



**NEW ZEALAND
WORK RESEARCH INSTITUTE**

NZ WEPs Brown Bag Webinar

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

UN Women's Empowerment Principles

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6. Promote equality through community initiatives and advocacy

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3. Ensure the health, safety and wellbeing of all women and men workers
4. Promote education, training and professional development for women
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

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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 - 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
- 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 |

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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 |

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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 |

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 |

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

| Methods Evaluating Gender-Related Barriers in Accessing Products and Services | | | | |
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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 |

Principle 6: Community initiatives

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Principle 6: Community initiatives

| Support of Community Programmes Directly Supporting Māori/Pasifika Women | % Organisations |
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| 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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|--|-----------------|
| 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 |

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 |

Principle 7: Public reporting

| Reported employment opportunity metrics | | | | |
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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>