THE BALANCING ACT
CREATING A DIVERSE WORKFORCE

Research and insights that impact your world of work

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INTRODUCTION
Value and benefits of difference.

What New Zealand’s workforce typically looks like and how it fares when it comes to the diversity of its personnel.

Strategies to get you thinking about how you can create your own diverse finance team.

Insights from our recent Returners Survey on what it takes to attract Kiwis from overseas back home.
What is the meaning of diversity?
Benefits of difference:

- Improved attraction and retention
- Innovation
- Reflective of your customer base
- Improved productivity
- Improved financial performance
- Meritocratic culture
Diversity in New Zealand

67% OF EMPLOYEES SAY THEIR ORGANISATION IS GENDER DIVERSE / 53% ARE NOT SATISFIED WITH THE CAREER PATH AVAILABLE TO WOMEN AT THEIR ORGANISATION / 54% SAY THERE IS NOT A BALANCE OF MALE AND FEMALE REPRESENTATION AT THE SENIOR EXECUTIVE LEVEL / 45% OF EMPLOYERS SAY WOMEN ARE EQUALLY REPRESENTED IN LEADERSHIP POSITIONS / 64% SAY A CLEAR MATERNITY LEAVE POLICY IS AVAILABLE / 68% OF EMPLOYEES SAY THEIR ORGANISATION HAS A WORKFORCE OF VARIOUS AGES / BUT 23% SAY THEIR ORGANISATION DOES NOT VALUE MATURE-AGE WORKERS / JUST 32% OF EMPLOYERS HAVE PLANS IN PLACE TO RETAIN MATURE-AGED STAFF / 72% OF EMPLOYEES SAY THEIR ORGANISATION HAS A WORKFORCE OF VARIOUS CULTURAL BACKGROUNDS / AND 77% OF EMPLOYERS ARE COMMITTED TO RECRUITING A MULTI-CULTURAL WORKFORCE / 62% OF EMPLOYEES SAID IMMIGRANTS FACE DISCRIMINATION WHEN IT COMES TO ACCESSING OR GAINING EMPLOYMENT IN NEW ZEALAND / 29% OF EMPLOYEES SAY THEIR ORGANISATION’S WORKFORCE INCLUDES PEOPLE WITH A DISABILITY GENDER / AGE / MULTI-CULTURAL / DISABILITIES
Creating & leading a diverse team

- Lead from the front
- Culture
- Education
- Accountability
- Expand your sourcing network
- The ‘merit’ argument
- Targets
- Flexible working practices
Returns survey:

**Returns' Motivations**
- Family: 66%
- Culture & Lifestyle: 77%

**Attracting Returns**
- Improved work/life balance: 70%
- A desire for new challenges: 65%

**Returns' Salary Expectations**
- Same: 32%
- More: 39%
- Less: 17%
What would it take for you to return to New Zealand?
CONCLUSION
THANK YOU