



2018

ministry for
Women
minitanga mō ngā
Wāhine 

Annual Report

Te Pūrongo-ā-Tau

For the year ended 30 June 2018

Mō te tau i mutu i te 30 o ngā rā o Pipiri 2018

Presented to the House of Representatives pursuant to section 44(1) of the Public Finance Act 1989





March

Whakatū wāhine – forging our future, heralding our history panel discussion takes place at Te Papa and streamed live by RNZ.



June

Hosting *Wāhine kōkiri petihana, wāhine kōkiri kaupapa* with the Department of Internal Affairs, at He Tohu, to share Māori women's perspectives on voting and democracy.

July

Participated in the *Festival for the Future* hui in Wellington for young people.



September

In Christchurch, Acting Minister for Women, Eugenie Sage, announces the 42 recipients of the Suffrage 125 Community Fund.



November

Suffrage 125 will close with Kate Talks – inspirational women speakers, at Toitū Otago Settlers Museum, Dunedin.



2018

Celebrations



March

Rt Hon Dame Patsy Reddy, Governor-General of New Zealand officially launches Suffrage 125 celebrations at Government House, Wellington.



May

What's your wero? Instagram video competition launches and is won by Palmerston North teenager Emmy Hucker.



June

Minister Genter announces a contestable community fund of up to \$300,000 to be allocated before Suffrage Day 2018.



September

NZ Post launches a set of two \$3.00 Suffrage 125 commemorative stamps.



September

Parliament is gifted with a portrait of Māori suffragist Meri Te Tai Mangakāhia at a celebration with organisations who contribute to improving the lives of women and girls.





The 125th anniversary of women's suffrage in New Zealand in 2018 gave the Ministry a platform to engage New Zealanders on this historic occasion and encourage further achievements in equality, diversity, and leadership.

During the year, the Ministry worked with organisations to encourage events and activities for the coming year.

On 7 March 2018, the official programme was launched by the Rt Hon Dame Patsy Reddy, Governor-General of New Zealand, in front of over 200 guests at Government House, and aligned with celebrations for International Women's Day.

This event also launched the events page on the Ministry's website, the Suffrage 125 phrase 'Whakatū wāhine' and other collateral. The phrase means 'women stand up' and represents the suffrage ideals of standing up and standing strong for women and gender equality. This has strong links to the Government's aims to improve the lives and equality of New Zealand women and their whānau and strengthen women's participation.

We aimed for Suffrage 125 to be an open source festival with the Ministry linking community events throughout New Zealand. With over 320 events from Whangārei to Stewart Island/Rakiura, Suffrage 125 involved a broad spectrum of organisations and sectors. A particular focus was celebrating mana wāhine and engaging with young and diverse audiences. The Ministry also ran, and participated in, several key events during the year to encourage engagement on the anniversary. These can be seen on this fold-out spread.

Many of these events featured on national media outlets and had significant social media engagement and profile. For most of 19 September, the hashtags #Suffrage125, #WhakatūWāhine, and #SuffrageDay were the top three trending topics on Twitter in New Zealand. This engagement has led to more information being available about women's history in New Zealand and an increased interest in the visibility of women's stories (through exhibitions, art, stories and online resources).

The Ministry also oversaw the administration of the Suffrage 125 Community Fund. The fund saw \$300,000 paid as part of Budget 2018 to organisations throughout New Zealand for projects marking the 125th anniversary and the contribution of women and girls in society.

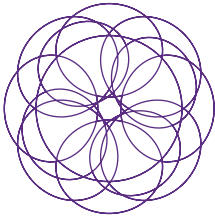
The Ministry acknowledges the strong working partnerships for this programme with Manatū Taonga Ministry for Culture and Heritage and Te Tari Taiwhenua the Department of Internal Affairs. The Ministry is also grateful to Te Puni Kōkiri and the Ministry for Pacific Peoples for their support.

The programme continued into the 2018/2019 year and concludes with Kate Talks, in Dunedin on 28 November.





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Chief Executive's overview

I am pleased to present the Ministry for Women's activities and achievements over the past year.

This year saw a huge amount of attention given to issues affecting women. We saw the #MeToo and #TimesUp campaigns worldwide and, in the wake of this, in our own back yard sexual harassment in the workplace is being discussed more. Attention was drawn once again to the gender pay gap and family violence remains a key concern.

During the year, we had a new Government and a new Minister for Women appointed: Hon Julie Anne Genter. We followed our work on reducing the gender pay gap in the private sector with an increased focus on the public sector. With colleagues in the State Services Commission (SSC), we successfully gained agreement to an action plan that will see women in the public sector valued for their contribution. We also gained agreement from Cabinet to set a target of 50 percent women's representation on state sector boards and committees.

We released a number of thought-provoking reports to encourage change including the impact of parenthood on lifetime earnings; our voices of Mums "Something's got to change..." and "stories of wāhine toa developing trade careers".

We nominated over 570 women for over 185 state sector boards and committees.

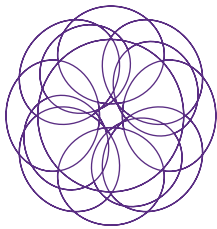
We supported Jan Logie, Parliament's Under-Secretary for Sexual and Domestic Violence, as part of the

Government's delegation for New Zealand's examination by the United Nations' Committee on the Elimination of Discrimination against Women. The 78 recommendations from the Committee show us there is still more work to do to improve outcomes for women and girls.

