



4 September 2019

To all BPW New Zealand members and to all the federations and clubs of BPW International:

I am pleased to confirm that the New Zealand Federation of Business and Professional Women (BPW NZ) reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. It is our intent to continue to advance the UNGC principles through ongoing communication with our members, and advocacy to New Zealand businesses, the New Zealand Government and in the community.

This is our Communication on Engagement with the United Nations Global Compact for the two years from September 2017 to September 2019. We welcome feedback on its contents.

In this Communication of Engagement, we describe the actions that BPW New Zealand has taken to support the UN Global Compact and its Principles.

We also commit to sharing this information with our stakeholders using our newsletter, website and facebook pages.

Sincerely yours,

Hellen Swales,

President BPW New Zealand

**BPW NEW ZEALAND**

AFFILIATED TO THE INTERNATIONAL FEDERATION OF BUSINESS & PROFESSIONAL WOMEN

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## Part II. Description of Actions

Please note that there is no Local Network of the UN Global Compact in New Zealand and therefore the actions of Business and Professional Women New Zealand (BPW NZ) are committed to what is possible within our environment. (Also note that we received no notice of the 30 May webinar on business opportunities in New Zealand and we would have been well placed to assist with that work as we have significant outreach to businesses through our work with the Women's Empowerment Principles. Only found out that this webinar had happened through googling in September). There is significant potential to promote the importance of the UNGC principles in New Zealand as the importance of sustainability grows and BPW NZ are keen to support the growth of a local network.

### **Examples of actions include:**

#### **1. Education of our members:**

We continue to educate our members about the UN Global Compact and have discussions around the principles in collectively writing submissions on government Bills. The principles are often quoted in our submissions (eg Principle 3 on the right to collective bargaining when submitting on the Employment Relations (Triangular Employment) Amendment Bill in April 2018).

#### **2. Organise workshops on corporate sustainability topics:**

BPW NZ administers and promotes the United Nations Women's Empowerment Principles (WEPs) in New Zealand in conjunction with UN Women Aotearoa New Zealand, the Human Rights Commission and Zonta International District 14. The Chair of the NZ WEPs committee is Vicky Mee, Immediate Past President of BPW NZ and she with her committee (including 3 BPW NZ members) has organised the following panel events/workshops:

29 Nov 2017: "Pay Equity and Equal Pay" panel in Auckland hosted by Simpson Grierson

30 Nov 2017: "Pay Equity and Equal Pay" panel in Wellington hosted by Simpson Grierson

21 February 2018: "Celebrating Gender Equity" in Rotorua hosted by Te Ohomoi Institute of Technology

24 May 2018: "Sexual Harassment Policies in the Workplace" in Auckland hosted by Fonterra

28 May 2018: "Sexual Harassment Policies in the Workplace" in Wellington hosted by ANZ Bank

29 May 2018: "Introduction to the Women's Empowerment Principles" in Dunedin hosted by the Otago Chamber of Commerce

23 November 2018: "Managing a Flexible Workforce" in Auckland hosted by KPMG

30 November 2018: "Managing a Flexible Workforce" in Wellington hosted by KPMG

5 December 2018: "Managing a Flexible Workforce" in Christchurch hosted by KPMG

28 March 2019: "Mentor/Mentee relationships in the workplace" in Dunedin hosted by the Otago Chamber of Commerce

19 June 2019: "Making Gender Equity a Reality in the Workplace: Implementing the 7 WEPs principles" in Auckland hosted by Westpac Bank

21 June 2019: "Making Gender Equity a Reality in the Workplace: Implementing the 7 WEPs principles" in Christchurch hosted by Westpac Bank

26 June 2019: "Making Gender Equity a Reality in the Workplace: Implementing the 7 WEPs principles" in Wellington hosted by Westpac Bank

8 August 2019: "Managing a Flexible Workforce" in Hamilton hosted by KPMG

### 3. Engage Companies in Global Compact related issues:

Through the NZ WEPs committee BPW NZ engages with companies on issues relating to labour and in particular to Principle 6. Each year the committee commissions a survey of the organisations which support the WEPs principles in New Zealand. This is currently a 64 question survey designed and administered by the NZ Work Research Institute and it provides companies and organisations with a tool to measure progress from year to year plus it is often used in planning when gaps are identified and priorities for the coming year(s) are identified.

Those companies which excel in the survey are recognised at an annual White Camellia Awards event and competition for those awards is strong. These measures underlie strengthening of Principle 6.

