INSIGHTS.
2023.
ENGINEERS AND ARCHITECTS CREATE THE WORLD AROUND US.

Our work is behind every major human advancement since the beginning of time, and makes peoples’ lives better, healthier and more connected. We want architecture and engineering consulting to represent everyone, so the world they create is as diverse and inspiring as the people in it.

That’s why we’re committed to making our industries in New Zealand inclusive for all. Whether you’re on the front line or in a leadership or supporting role, everyone has the right to feel they belong – where they are safe, supported and valued. Anything less will not reflect the communities we support.

METHODOLOGY

This year we have moved to asking signatories for actual staff numbers which means we are now able to calculate averages more accurately. While this has given a cleaner view of averages this will have an impact on comparing year-on-year data over all trends, specifically:

- Gender Diversity
- Māori Participation
- Pacific People Participation

We’re delighted to share this year’s results with you, so together we can reflect on our progress, celebrate our wins and ensure we’re joined up on our priorities, aligned to our Diversity Agenda strategy and success measures.
While overall women’s participation is stable, it has reduced slightly. This is primarily driven by new Diversity Agenda signatories joining. Firms that have submitted in previous years have maintained their participation numbers even in the current challenging climate. This is a positive sign that the wider market is seeing value in diversity in the workforce and measurable DEI programs such as the Diversity Agenda.

While women’s participation in the labour market has recovered post-COVID, this is not evenly spread out across all industries. In addition, economic turmoil and the impact of the recession often have an outsized impact on women. McKinsey calculated that women’s jobs are 1.8 times more vulnerable to this crisis than men’s jobs. This is why one of the Diversity Agenda’s key goals is to attract and retain talent by embedding diversity and inclusion best practice in everything we do.

Even with these headwinds engineering firms have managed to increase participation of women in the workforce.
Where we have seen significant improvement is in women in leadership. While we are now breaking down different leadership levels, we have seen YOY growth for total leadership. This is only slightly below the New Zealand average where 33% of women hold leadership roles.

Gathering this data and understanding where we stand compared to the market creates pathways for participation and growth which we support through our partnerships, toolkits, and communities.

Non-binary and gender diverse participation is sitting at 0.13% overall and 0.04% for leadership, we are not comparing the trend year on year due to changes in data collection. However, in the June 2020 Household Economic Survey, 0.8% of adult population were transgender or non-binary so we are comfortable that the current numbers we have captured are accurate.

- 21 out of 32 firms who submitted this year and last year saw a rise in women leadership
- 17 out of 23 engineering firms who submitted this year and last year saw a rise in women leadership
The Gender Pay Gap has increased slightly on last year, however this is the impact of numbers being weighted by firm size this year. The pay gap is still above the national average of 9%.

However, as a positive, we have seen a slight reduction of the Gender Pay Equity Gap which is a promising trend to keep track of going forward.

- 16 out of 31 firms who submitted last year saw a decrease in Gender Pay Gap
- 12 out of 29 firms who submitted last year saw a decrease in Gender Pay Equity Gap
It is very positive to see Māori presence in senior leadership being higher than the workforce. However, Māori are still underrepresented in Diversity Agenda signatories as they make up 15% of the wider labour force market.

This is a recognised focus area for Accord signatories with nearly 90% taking actions to develop Māori participation or cultural competence. The Diversity Agenda are committed to growing the pipeline of Māori entering the industry and have set a goal to build relationships with change makers in the education sector to inspire more Māori to see a future in our professions.

We are not showing the year on year trend due to the change in how averages are calculated. Going forward we are now able to show a weighted average of participation.
Pacific participation in Engineering and Architecture is below representation, with 7% of the labour force identifying as Pacific peoples. One of our key goals for the future is to increase this as we encourage Accord signatories to build relationships in the education sector to inspire Pacific peoples to join our professions.

We are not showing the year on year trend due to the change in how averages are calculated. Going forward we are now able to show a weighted average of participation.
64% of accord signatories have training and resources in place to support their LGBTQIA+ workforce. The Diversity Agenda partner with many of our signatory organisations to march as an industry in the Auckland Pride Parade.
Although one in four of the working age population in New Zealand have some form of disability, there is currently no available data around employed people living with a disability. Which is why tracking and measuring this is important for signatories. The Diversity Agenda has a workstream lead group focusing on raising awareness of disability in the workplace and providing opportunities for signatories to learn and ensure we’re creating inclusive workplaces where everybody thrives.
While 13% of people in New Zealand self-identify as neurodiverse, only 3.33% of Accord firm employees identify as neurodiverse. 49% of Accord signatories have implemented some sort of training and resources to support their neurodiverse workforce and this has come up as a focus area across several DEI initiatives. As a first step, The Diversity Agenda in partnered with Auckland Transport and ACE, bringing nearly 100 people together to put Neurodiversity on the Agenda with industry support partner Brain Badge. To keep it on the agenda, The Diversity Agenda has a workstream lead group with a goal to create inclusive workplaces for people who are neurodiverse to enable their full participation.