The Ministry is not alone in this endeavour. Our non-government partners are taking action and individual women and men are instigating change and voicing their concerns. Over 100 events were held by 30 June 2018 to celebrate Suffrage 125. Working together means we can have a bigger impact. I am pleased we partnered with a number of organisations this year to champion change, including SUPERdiverse WOMEN, YWCA, Global Women Champions for Change, Netsafe, AUT, Motu, P.A.C.I.F.I.C.A, and of course with our government colleagues including SSC, the Ministry of Business, Innovation and Employment (MBIE), Manatū Taonga Ministry for Culture and Heritage, and Te Tari Taiwhenua Department of Internal Affairs.

Over the next year we will build on the momentum of this year. We want to enhance our leadership and impact across the system. We want to move away from just influencing those organisations that make decisions, because by then it is too late. Instead, we want to drive and lead work from the front. We are up to it. In doing so we want to ensure that gender is not a barrier to wellbeing and that New Zealand is the best place in the world to be a woman or girl.

Renee Graham
Chief Executive



Our highlights for the year

Gender pay gap and pay equity

This year the Ministry worked with SSC and the Public Service Association to develop an action plan to eliminate the gender pay gap in the public service. The action plan was released in July 2018 and a Ministry-supported taskforce has been established to implement the actions needed to achieve change.

We represented the Government at the reconvened Joint Working Group on Pay Equity Principles to help develop new pay equity legislation. We released a research paper, *Parenthood and labour market outcomes*, which showed that balancing parenthood and paid work in New Zealand is still highly gendered.

Women in leadership

We gained agreement to a new 50 percent target for women on state sector boards and committees by 2021. We also developed an action plan to support the achievement of the target, focusing on increasing accountability through collective

action by Government, tracking progress, and by increasing demand for (and improving the supply of) women candidates.

Safety for women

The Ministry's 2017 research report *Insights into digital harm: The online lives of New Zealand girls and boys*, which it developed with Netsafe, is the first in New Zealand to represent young people's views and experiences of digital harm in their own words. The research, which highlighted that digital harm in New Zealand is gendered, identifies prevention as a priority, and characteristics of effective prevention.

Connecting with women

The Ministry released the report *"Something's got to change": Insights from mothers*, which describes the experiences of sole mothers in South Auckland, Gisborne, and Whangārei, accessing social services while in receipt of a benefit.

On 7 March 2018, the Suffrage 125 programme was launched

by the Rt Hon Dame Patsy Reddy, Governor-General of New Zealand, at Government House. This was followed by a number of public events, including hosting *Wāhine kōkiri petihana, wāhine kōkiri kaupapa* with the Te Taiwhenua Department of Internal Affairs, at He Tohu, Wellington, to share Māori women's perspectives on voting and democracy.

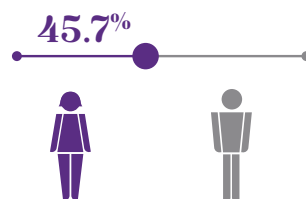
Representing the views of women

We submitted the Government's response to the United Nations' Convention on the Elimination of Discrimination Against Women (CEDAW) List of Issues and Questions. We supported Jan Logie, Parliamentary Under-Secretary (Sexual and Domestic Violence Issues) to present to the Committee. In March 2018, we supported Hon Julie Anne Genter, Minister for Women, at the 62nd session of the Commission on the Status of Women (CSW62). The Government delegation included an NGO representative for the first time in 10 years.

Women earn **9.2%** less per hour than men



Stats NZ (2018)



Women are **less likely** than men to hold leadership positions

Directorships on state sector boards Ministry for Women (2018)

then & now

47% of the population are *women*



51% of the population are *women*

women's life expectancy years **57**



women's life expectancy years **83**

average age of first birth **22.5** years



average age of first birth **28.8** years

5 average number of *children* per family



average number of *children* per family **2**

1/4 of undergraduate *students* are *women*



of bachelor degrees are earned by *women* **63%**

28% of working-age *women* are in paid work



65.5% of working-age *women* are in paid work

85% of registered *women* vote in their 1st election



women are more likely to vote than *men* **83%** to **76%**

women MPs **0**



women MPs **48**



Celebrating the 125th anniversary of women's suffrage in New Zealand

The 125th anniversary of women's suffrage in New Zealand in 2018 gave the Ministry a platform to engage New Zealanders on this historic occasion and encourage further achievements in equality, diversity, and leadership. The Ministry worked with organisations to encourage events and activities for the coming year. By the end of 2018 there will have been more than 300 events celebrating Suffrage 125.

On 7 March 2018 the official programme was launched by the Rt Hon Dame Patsy Reddy, Governor-General of New Zealand, in front of a diverse audience at Government House, Wellington, and set the tone for celebrations for International Women's Day the next day.

This event also launched the events page on the Ministry's website, the Suffrage 125 phrase 'Whakatū wāhine', and other collateral. The phrase means 'women stand up' and represents the suffrage ideals of standing up and standing strong for women and gender equality. This has strong links to the Government aims to improve the lives and equality of New Zealand women and their whānau and strengthen women's participation.