### 4. Support special initiatives:

- a) In support of Principle 6, BPW New Zealand collaborated with other organisations in the preparation of an alternative report to the New Zealand Government's eight periodic report on the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) with particular emphasis on employment issues.

The BPW NZ President, Hellen Swales, was present in Geneva in July 2018 for the New Zealand CEDAW examination and spoke to our report.

- b) BPW New Zealand will be hosting in Wellington a meeting of the NZ Government independent Commission "Trade for All" (Chair David Pine). BPW New Zealand is leading this with the assistance of the Ministry for Women as we were the only NGO to submit on the Trade Bill Amendments.
- c) BPW New Zealand clubs run local events throughout the country annually focusing on the gender pay gap. This is a BPW International initiative focussing on the number of additional days a woman has to work in the year to equal the pay of a man in the previous year. Each club highlights this in a different way. BPW Wellington runs high profile events in the capital with a different theme each year: 2018 was Gender Inequalities in Sports and the Pay Gap and in 2019 it was Retiring in a world with unequal pay.

5. Advocate to government on legislation supporting the 10 UNGC principles

Submissions (written and oral) from BPW NZ to government select committees or agencies:

2018:

Employment Relations (Triangular Employment) Amendment Bill (April 2018)

Employment Relations Amendment Bill (Strengthening Collective Bargaining) (May 2018)

The Tarrif (PACER Plus) Amendment Bill (economic rights for women in the Pacific) (June 2018)

Comprehensive and Progressive Trans Pacific Partnership (CPTPP) Amendment Bill (August 2018)

Review of NZ policy on Aid and Sustainable Development (September 2018)

Holidays Act 2003 Review (October 2018)

Trade for All Bill (October 2018)

Equal Pay Amendment Bill (November 2018)

2019:

Consultation - Sustainability Impact Assessment of the EU- NZ Free Trade Agreement (January 2019)

Comments on the NZ UPR Review (Human Rights issues) (March 2019)

Online Survey People's report on the SDGs (May 2019)

Human Rights Commission comment on 10-year work programme – online (June 2019)

Support Workers (Pay Equity) Settlement Amendment Bill (July 2019)

Climate Change Response (Zero Carbon) Amendment Bill (July 2019)

## Part III. Measurement of Outcomes

### Measurement of actions under the following topics:

#### 1. Education of our members:

Expertise of BPW NZ members recognised national and there are many requests for members to be speakers on topics that promote the principles

#### 2. Workshops on corporate sustainability topics:

As there is no Local Network of the UN Global Compact in New Zealand we do not seek new UN Global Compact business participants but this may well be possible in the future.

#### 3. Engaging Companies in Global Compact related issues:

Through the NZ WEPs committee's annual survey we measure the pulse of businesses and organisations that support the seven WEPs principles.

A first step is to assess the organisation's current status on gender equity using sex-disaggregated data to answer an annual survey from the WEPs committee. A cycle of setting targets, putting new policies and practices in place and then reviewing annually is showing a positive trend for supporters of the WEPs in achieving gender equity.

Definite results can be seen from tracking our surveys over the three years from 2016 to 2018. If we consider SDG Indicator 5.5.2 "Women in Managerial Positions" there was a marked increase in the proportion of women in executive positions and on boards over the three year period (see table 1). What was telling was that these increases mirrored the increased uptake of programmes to assist this process (refer to base of table 1).

## Progress 2016 to 2018!

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

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

Table 1: Progress in achievement of SDG Indicator 5.5.2

#### 4. Support special initiatives:

The BPW NZ work on CEDAW continues to be followed up in collaborative environments like the NZ International Women's Caucus which engages with the Government to push for implementation of the recommendations from the CEDAW committee.

BPW NZ's work in collaboration with other organisations in New Zealand raising awareness about Equal Pay and advocating for change through legal structures has brought about a gradual decrease in the gender pay gap in New Zealand. In the last year the gap has changed from 13.85% to 11.9% based on the average hourly wage. This has translated to Red Bag Day or Equal Pay Day moving earlier into February. A cause for celebration!

2013	21 February
2014	20 February
2015	18 February
2016	18 February
2017	17 February
2018	15 February
2019	18 February
2020	12 February

#### 5. Advocate to government on legislation supporting the 10 UNGC principles

It is pleasing to see that many of our submissions on Bills have been heard by the Select Committee and the Act which gets passed by Parliament is often significantly improved and provides a fairer and more respectful environment to conduct business.