

In support of

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the
UN Global Compact Office



**NEW ZEALAND
WORK RESEARCH INSTITUTE**

NZ WEPs Brown Bag Seminar

Professor Gail Pacheco and Douglas Yee

View the report:

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

UN Women's Empowerment Principles

1. Establish high-level corporate leadership for gender equality.
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 2022:
 - Sent to all UNWEPs signatories.
 - Continued focus on Māori/Pasifika women.
 - Continued focus on organisations' responses to COVID-19 alert level changes.

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



Principle 1: Women in leadership

Median Female Representation: Percentage of Members				
Career level	2018	2019	2021	2022
Board of Directors	34.5	34.5	40.0	40.0
Senior Executive Team	43.0	39.0	41.5	50.0

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Programmes used in Female Recruitment				
Programme	% Organisations			
	2018	2019	2021	2022
Conduct unconscious bias training	75	55	64	69
Include females on interview panel for every Senior Executive/Board of Director interview	61	36	71	54
Review gender profiles of end-to-end recruitment and selection process to identify any 'blockages'.	46	36	43	62

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Principle 1: Women in leadership

Activities/strategies that contribute to women's empowerment

“We openly communicate our support and commitment to the recruitment of women into leadership positions. This is done through multiple ways: we often utilise significant moments such as International Women's Day, the launch of our Sustainability Report, and more to [tell our story about] our commitment to achieving our targets and how we [track these] and what clear actions we are using to further this endeavour. Furthermore, we have clear measures that are presented as part of monthly reports to the organisation that is another avenue that we use to share this message.”

Principle 1: Women in leadership

Activities/strategies that contribute to women's empowerment

“We review university stats on proportion of male and female students to understand the pipeline of [industry] students coming through and how this is represented in our hiring numbers at graduate level. We review how these figures change over time (e.g., females represent approximately 64% of all [industry] students, 53% of our [senior staff], but only 35% of [industry executives/owners]).”

Principle 2: Gender equality at work



Principle 2: Gender equality at work

	Lower quartile (%)	Median (%)	Upper quartile (%)	Average (%)
Average pay gap	0.9	5.0	15.3	7.4
Median pay gap	5.0	22.4	24.0	15.4

Principle 2: Gender equality at work

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Principle 2: Gender equality at work

Parental leave provision	Organisations (%)			
	2018	2019	2021	2022
We provide an additional payment (over and above statutory paid leave) to mothers/primary caregivers	54	59	57	69
We provide additional leave (over and above statutory paid leave) to mothers/primary caregivers	39	36	50	38

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Principle 2: Gender equality at work

Pay equity

“Pay equity is reviewed annually as part of our annual remuneration process and reported to the Remuneration and Diversity Committees and the Board. We are also currently considering participation and registration with Mind the Gap.”

Principle 2: Gender equality at work

Family-friendly policies during the Covid-19 lockdown

- “
- *We host Christmas events that include gifts given to all employees' children.*
 - *We send care packages to families in isolation that are tailored to each family's needs, e.g., children's activities are included relative to the children's age.*
 - *Our social club organises events that are family-friendly, e.g., bowling.*
 - *We have provided parenting workshops in paid work hours, led by Parenting Place for all our staff to attend for free.*
 - *We support local charity, Project Esther, that helps families with support in crisis.*
- ”

Principle 3: Health and wellbeing



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Actions/Initiatives to Ensure Safety of Employees Travelling After Hours

Action Initiative	Organisations (%)			
	2018	2019	2021	2022
Escort to vehicle after business hours	32	50	36	46
Rideshare credits/taxi vouchers are provided	25	50	14	46

Principle 3: Health and wellbeing

Workplace protection and support policies

“We have a domestic violence policy implemented in 2019. Employees affected by domestic abuse can access up to 10 days paid leave for medical appointments, legal appointments and other activities related to domestic abuse. We offer a range of additional support including the ability to change work contact details and flexibility in work.”