The Ministry also ran, and participated in, a number of events during the year to encourage engagement on the anniversary. These included:

- an International Women's Day event hosted at Te Papa, Wellington, *Whakatū wāhine – forging our future, heralding our history*

- supporting events held by New Zealand embassies around the world, particularly for the Commission on the Status of Women held in New York
- participating in the Women in Public Sector Conference in Wellington
- presenting the Whakatū Wāhine Instagram competition for young New Zealanders as an opportunity for them to share their challenge for a better world for women and girls
- participating in the Wāhine Kākano Conference in Auckland for young women leaders
- organising *Wāhine kōkiri petihana, wāhine kōkiri kaupapa* hosted by Internal Affairs, at He Tohu, Wellington, to share Māori women's perspectives on voting and democracy
- planning for activities across the country to celebrate the anniversary on Suffrage Day 19 September.

Many of these events featured on national media outlets and had significant social media engagement and profile. We also streamed many of the events, some in partnership

with RNZ, and included sign language interpreters. This engagement has led to more information being available about women's history in New Zealand and an increased interest in the visibility of women's stories (through exhibitions, art, stories, and online resources).

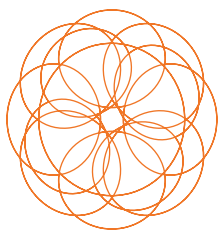
In Budget 2018 the Ministry was allocated \$300,000 to fund community initiatives to support the suffrage anniversary. The Suffrage 125 Community Fund was launched in June 2018 and the 42 funding recipients were announced in early September 2018. The Fund received more than 241 applications, requesting over \$2.8 million.

The Ministry acknowledges the strong working partnerships for this programme with Manatū Taonga Ministry for Culture and Heritage and Te Tari Taiwhenua the Department of Internal Affairs on its programme. The Ministry is also grateful to Te Puni Kōkiri and the Ministry for Pacific Peoples for their support.

The programme concludes with an event in Dunedin on 28 November 2018 to celebrate 125 years of women voting in New Zealand.



*Who we are
and what we do*



Our role and purpose

We are the Government's principal advisor on improving the lives of New Zealand women and girls.

The 125th anniversary of women's suffrage in New Zealand provides a good opportunity to look back and see how far we've come, but also to look at how far we have to go. There have been gains around women's participation in the labour market and greater levels of qualifications. However, sexual harassment in the workplace, gender pay gap, and family violence have all been issues that have continued to grab the headlines and be issues of major concern over the past year.

The Ministry's role is to take action where issues affecting women are identified. We are responsible for:

- policy advice on improving outcomes for women in New Zealand

- leading New Zealand's international reporting obligations in relation to the status of women
- providing suitable women nominees for appointment to state sector boards and committees
- providing support services to the Minister for Women.

Our strategy

The Ministry works with other government agencies, not-for-profit organisations, businesses, community groups, and iwi groups to understand issues and influence them to develop solutions and encourage others to take appropriate action.

This year we worked with more organisations than we have in the past, particularly around suffrage celebrations, and highlighting and addressing

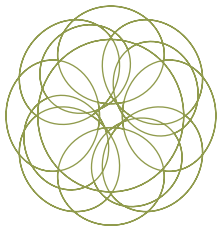
the gender pay gap. Collaboration with other government agencies such as SSC and MBIE on the gender pay gap and pay equity, and suffrage events with Manatū Taonga Ministry for Culture and Heritage and Te Tari Taiwhenua Department of Internal Affairs, has been a big theme of this year. This year has clearly demonstrated that working collaboratively is a very effective way to improve outcomes for women.

Turning to the coming year, we want to ensure that the contribution of all women and girls is valued, including increasing visibility of paid and unpaid work, and ensuring that the strengths of wāhine Māori are recognised.



What we did and how well we did it

This following section demonstrates the contribution we made and the impact of our work during the year. It provides detailed reporting on our achievements and how our work made a difference.



Valuing women's contributions

Why this matters

All women need to have equal opportunities to realise their strengths and participate fully in their local communities and wider society in ways that are meaningful to them. The Ministry's work in the past year has focused predominantly on women's contribution to the labour market. We want to broaden that focus in the coming year.

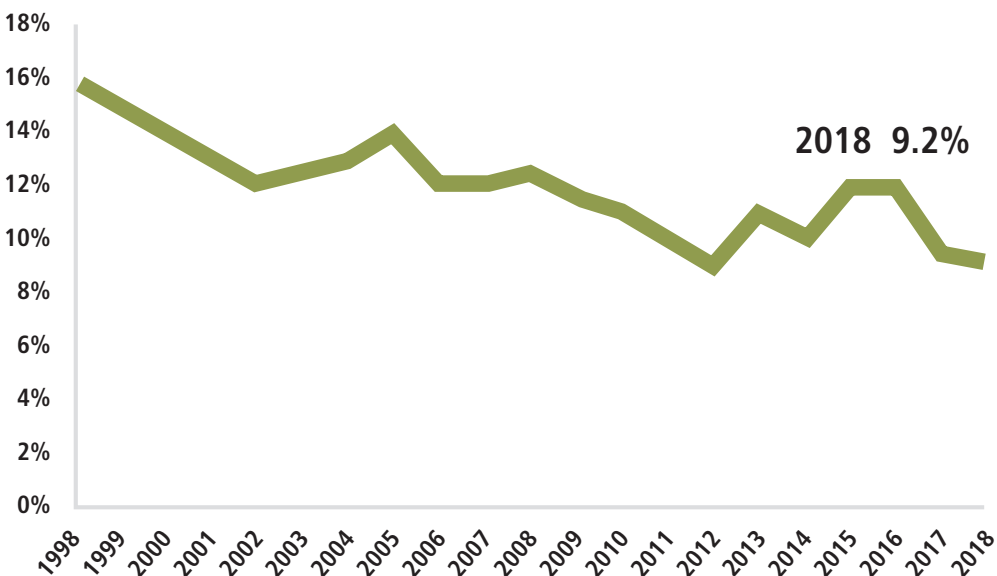
Women make up 60 percent of minimum wage employees. Relative to men, women are more likely to be under-utilised, in that they are more likely to be under-employed or unemployed.

