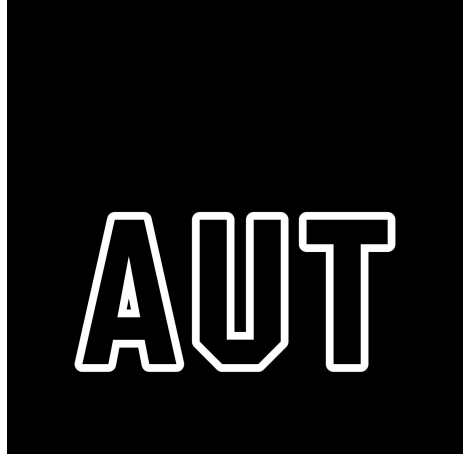
A public commitment and statement of support was given towards gender equality in 92% of organisations by the CEO and/or the Board of Directors. 62% of organisations have a specific diversity strategy in place.

From 2022, the median female representation on the Board of Directors level has improved by 25%. From 2019, there has been a 45% increase in female representation on the Board, and a 28% increase in female representation on the Senior Executive Team.

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	50.0

A policy to actively recruit women is reported in 73% of organisations. Examples of these policies and the proportion of organisations who have implemented them are provided in the table below. Since 2022, there has been an increase in the use of two out of three of these policies.

Female Recruitment Programmes				
Programmes	% of 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 2

**Equal opportunity,
inclusion and
non-discrimination**

Enhanced parental leave provisions are provided in 100% of organisations, 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 average and median gender pay gaps, and highlights that more equal pay has been developing over time at median levels. Comparing the average pay gap over time suggests the overall pay gap has been increasing, although this has been decreasing at the higher end of pay gaps.

Gender Pay Gap Analysis								
Male to female pay	Average pay gap				Median pay gap			
	2019	2021	2022	2023	2019	2021	2022	2023
Lower quartile (%)	7.0%	2.1%	0.9%	2.6%	3.9%	2.5%	5.0%	0%
Median (%)	13.9%	6.2%	5.0%	6%	15.7%	5.9%	22.4%	6%
Upper quartile (%)	21.9%	10.1%	15.3%	13.2%	20.0%	26.5%	24.0%	13.2%
Average (%)	13.1%	7.5%	7.4%	7.5%	12.1%	15.9%	15.4%	7.5%



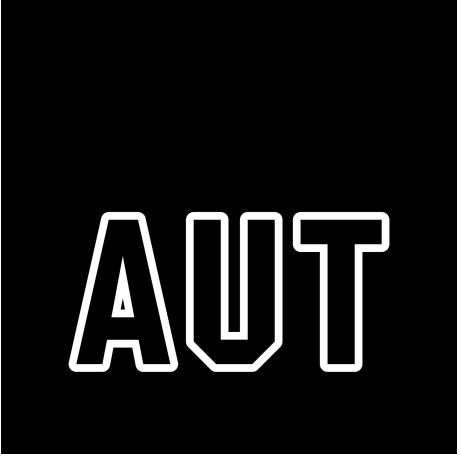
Principle 3

**Health, safety and
freedom from
violence**

Zero tolerance policies towards gender-based violence and harassment exist within 100% of organisations. These include extended domestic violence leave, flexibility of work, and counselling services.

Wellness strategies are present in 100% of organisations, 64% of organisations also ensure the safety of employees travelling after hours. 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			
	2019	2021	2022	2023
After hours safety policy	100	29	46	55
Escort to vehicle after business hours	50	35.7	46	36
Rideshare credits/taxi vouchers are provided	50	14	46	45



Principle 4



Education and training

91% of organisations indicated that they take employees' family commitments into account when scheduling training and education programmes.

91% of organisations have formal education or training and professional development programmes. The types of formal education and training programmes used are presented in this table.

Formal Talent Identification and Management Programmes				
Programmes	% of Organisations			
	2019	2021	2022	2023
Arrange internal mentoring of female employees	46	50	62	45
Run gender-specific networking groups for females	36	14	46	64
Actively encourage female leaders to be external mentors for young women	27	43	46	73

Principle 5



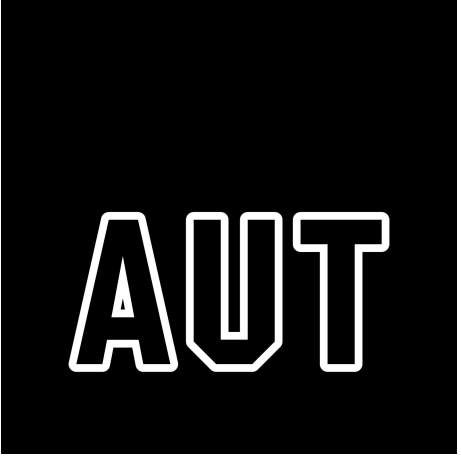
Enterprise development, supply chain and marketing practices

27% of organisations currently operate a supplier diversity programme where they support suppliers who have a diverse workforce.

27% 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 36% of organisations to search for gender-related barriers in accessing products and services.

Methods Evaluating Gender-Related Barriers in Accessing Products and Services				
Method	% of 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 6



Community leadership and engagement

100% of organisations co-operate or partner with a variety of women's organisations, such as UN Women and Diversity Works NZ.

This table provides examples of the ways that 100% of organisations sponsor community programmes that directly support women. A greater proportion of organisations have adopted most methods since 2019.

Support of Community Programmes Directly Supporting Women				
Method of support	% of 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 7



Transparency, measuring and reporting

73% of organisations publicly release their equal employment opportunity metrics.

Examples of how 91% 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 below.

Support of UN Women's Empowerment Principles				
Communication of support	% of 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