Principle 4: Training and development



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Formal Talent Identification and Management Programmes				
Programme	Organisations (%)			
	2018	2019	2021	2022
We arrange internal mentoring of female employees	64	46	50	62
We run gender-specific networking groups for women	57	36	14	46
We actively encourage our female leaders to be external mentors for young women	43	27	43	46

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Principle 4: Training and development

Formal talent identification and management programmes for Māori and/or Pasifika				
Programme	Organisations (%)			
	2018	2019	2021	2022
We arrange internal mentoring of Māori and/or Pacific female employees	64	46	50	15
We run gender-specific networking groups for Māori and/or Pacific women	57	36	14	8
We actively encourage our female leaders to be external mentors for young women	43	27	43	31

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Principle 4: Training and development

Formal development programmes

“[A major learning programme] offering all colleagues the opportunity to gain a globally recognised qualification. [This] qualification is valuable to all colleagues not just during their time at our organisation, but throughout their entire [industry] careers. [A career development pathway] that provides [staff] an opportunity to move through 9 accreditation levels. The Distinctive Leadership Programme is our enterprise-wide leadership programme, and we offer other talent development programmes to build the capability and experience of our colleagues. We offer cultural intelligence training and run a Māori leadership programme and our awardwinning Māori leadership programme.”

Principle 4: Training and development

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.”

Principle 5: Marketing and supply



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Methods Evaluating Gender-Related Barriers in Accessing Products and Services

Method	Organisations (%)			
	2018	2019	2021	2022
Customer research, e.g., Focus groups	21	14	29	31
Review of purchasing behaviours	21	14	29	15
Review, analysis and monitoring of customer complaints/feedback	18	14	29	15

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Principle 5: Marketing and supply

Portrayal of women in marketing

“We support and adhere strongly to Advertising Standards Authority's responsible marketing code which has specific sections on gender & ethnicity within Principle 1, section 1c. In 2020, The [our global organisation] took a global stance against hate speech on social media and paused all paid advertising on social platforms. [We] took part in this locally, and we also supported as [our local organisation] with our New Zealand brands. The pause has since been lifted on all platforms apart from Reddit and Tik Tok. “

Principle 5: Marketing and supply

Supplier diversity programmes

“One of our key partnership priorities is to partner with organisations that have similar values and mission as [us], which is to put people first and promote equity, equal opportunities, and diversity in [our] industry.”

Principle 6: Community leadership and engagement



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Support of Community Programmes Directly Supporting Women				
Method of support	Organisations (%)			
	2018	2019	2021	2022
Charitable donations to women's organisations	21	14	79	85
Sponsorship or funding to women's initiatives	21	14	64	69
External mentoring of young women	18	14	36	31

Principle 6: Community leadership and engagement

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Principle 6: Community leadership and engagement

Support of Community Programmes Directly Supporting Māori and/or Pasifika Women

Method of support	Organisations (%)	
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External mentoring of young women	14	46

Principle 6: Community leadership and engagement

Support of Community Programmes Directly Supporting Māori and/or Pasifika Women

Method of support	Organisations (%)	
	2021	2022
Charitable donations to women's organisations	14	31
Sponsorship or funding to women's initiatives	14	23
External mentoring of young women	14	46

Principle 6: Community leadership and engagement

“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 (%)			
	2018	2019	2021	2022
Actively support initiatives that relate to Principles	61	50	43	69
Proudly include this information on our website	50	41	14	77
Communicate our involvement externally	43	64	29	62

Principle 7: Public reporting

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Actively support initiatives that relate to Principles	61	50	43	69
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Principle 7: Public reporting

Reported employment opportunity metrics

Metric	Organisations (%)			
	2018	2019	2021	2022
Gender pay gap	61	50	43	54
Ethnic pay gap	50	41	14	15
Motherhood penalty	53	64	29	8

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Principle 7: Public reporting

Espousal of UN WEPs principles

“We refer to our commitment to the UN WEPS on our intranet, in tenders, pitches and credentials documents. We talk about it with our graduate applicants coming through and in our [women and allies’ group].”

Thanks for listening!



Find the report and report summary on our website:
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