The gender pay gap is an indicator of ongoing workplace gender inequalities, driven by deeply embedded views, values, and behaviours. Empirical evidence suggests that around 20 percent of the gender pay gap can be explained by observable characteristics such as the industries that men and women work in, more women engaging in part-time work, and differences in education, skill, and experience levels. The remaining 80 percent of the gap is attributed to conscious and unconscious bias against women, gender-based stereotypes, and different behaviours between women and men.

The Government is committed to eliminating the gender pay gap in the public service, with substantial progress to be made in this Parliamentary term, as part of the Confidence and Supply Agreement between the New Zealand Labour Party and the Green Party of Aotearoa New Zealand. The gender pay gap within the core public service is currently 12.5 percent.

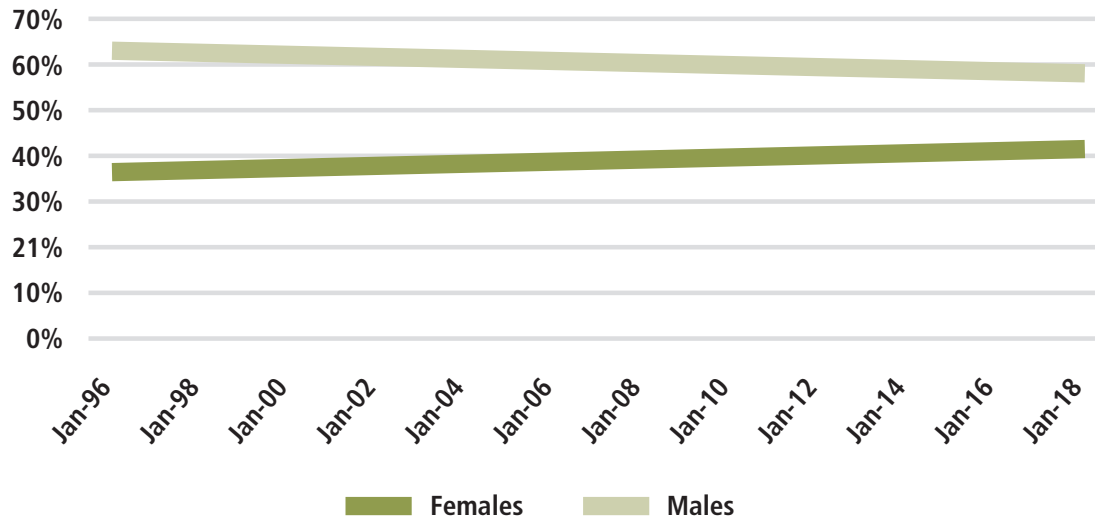
New Zealand women are gaining qualifications at a higher rate than men but their skills are not necessarily being translated into long-term, sustainable careers that offer opportunities for progression.

NZ gender pay gap 1998–2018



Share of all paid hours worked by sex

HFLS 1996-2018



This is partly because there are not high numbers studying high-paying, high-growth subjects such as science, technology, engineering, mathematics (STEM), and construction, or entering trades. Some of these areas, such as construction, face workforce shortages.

The Government is encouraging more women into these areas. At present, women account for only around a third of all students working towards a STEM-related tertiary qualification. Within that group of women the vast majority identify as European, and around 14 percent identify as Māori or Pacific.

There are more women not in education, employment, or training (NEET) than men. Māori and Pacific women and young mothers are particularly vulnerable to low wage employment and poorer outcomes for themselves and their families. We know that Māori and Pacific

women are less likely than European and Asian women to complete a tertiary qualification, are over-represented in minimum wage jobs, and experience higher unemployment rates than those of European and Asian women.

Women contribute more to volunteering than men, with 54 percent of women volunteering for an organisation or directly to people who don't live with them compared with 45 percent of men.

Closing the gender pay gap

In 2016, we took a strategic lead on closing the gender pay gap. Our actions included releasing Ministry-commissioned research by Professor Gail Pacheco of Auckland University of Technology (AUT) that showed 80 percent of the gender pay gap could not be explained by easily measured factors.

This year, the Ministry continued to build on our leadership, moving from increasing awareness and understanding of the issues to helping stakeholders address their gender pay gaps. This included releasing a resource for employers on actions to close gender pay gaps along with profiles of employers taking action.

In the public sector, we developed an action plan to eliminate the gender pay gap in the public service (with SSC and the Public Service Association) which included holding workshops to gather feedback from the 26 agencies across the public service. The action plan was released in July 2018 and a Ministry-supported taskforce has been established to drive the actions needed to achieve change.

