

EEO Trust Diversity Survey 2003

Key Findings

This year, for the first time, the EEO Trust's Diversity Index is available from our website as a series of fact sheets. Many of the fact sheets contain data from around the world so the New Zealand information can be compared internationally.

This summary indicates some of the key findings of the Diversity Survey and indicates where further information can be found in the fact sheets.

The EEO Trust has been conducting the Diversity Survey for seven years. In 2003, 486 organisations completed the survey, the vast majority (99.4%) being members of the EEO Trust Employers Group.

The sectors in which respondents operate are:

Not for profit	12%
Private	62%
Public	26%

EEO Trust Employers Group members

EEO Trust Employers Group members perform better on most diversity indicators than non-members, except for diversity of leadership by ethnicity. Within the EEO Trust Employers Group, diversity is related to length of association with the EEO Trust, with performance increasing as length of association increases. The exception is in the monitoring of return to work after paid parental leave, which is a recent initiative. These findings indicate that while joining the EEO Trust has an impact on diversity performance, the impact is not necessarily immediate as it can take time to show effect and grows over time.

Sectoral differences

Analysis by sector shows performance on diversity is greater in the public sector than the private or not-for-profit sectors. This may suggest that it is not impact on profit that inhibits organisations outside the public sector from adopting diversity practices. It is more likely that public sector policy encourages diversity.

Change from 2002 to 2003

There has been little change on most diversity indicators between 2002 and 2003. Comparison prior to 2002 is not valid as a larger number and much wider range of organisations were surveyed in 2002 and 2003.

The indicators which have shown positive change since 2002 are:

- An increase in the provision of information on work and family ([Fact Sheet 6](#))
- An increase in harassment prevention training ([Fact Sheet 7](#))
- An increase in the percentage of those in the top three tiers of management who are women ([Fact Sheet 8](#))
- An increase in the percentage of those in the key professions (law, health, education) who are women ([Fact Sheet 12](#))

What's important to workplaces?

The EEO Trust Diversity Survey 2003 invited organisations to describe areas of EEO/diversity that were important to them. The most frequently mentioned activities were various work and life initiatives which involve providing employees with some form of flexibility or assistance with meeting childcare needs.

Other areas considered important included various EEO/diversity training initiatives, career development opportunities targeting at women, Maori and Pacific people, recruitment and retention initiatives.

Further details can be found in [Fact Sheet 9](#).

Paid parental leave

Government funded paid parental leave of 12 weeks was introduced in 2002. EEO Trust Employers Group members (34%) are more likely than non-members (14%) to top up the government's paid parental leave.

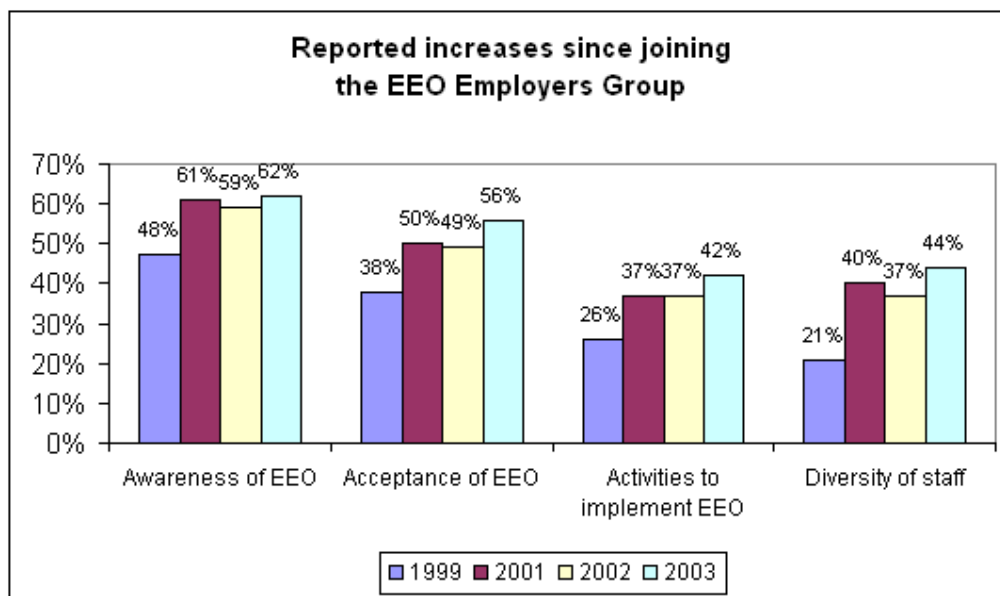
Comments from some workplaces suggest that there is also variation by status or occupational group in the amount of paid parental leave offered to workers.

