NEW ZEALAND
WORK RESEARCH INSTITUTE

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In support of

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the UN Global Compact Office

New Zealand 2022

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 2021, the median female representation on the Senior Executive team level has improved by 20.5%. From 2018, there has been a 15.9% increase in female representation on the Board, and a 16.3% increase in female representation on the Senior Executive Team.

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

A policy to actively recruit women is reported in 77% of organisations. Examples of these policies and the proportion of organisations who have implemented them are provided in the table below. Since 2021, there has been in an increase in the use of two out of three of these policies.

Female Recruitment Programmes				
Programmes	% of 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

Principle 2 — Equal opportunity, inclusion and non-discrimination

Enhanced parental leave provisions are provided in 92% of organisations, and policies to support women returning from parental leave are present in 100% of organisations.

69% 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 both the average and median levels.

| Gender Pay Gap Analysis								
Male to female pay	Average pay gap				Median pay gap			
	2018	2019	2021	2022	2018	2019	2021	2022
Lower quartile (%)	3.4%	7.0%	2.1%	0.9%	4.8%	3.9%	2.5%	5.0%
Median (%)	7.9%	13.9%	6.2%	5.0%	9.6%	15.7%	5.9%	22.4%
Upper quartile (%)	16.8%	21.9%	10.1%	15.3%	24.8%	20.0%	26.5%	24.0%
Average (%)	10.7%	13.1%	7.5%	7.4%	13.2%	12.1%	15.9%	15.4%

Principle 3 — Health, safety and freedom from violence

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

Wellness strategies are present in 92% of organisations, with the remaining 8% of organisations planning to implement such strategies within the next 12 months. 69% 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			
	2018	2019	2021	2022
After hours safety policy	39	100	29	46
Escort to vehicle after business hours	32	50	35.7	46
Rideshare credits/taxi vouchers are provided	25	50	14	46
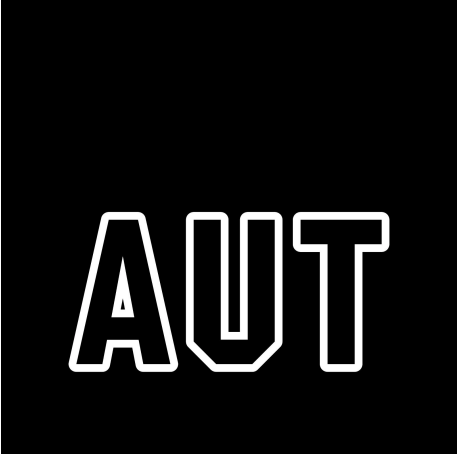
Principle 4 — Education and training

77% of organisation indicated that they take employees' family commitments into account when scheduling training and education programmes.

77% of organisations have formal education or training and professional development programmes, with a further 8% planning to implement such programmes within the next 12 months. The types of formal education and training programmes used are presented in this table.

| Formal Talent Identification and Management Programmes				
Programmes	% of Organisations			
	2018	2019	2021	2022
Arrange internal mentoring of female employees	64	46	50	62
Run gender–specific networking groups for females	57	36	14	46
Actively encourage female leaders to be external mentors for young women	43	27	43	46

Principle 5 — Enterprise development, supply chain and marketing practices

23% of organisations currently operate a supplier diversity programme where they support suppliers who have a diverse workforce.

45% 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 38% 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			
	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
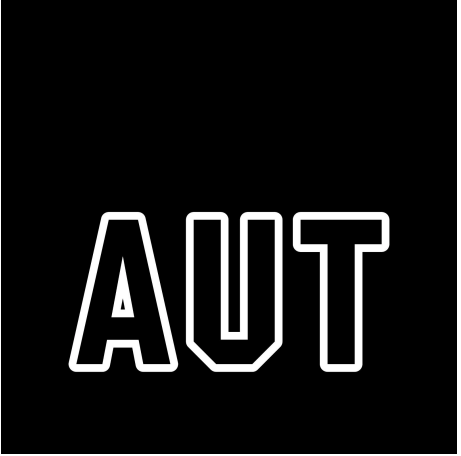
Principle 6 — Community leadership and engagement

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 has adopted most methods since 2021.

Support of Community Programmes Directly Supporting Women				
Method of support	% of 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 7 — Transparency, measuring and reporting

54% of organisations publicly release their equal employment opportunity metrics.

Examples of how 54% 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			
	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