The Ministry also provided support for developing the Gender Pay Principles, a joint state sector and union initiative, which should help eliminate

the public service gender pay gap by creating a framework for enduring action and continuing work with unions. The purpose of the Principles is to ensure working environments in the state sector are free from gender-based inequalities.

To support both public and private sector employers, we developed broad statistical guidance on how to measure and analyse organisational gender pay gaps (with Stats NZ and SSC). We partnered with Global Women's Champions for Change to test existing gender pay gap calculators with New Zealand employers. We also developed our internal expertise through training with the Australian Workplace Gender Equality Agency's gender pay gap tool and liaised with United Kingdom officials about their experience addressing gender pay gaps. These tools are available on the Ministry's website.

We ran three regional events in Marlborough, Nelson, and Rotorua to discuss the Ministry's research and resources to help tackle the gender pay gap. The events were also an opportunity to promote the Ministry's Nominations Service which facilitates the appointment of women on state sector boards and committees. We held two workshops to start addressing the combined effect of gender and ethnic pay gaps: one with Pacific interns in the public sector, and the second with the New Zealand Council of Trade Unions women's network.

The Ministry also continued to release new research on the gender pay gap to provide deeper insight into its contributors and outcomes. In May, we released *Parenthood and labour market outcomes* which looked at

parenthood penalties for earnings and employment in greater detail than ever before in New Zealand. The research utilised integrated data and confirmed balancing parenthood and paid work in New Zealand is still highly gendered. The research showed that, over time, this can lead to substantive differences in employment and earnings between mothers and fathers.

Following our research with the Treasury on public servants' experience of parental leave and returning to work, we presented the findings of the research to human resources managers and an article on the research was published as a Treasury paper. We have commenced work on an information booklet for managers which will be incorporated into guidance to support implementing the Gender Pay Principles.

Implementing effective pay equity legislation and exploring pay transparency

Our contribution to the Government's policy development and engagement on pay equity increased, and we worked more closely with MBIE and SSC to support the Minister for Women in developing pay equity legislation. The Ministry represented the Government at the reconvened Joint Working Group on Pay Equity Principles to provide a gendered lens on the issues discussed.

We also worked with MBIE to develop initial advice on the policy rationale and potential broad parameters for introducing pay transparency reporting obligations on employers.

Valuing women's contribution to whānau, community, and wider society

Our work this year broadened beyond equal pay issues to include the experiences of women beyond the labour market. We commissioned a report "*Something's got to change*": *Insights from mothers*, which describes experiences of sole mothers accessing social services while in receipt of a benefit. The report aims to help government agencies understand what these mothers need for better life outcomes, and to share the expectations that the mothers have for themselves, their children, and for their whānau.

In collaboration with Stats NZ and Methodist Mission Southern, we provided analysis of administrative data on women aged 15 to 24 years who are long-term NEET. This project showed that young mothers made up more than one-third of long-term NEETs in rural areas.

The Ministry also supported initiatives to improve women's recognition and participation in sport. This included supporting Sport NZ in the development of a leadership strategy for women and participating in a New Zealand Rugby 2030 Strategy Session with leaders from the public and private sector on future trends, opportunities, and challenges.

We contributed advice on the development of new key government initiatives to ensure a focus on women and girls, including addressing child poverty.

The Ministry also prepared 59 nominations on behalf of the Minister for Women for Queen's Birthday and New Year Honours.

Increasing women's participation in the Māori and Pacific Trades Training programme

We continued to focus on increasing the number of women in the Māori and Pacific Trades Training (MPTT) programme. Each of the 16 consortia involved in the programme are required to register their aspirational targets for women learners. Between 2014 and 2017, the total number of women learners has grown from 251 (21 percent) to 795 (33 percent). The proportion of women in industries where there are forecasted long-term good pay and prospects, including construction-related sectors through to forestry and environmental studies, was 43 percent.

The Ministry continued to work with PACIFICA, an umbrella group for Pacific women on their championing of Pacific girls into trades careers as mothers are key to career choices.

The Ministry co-hosted a Māori and Pacific Trades Training Mana Wāhine Mahi Workshop in South Auckland with Te Puni Kōkiri and the Ministry for Pacific Peoples. The workshop was attended by 80 attendees from four other MPTT consortia, industry training organisations, local employers, local training providers, and other government agencies.

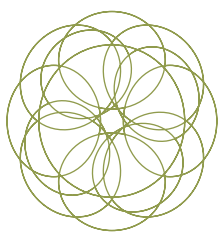
We released a booklet, *Māori and Pasifika women in trades: Stories of wāhine developing trades careers*, showing Māori and Pacific women in construction and infrastructure training. The booklet has been published on the Ministry's website and distributed through the MPTT consortia.

We were part of an MBIE-led working group to establish a new strategy *He Poutama Rangatahi/ Youth Employment Pathways*. The strategy works to address the high concentration of young Māori who are NEET and live in Te Taitokerau-Northland, the Eastern Bay of Plenty, Te Tairāwhiti-Gisborne, and Hawke's Bay.

Are we making a difference?

