

Media Release

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New workplace gender report is NZ's largest

More than 80,000 reported in Champions for Change voluntary report

EMBARGOED UNTIL 5AM October 31, 2018: Champions for Change has published year one results of a new annual gender and ethnicity survey of more than 80,000 New Zealand employees.

It is the largest gender survey across management categories to date, representing approximately three percent of the New Zealand working population.

Figures released today reveal that women are under-represented in senior management roles, highlighting areas where organisations can concentrate efforts to grow their female talent pipelines.

According to Michele Embling, Chair of PwC and Champions for Change Co-Chair, the purpose of the report is to set a new benchmark in gender and ethnicity reporting in New Zealand, from which these organisations can measure progress.

Research shows that diversity improves profitability, innovation, risk assessment and staff engagement.

"What is significant in this report, besides its enormous scope, is that each company reported voluntarily. That shows their real commitment to achieving greater diversity in their leadership teams," said Michele Embling.

"In the same way that we must first measure emissions to know how we can reduce our carbon footprint, we must be able to measure gender and ethnicity to be able to hold ourselves accountable for change."

The survey was undertaken by 29 organisations in the Champions for Change group, including some of New Zealand's largest companies and public sector employers.

The full Champions group includes 44 organisations. Not all were able to report in the first year due to the complexity of assessment.

The Champions group has a goal of 100% participation in 2019 and beyond.

"Measurement has proven time and time again to be the first step in a process of transformation," says David McLean, CEO of Westpac NZ and Co-Chair of Champions for Change.

“Our results show that there is clearly more work to be done. While Champion organisations are outperforming other groups here and internationally, this should not be the focus.

Female representation by work category for Champions for Change group							
	Board	KMP	Other execs/GMs	Senior management	Other managers	Non-managers	Workplace participation
NZ Champions for Change	35.4%	33.0%	30.5%	39.9%	45.1%	51%	49.1%
International comparisons ¹							
NZX	26.5%	22.7%	~	~	~	~	~
NZ State Sector	45.3%	~	~	~	~	~	~
WGEA	24.9%	29.7%	30.4%	34.9%	41.9%	51.3%	50.0%
FTSE 100	27.7%	19.3%	26.1%	~	~	~	~
WIW	~	20-21%	29.0%	33.0%	37%	47.0%	~

The Measuring Progress report reveals that at Board level, Champion groups reported 35.4% women – a greater percentage than the NZX50 with 26.5%; the Australian WGEA with 24.9%; and, the British FTSE100 with 27.7%.

At Key Management Personnel level – CEO, COOs and similar roles – the Champions group, with 33.0% women, had a greater percentage of female leaders than the Australian WGEA, which reported 29.7% women.

Women filled 30.5% of General Management or equivalent roles, and 39.9% of senior management and 45.1% of other managers.

In the non-manager category, men and women are almost evenly split, with women at 51% and men at 49%.

As a group, Champions are committed to driving a 40:40:20 balance at all levels of employment i.e. at each level of seniority, 40% of both women and men, with the remaining 20% being of either gender, allowing for a natural flow of people into and out of the organisation. For example, this could mean six men and four women in management - or five of each.

“The results of this survey show clearly where women drop out of the leadership pipeline,” says McLean.

“This group has committed to action on diversity by speaking out on gender equality, focusing on flexible work and nurturing a diverse talent pipeline. We look forward to watching these data points change in the coming years as a result of this focused approach.”

In 2018, 26 Champion organisations reported ethnicity data, representing more than 60,000 employees. However, of this total, one in six employees did not state their ethnicity and data sets were highly variable in quality.

“While this is a good start, there is work to do in building employee understanding of ethnicity reporting, and the options for self-identifying more than one ethnic category,” says Miranda Burdon, CEO of Global Women, which convenes and facilitates Champions for Change. “The focus for 2019 is to increase this response rate to achieve a more robust data set.”

New Zealand is unique internationally in basing the concept of ethnicity solely on the basis of cultural affiliation and self-identification, rather than any concept of race, ancestry, nationality or citizenship - and the biological, historical and legal concepts bound up in these. In New Zealand, ethnicity is self-identified and you can belong to more than one ethnic group.

Each of the 54 CEOs and Chairs that are members of Champions for Change is committed to encouraging a diverse workforce at every level of seniority.

Each organisation used the Champions for Change Diversity Reporting Framework, a global standard of reporting that was created in partnership with Global Women specifically for this purpose.

ENDS

1. NZX50 Gender Diversity Statistics as at 30 June 2018; Ministry for Women Gender Stocktake of State Sector Boards and Committees 2016; Australia’s Gender Equality Scorecard 2016-17 (WGEA); Hampton Alexander Review 2017; and Women in Workplace 2017.

About Champions for Change

Champions for Change is a group of 54 New Zealand CEOs and Chairs from across the public and private sector who are committed to raising the value of diversity and inclusiveness throughout the business community.

Champion organisations reporting in year one include ACC, Air New Zealand, ANZ Bank New Zealand, ASB, Auckland Airport, AUT Business, Economics & Law Faculty, Bell Gully, BNZ, CA ANZ, Chorus, Contact Energy, Deloitte, EY, Fonterra, Genesis Energy, GlaxoSmithKline, KPMG, Massey University, McKinsey & Company, Minter Ellison Rudd Watts, NZTE, Paymark, PwC, Russell McVeagh, SKYCITY Entertainment Group, Spark, The Treasury, Transpower and Westpac New Zealand.

McKinsey & Company has worked with the Champions for Change group as the official reporting and capability partner.

About Global Women

Global Women is a collaboration of more than 300 of New Zealand's most influential women leaders, working alongside 44 of New Zealand’s most forward thinking organisations together promoting inclusion and diversity for improved societal and economic growth.

Established in 2009, Global Women is seen as a catalyst to transforming leadership representation of women in New Zealand. It actively builds the capability and

pipeline of quality leaders through its Breakthrough Leadership Programme and Activation Series, capitalising on its current membership to cultivate outstanding future.