There has been an increase since 2002 in the proportion of both members and non-members who keep in touch with people while they are on parental leave.

Further details on paid parental leave provision can be found in [Fact Sheet 6](#).

Benefits of EEO/diversity

Membership of the EEO Trust Employers Group is related to increased awareness and acceptance of the benefits of EEO/diversity, increased activities to implement EEO and increased diversity of staff (Figure 1). The longer the association with the EEO Trust, the greater the levels of awareness and activity.



Public sector members are more likely to have implemented EEO activities than those in the private sector.

Further information on awareness and acceptance of the benefits can be found in [Fact Sheet 5](#).

Gender earnings gap

The gender pay gap closed slightly in that women's median weekly earnings as a percentage of men's increased from 68% in 1999 to 70% in 2003.

There was a similar level of decrease in the pay gap for European/Pakeha, Maori and Pacific ethnic groups. Those in "other" ethnic groups saw the greatest narrowing of the gender gap, from 69% in 1999 to 77% in 2003.

For age groups, the gap has closed most between 1999 and 2003 for women and men aged 40-44 years, although women in this age group still only earn 66% of men's earnings.

Maori women earn less than European/Pakeha and Pacific women, but the gender earnings gap is greater for European/Pakeha ethnic group than for Maori or Pacific.

At all qualification levels and all ages male wage and salary earners have higher median weekly earnings. Women's earnings are not more than 78% of men's earnings.

The gender earnings gap in 2003 was greatest for 15-19 year olds (49%) and narrowest for 20-24 year olds (86%) and 25-29 year olds (87%).

Further information on the gender earnings gap can be found in [Fact Sheet 14](#).

Leadership

From 1998 to 2003 there was an increase in the proportion of Maori and women in public service senior management.

New Zealand's record on the percentage of directors who are women is generally better than that in Australia, the United States or Canada.

Further information on women and ethnicity in leadership can be found in [Fact Sheet 8](#) and [Fact Sheet 11](#).

Education and training

In 2001, 52% of all tertiary graduates were mature students (those aged 25+). There were more women than men graduates at all levels of tertiary education. Women graduates outnumbered men in all fields except for engineering and architecture.

Females are also more likely than males to leave school with higher level qualifications.

There has been an increase in Maori trainees at Industry Training Organisations (ITOs), from 11% in 1996 to 17% in 2002. The proportion of women at ITOs has increased from 13% in 1996 to 23% in 2001.

Women made up only 6% of modern apprentices in 2002. Pacific people are also under-represented in apprenticeships.

For further details see [Fact Sheet 13](#).

Fact sheet contents

[Fact sheet 1: Introduction and survey respondents](#)

Background to the Diversity Index and breakdown of respondents by group.

[Fact sheet 2: EEO/diversity policies and plans](#)

How many workplaces have EEO policies and plans, and who they are provided to.

[Fact sheet 3: Managers' commitment and accountability](#)

How many workplaces build accountability for EEO/diversity into managers' performance contracts and train managers to avoid bias in recruitment.

[Fact sheet 4: Human resource policies and practices](#)

How many workplaces audit their HR policies and practices, select recruitment consultants who have a strong EEO emphasis, and survey employees to find out about EEO/diversity.

[Fact sheet 5: Awareness and acceptance of the benefits of EEO/diversity](#)

How aware and accepting of EEO/diversity are the respondent workplaces.

[Fact sheet 6: Balancing work and life](#)

What types of work and life initiatives do workplaces provide and what's happening with paid parental leave.

[Fact sheet 7: Harassment](#)

How do workplaces help prevent harassment.

[Fact sheet 8: Leadership](#)

What is the gender, ethnic and disability make-up of the top three tiers of management.

[Fact sheet 9: Celebrating success](#)

What types of EEO/diversity activities do workplaces provide.

[Fact sheet 10: EEO Employers Group](#)

How do members of the EEO Trust's EEO Employers Group make use of their membership and report on their activities, and how do they rate the services of the EEO Trust.

[Fact sheet 11: Business leadership](#)

Information on the gender make up of top executive positions in New Zealand.

[Fact sheet 12: Key professions](#)

Information on the gender composition of the legal, health, accounting, and education industries in New Zealand.

[Fact Sheet 13: Education and training](#)

Information on the age, gender and ethnicity profiles of students in tertiary and adult education and industry training schemes.

[Fact sheet 14: Gender earnings gap](#)

Comparisons of the earnings of men and women by ethnicity, education, age and occupation, including the public service.