Ten of 11 stakeholders who had interacted with the Ministry in this area stated that the Ministry's work was valuable. One stakeholder commented "I think they are playing as an equal partner bringing in gender perspective with their work around pay equity and the gender pay gap." Eight of the stakeholders felt that the Ministry was a trusted source of knowledge about all women in New Zealand and that the Ministry was visible in this area.





Encouraging and developing women leaders

Why this matters

The Ministry's gender stocktake shows that women now make up 45.7 percent of state sector boards and committees and also hold almost 48 percent of senior public service leadership positions. Women make up 40 percent of the Members of Parliament – the highest level ever – with 13 of them being Māori women. We also have women in the roles of Prime Minister, Governor-General, and Chief Justice – the first time women have held all three roles since 2006. Women have made steady gains in representation at local government. District councils have seen noticeable increases in the proportion of women elected members, increasing to 34 percent in 2016.

While there has been great progress, we know that large proportions of talented women drop out, or stall below senior management and top leadership positions, and the private sector is significantly lagging behind. Women hold only 20 percent of board positions and 19 percent of senior leadership positions in New Zealand Stock Exchange (NZX) listed companies.

The Government has announced a 50 percent target for women on state sector boards and committees by 2021, and is encouraging the private sector to address the relatively low proportion of women on private sector boards and leadership roles.

Increasing women's participation on state sector boards

We developed an action plan to support the achievement of the 50 percent target, focusing on increasing accountability through collective action by the Government, tracking progress, and by increasing demand for, and improving the supply of, women candidates.

Our Nominations Service continues to assist with the recruitment of suitable women for vacancies on state sector boards. Over the year, we nominated 571 women for vacancies on 186 state sector boards and committees.

We began work to modernise the Nominations Service, which includes establishing partnerships across the state sector, and ensuring training and support services are effective and easy to access. We will also

build our networks to include more agencies outside the state sector to provide our candidates with more entry-level opportunities.

Making a difference in the private sector

In the private sector, we investigated options to progress women's representation on private sector boards and continued working with key leaders in the private sector to influence change.

We worked with SUPERDiverse Women to develop profiles of 20 diverse women to explore the topics of leadership, nationhood, and how to address bias.

Future Directors

The Future Directors programme grows the pipeline of women leaders by giving emerging leaders the opportunity to sit for one-year terms as observers on state sector governance boards. This year, we collaborated with MBIE to run a seminar to promote the Future Directors programme to 20 state sector agencies that appoint to boards.

Reviewing the Future Directors programme

To date there have been eight appointments to state sector boards and committees from the Future Directors programme. Three-quarters of the appointments are still running at this time and the majority of the participants identified that they believed they had received opportunities that they wouldn't have normally received, that they have grown and developed in their career, and that they have developed and built wider networks.

"I learned to understand how I participated at the meetings and to see what other members brought to the table. It allowed me to start to see what I could bring."

"Working on a board with experienced directors, from a range of public sector and commercial backgrounds, with a skilled and experienced chair and a professional and capable chief executive is a nice space to be in. You can actually focus on strategic issues."

The board chairs participating in the programme have all indicated that they are seeking to give younger people opportunities in governance that they might not otherwise get and that they expected to get different perspectives around the board table from the participant.

"We put our hand up because we believe it is vital to develop the next generation of directors... we see it as a governance training opportunity in a safe, but high-level environment... We expect to benefit from having a fresh perspective on health and safety issues."

The Ministry keeps in contact with the government agencies that have appointed Future Directors. The agencies participated in the programme as a way to grow the women in leadership pipeline.

Are we making a difference?

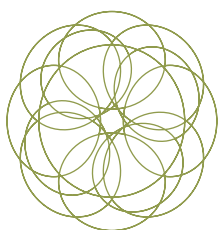
All the stakeholders who had interacted with the Ministry in the Leadership area stated that the work carried out by the Ministry was valuable, and seven of the eight stakeholders stated that they had incorporated the information they'd received into their policies and practices.

One stakeholder commented: "I have used those key research pieces constantly."

Another commented: "They contributed in terms of making submissions, so that was highly valuable."

Four of the stakeholders felt that the Ministry was a trusted source of knowledge about all women in New Zealand and that the Ministry was visible.





Ensuring women and girls are free from violence

Why this matters

Violence against women and girls is widespread. Women are more likely than men to suffer abuse from a partner, including repeat victimisation, and more likely to suffer sexual violence. The impacts are serious, long-lasting, and sometimes fatal. Any violence at any level is unacceptable.

We know that women who have experienced family or sexual violence suffer lower wellbeing; for example, poor physical and mental health, higher unemployment, and higher homelessness. In particular, girls who have been exposed to family or whānau violence can have life-long impacts on their development and wellbeing.

One in four women experience intimate partner violence or sexual violence over the course of their life. But some groups of women are at higher risk than others. Disabled

women are approximately twice as likely to be victims of violence or abuse compared to other women.¹ Pacific and Asian women experience rates of violence similar to the average for women.²

Wāhine Māori and girls, especially those aged 15 to 28 years, are much more likely to experience interpersonal violence than other

women. Wāhine Māori are more than twice as likely to be a victim of a violent interpersonal offence by an intimate partner and almost twice as likely to experience one or more coercive and controlling behaviours from a current partner.³ Nearly twice as many Wāhine Māori and Māori girls suffer sexual violence, compared to the general population.⁴

Data from the New Zealand Crime and Safety Survey⁵ suggest that, while the percentage of women who experience intimate partner violence or sexual violence each year has decreased over the past few years, the prevalence level is still of concern.

