



Success Story:

NZ Women's Empowerment Principles (WEPs) Committee

Work on SDG 5 by the NZ Women's Empowerment Principles (WEPs) Committee

The New Zealand Women's Empowerment Principles (WEPs) Committee is working to change policies and practices throughout New Zealand workplaces by promoting holistic workplace policies to empower women based on the framework of the seven United Nations WEPs principles.



Key to this work is encouraging companies and organisations to become signatories of the WEPs and to then begin implementing workplace policies using the toolkit (Empowering Women at Work: Implementing a gender equality workplace strategy) created by the NZ WEPs committee.

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 NZ WEPs committee. A cycle of setting targets, putting new policies and practices in place and then reviewing annually is showing a positive trend for signatories 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

To spread knowledge about successful programmes and policies within organisations the committee holds regular panel events. These inform our fifty plus signatories about successful implementation of workplace policies and practices to empower women and they deal with subjects like managing a flexible workforce, the way forward on handling sexual harassment in the workplace and building leadership skills. Award winners from our annual survey are very forthcoming and generous in sharing good practice with other signatories and agreeing to be panellists at such events.

The NZ WEPs committee is made up of four key organisations – UN Women Aotearoa New Zealand; NZ Federation of Business and Professional Women; Human Rights Commission; and Zonta International District 16. We believe that what gets measured gets done and we will be continuing to work with New Zealand workplaces to achieve gender equity through the implementation and measurement of policies based on the seven UN WEPs principles.

On behalf of
New Zealand Women's Empowerment Principles Committee



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Most relevant SDGs:

