



1st March 2022

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 2019 to March 2022. 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,

A handwritten signature in black ink that reads 'CBerridge'.

Christine Berridge,

President BPW New Zealand

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. 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 6 on the elimination of discrimination in respect of employment and occupation when submitting on the Support Workers (Pay Equity) Settlement Amendment Bill) & (Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies when submitting on the Climate Change Response Emissions Trading Reform (ETR) Amendment Bill.

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 16. The Chair of the NZ WEPs committee is Hellen Swales, Immediate Past President of BPW NZ and she with her committee (including 3 BPW NZ members) has organised the following panel events/workshops:

11 March 2020: "Welcoming the New Zealand Defence Force as a support of WEPs" In Wellington Hosted by Prime Minister President the Hon. Jacinda Ardern.

4 Nov 2020: "Education and Training for Career Advancement" In Wellington hosted by the New Zealand Defence Force

8 Dec 2020: "Education and Training for Career Advancement" In Christchurch hosted by KPMG

30 Sept 2021: "Acknowledging the support of the Dame Patsy Reddy" Hosted by the Governor General the Hon Dame Patsy Reddy

Nov 2021: "Measurement and Reporting" Host virtually by the WEPs committee in New Zealand

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 66-question survey designed and administered by the NZ Work Research Institute and it provides companies and organisations

Part III. Measurement of Outcomes

Measurement of actions under the following topics:

4) Education of our members:p

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

5) 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.

6) 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 four years from 2017 to 2021. 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 2017 to 2021

BPW NEW ZEALAND

AFFILIATED TO THE INTERNATIONAL FEDERATION OF BUSINESS & PROFESSIONAL WOMEN

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Median Female Representation: Percentage of Members				
Career Level	% of Organisations			
	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

A policy to actively recruit women is reported in 43% of organisations, with 7% planning to implement such a policy in the next 12 months. Examples of these policies and the proportion of organisations who have implemented them are provided in the table below. Since 2019, there has been an increase in the use of each of these policies.

Female Recruitment Programmes				
Programmes	% of 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

Table 1: Progress in achievement of SDG Indicator 5.5.2

7) 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.

8) 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.