Annual prevalence			Lifetime prevalence		
Year ⁶	Violent interpersonal offences by an intimate partner	Sexual offences	Year ⁷	Selected violent offences by partners	Sexual offences
2013	5.7%	2.9%	2014	26.1%	23.8%
2008	8.0%	4.2%	2009	27.7%	24.8%
2005	8.6%	5.2%	2006	29.3%	28.3%

Source: Ministry of Justice, New Zealand Crime and Safety Survey (NZCASS) 2014

1 Brownridge, D. (2006). Partner violence against women with disabilities: Prevalence, risk and explanations. *Violence against Women*, 12(9), 805–822.

2 For ‘Pacific’ women and ‘Asian’ women, the rates of interpersonal violence across all types of relationships to the offender were similar to the female average and the annual rate of intimate partner violence experienced by Pacific women decreased by a statistically significant amount from 2009 to 2014. Pacific men and women are more likely to experience coercive control than other ethnic groups. ‘European’ women experienced less violence than the female average across all types of relationships to the offender.

3 New Zealand Crime and Safety Survey, 2014.

4 See the Mana Wāhine claim, citing NZCASS 2006.

5 Ministry of Justice, New Zealand Crime and Safety Survey (NZCASS) 2014. Offences included in each category are defined in NZCASS 2014.

6 Annual prevalence rates relate to offences that occurred between 1 January 2005, 2008, or 2013 and the date of the interview. As such, the reference years for annual prevalence are 2005, 2008, and 2013.

7 Lifetime prevalence rates refer to experiences up to the date of the interview. Because interviews were conducted between February and June/July in 2006, 2009, and 2014, these are the relevant reference years.

Violence against women and girls is preventable

Preventing violence before it occurs will have the greatest impact on the proportion of the New Zealand population affected by violence. But right now 90 percent of government funding in this area targets the aftermath of violence and only 1.4 percent is spent on primary prevention. The Government intends to significantly increase its prevention actions in our communities so we build a culture of non-violence, and change those attitudes and behaviours that enable and condone violence. This is not work that can be done by any one agency.

We are contributing to cross-government work to improve the system response

The Ministry worked as part of the cross-government programme led by Jan Logie, Parliamentary Under-Secretary (Sexual and Domestic Violence Issues) to transform the way government responds to family or whānau violence and sexual violence. The cross-government work includes: new laws and policies; a national strategy for prevention of family and sexual violence; an investment strategy for service delivery; strengthening the workforce; establishing dedicated oversight roles in government; and improving data. The Ministry contribution included the evidence base for future investment in prevention and the forthcoming national strategy for family violence and sexual violence.

We also drew on our research and analysis to provide advice to decision-makers across government on what is required to address the particular needs of women and girls in a range of government policies. For example, we provided advice on the relationship between perpetration and victimisation of young female offenders.

We are building the evidence on what works to prevent and reduce violence against women

The Ministry's research is helping establish what works to prevent violence in a range of settings, including online and in the workplace.

In the past year we continued to extend our expertise through research partnerships to achieve greater impacts for women.

Two examples are our partnerships with Netsafe on digital harm and young people, and with the NZ Police on the Rotorua pilot programme on an integrated response to family or whānau violence.

The Ministry's 2017 research report *Insights into digital harm: The online lives of New Zealand girls and boys*, which was developed with Netsafe, is the first in New Zealand to represent young people's views and experiences of digital harm in their own words. The research shows that girls and boys invest in their online lives in different ways; they interact differently online; and the extent to which their online lives impact on their identities also differs. The research identifies prevention

as a priority and characteristics of effective prevention.

The partnership also resulted in Netsafe's 2017 and 2018 reports on statistical insights into online harm.

We partnered with the Rotorua New Zealand Police to evaluate the Police-led integrated response to family or whānau violence. The evaluation is contributing to the development of the project and has contributed to the growing evidence base on integrated responses to family or whānau violence.

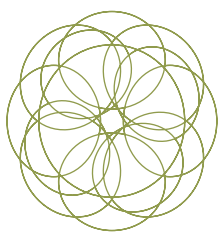
In response to growing social concerns about sexual harassment, we undertook a literature scan of international responses to workplace sexual harassment, to support cross-government work on this issue.

Are we making a difference?

Seven of the eight stakeholders who had interacted with the Ministry in this area stated that the work carried out by the Ministry was valuable and five stakeholders stated that they had incorporated the information they'd received into their policies and practices.

One stakeholder commented: "They are generating research results and analysis that we can apply in our own endeavours."

Seven of the stakeholders felt that the Ministry was a trusted source of knowledge about all women in New Zealand and that their relationship with the Ministry was good or extremely good.



Leading New Zealand's reporting on its international commitments

New Zealand is signatory to a number of international agreements about the status of women and gender equality. In many areas, New Zealand has a proud record on women's achievements and gender equality; however, there is still much to be done for us to continue living up to that record in all areas. International engagement helps us to identify where to focus policy attention, as well as helping to build our knowledge within New Zealand about what works in making a difference in advancing women's wellbeing.

