

Business and Professional Women 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 when collectively writing submissions on government Bills. The principles are often quoted in our submissions: including Principle 6 - the elimination of discrimination in respect of employment and occupation through our Submission on the International Treaty Examination of the UNESCO Global Convention on the Recognition of Qualifications concerning Higher Education and when submitting on the Inquiry into migrant exploitation. Many of our current policies voted on by our members also reflect the UN Global Compact principles such as Climate Change Financial Risk reporting – principle 8 undertake initiatives to promote greater environmental responsibility and addressing modern slavery – principle 4 -the elimination of all forms of forced and compulsory labour. These policies will be used on submissions to government as and when they come up for discussion.

2) Organise workshops on corporate sustainability topics: BPW NZ has administered 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 has previously been a member of BPW NZ this role was relinquished in early 2022. BPWNZ still has 3 members on the committee who help with organising panels/events and workshops:

Brown Paper Bag Lunch and Learn – virtual – hosted by NZ work research institute (27.9.23)

“The Seven Principles of Empowerment” in Christchurch (03.11.23) Wellington (30.11.23) Auckland (22.02.24) 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 particularly Principle 6. Each year the committee commissions a survey of the organisations which support the WEPs principles in New Zealand. This is currently a multi question survey designed and administered by the NZ Work Research Institute and it continues to provide companies and organisations measurements of outcomes of actions under the following topics:

Part III. Measurement of Outcomes Measurement of actions under the following topics:

4) Education of our members: The expertise of BPW NZ members is recognised nationally and internationally with many requests for members to be speakers on topics that promote both the UN Global Compact and WEPs 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. We do have several members who now work in the

sustainability sector and share their knowledge with members through training sessions and member workshops.

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 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 years from 2017 to 2024.

If we look at the table below as a reflection of SDG principle 5.5c - Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels, we can see that 64% of organisations that engaged in the WEP's survey in 2023 have made calculations on 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 median levels. Comparing the average pay gap over time suggests the overall pay gap has been increasing, although this has been decreasing at the higher end of pay gaps.

Gender Pay Gap Analysis								
Male to female pay	Average pay gap				Median pay gap			
	2019	2021	2022	2023	2019	2021	2022	2023
Lower quartile (%)	7.0%	2.1%	0.9%	2.6%	3.9%	2.5%	5.0%	0%
Median (%)	13.9%	6.2%	5.0%	6%	15.7%	5.9%	22.4%	6%
Upper quartile (%)	21.9%	10.1%	15.3%	13.2%	20.0%	26.5%	24.0%	13.2%
Average (%)	13.1%	7.5%	7.4%	7.5%	12.1%	15.9%	15.4%	7.5%

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. BPWNZ has also supported the recent NGO Universal Periodic Review submission offering the view of our members in responses as to how the government is seen to be working in respect to the UN Bills, they have signed up to i.e. Human Rights Bill, Indigenous Rights Bill. We also encourage the New Zealand government to continue with the implementation of all sections of the International Labour Organisations Bill of Rights with a call to continue progress on ILO C190.

8) Advocate to government on legislation supporting the 10 UNGC principles.

It is pleasing to see that most of our submissions on Bills are being 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 in.