The Ministry leads the Government's international reporting on the status of women and builds its expertise on gender issues through collaboration with officials in other jurisdictions, sharing our experience and learning from others.

Meeting our international obligations

We are responsible for coordinating progress reports, attending international forums, and ensuring that New Zealand is fully compliant with our international obligations to improve the status of women.

In 2018, the Government participated in an examination by the United Nations' Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) Committee of its 2016 eighth periodic report. In February, we submitted the Government's response to the CEDAW Committee's List of Issues and Questions arising from the report. We coordinated

work across government agencies to provide detailed information for the examination.

In July, we supported Jan Logie, Parliamentary Under-Secretary (Sexual and Domestic and Violence Issues) in Geneva, Switzerland, to present to the Committee the New Zealand Government's record in relation to the Convention, and engage in constructive dialogue with the Committee on this. The 82 recommendations arising from the Committee show that New Zealand still has work to do.

In March 2018, we supported Hon Julie Anne Genter, Minister for Women, at the 62nd session of the Commission on the Status of Women (CSW62) in New York which focused on rural women. This included a number of meetings with delegations from a range of countries, to learn from each other's experience. The Government delegation included an NGO representative for the first time in 10 years.

We represented New Zealand at the APEC Women and the Economy Forum held in Vietnam in September 2017. We provided policy advice to the APEC Policy Partnership on Women and the Economy working group. With Ministry of Foreign Affairs and Trade (MFAT) and SSC, we are preparing for two upcoming events in September: the APEC Women and the Economy Forum in Papua New Guinea and the New Zealand-led Public-Private Dialogue on Structural Reform and Gender. We are continuing to work with MFAT to prepare for New Zealand's APEC host year in 2021.

The Ministry is the lead agency on Goal 5, Gender Equality, of the United Nations (UN) Sustainable Development Goals and works to ensure that all of the Goals are progressed in a way that ensures effective sustainable development for women and girls.

In the human rights domain, we provided advice in support of New Zealand's accountability for performance under the International Covenant on Economic, Social and Cultural Rights, the Universal Periodic Review, the UN Convention on the Rights of the Child, the UN Convention on the Rights of Persons with Disabilities, the UN Declaration on the Rights of Indigenous Peoples, and UN Security Council Resolution 1325 on Women, Peace and Security.

We support high-profile events that enable New Zealand to show international leadership on women's issues. We supported New Zealand's global engagement on International Women's Day including an article for the Prime Minister to the OECD 'March on Gender' Forum and the participation of Sir Jerry Mateparae,

High Commissioner to the United Kingdom, in a Commonwealth interactive panel discussion.

We work collaboratively with non-government organisations (NGOs) on international issues. We convened five meetings of the Ministry's International Women's Caucus, a forum for government agencies, NGOs, and individuals to work collaboratively on international issues relevant to the interests and wellbeing of women. The Caucus works to enhance New Zealand's capacity to contribute to international forums by sharing information and coordinating participation. Special meetings were convened with the Minister for Women and the Under-Secretary for Justice (Sexual and Domestic Violence Issues) to discuss participation in the CEDAW process.

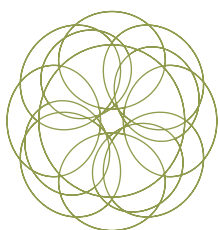
Are we making a difference?

All of the stakeholders who had interacted with the Ministry in this area stated that the work carried out by the Ministry was valuable and that the Ministry was a trusted source of knowledge about all women in New Zealand.

One stakeholder commented: "Through our relationship with them [the Ministry], they enabled us to be directly involved in policy decisions that impact on rural women and girls."

Another commented: "They're complementary to us; I'm thinking in terms of our collective engagement at the UN, we work in partnership with each other."





Improving our organisational performance

A key challenge for the Ministry is to become more visible and relevant. We are facing greater demand on our services as well as continuing complexity of issues facing women and girls. Alongside this, we have opportunities to further develop our stewardship role and be seen as the go-to provider of evidence, knowledge, and data on women and girls.

The Ministry for Women has purposeful interactions with a range of organisations and individuals across New Zealand in order to achieve greater outcomes for women in New Zealand. The Ministry provides unique added-value insights for outcomes for women that are not available from other agencies.

The Ministry needs to influence others to act and be clear about who to influence, and create a positive strong reputation. Stakeholder interactions also provide valuable insights to the Ministry's knowledge about the issues that are concerning women of New Zealand.

Given all this, the Ministry has focused on three themes of visibility, collaboration, and diversity over the past year. Each of these themes is explored below.

Visibility

The Ministry's annual stakeholder survey for 2018 showed 95 percent of stakeholders said the work the Ministry does with their agency

was 'valuable' or 'very valuable'. Eighty percent of the stakeholders surveyed had attended events organised by the Ministry.

The Ministry has continued its partnerships with the Women of Influence Awards and SUPERDiverse Women to recognise women leaders across New Zealand. SUPERDiverse Women's #myidentitychallenge allowed New Zealanders to share their diverse culture and identities.

The Ministry also supported the W Online website project, run by the YWCA Auckland. The W Directory brought together the wide range of services, opportunities, and events for women in New Zealand. It was designed to be used by women from all ages and stages – from those looking for advice on re-entering the workforce to school leavers. The site has been well received by the women's sector and, following the launch, a large number of organisations contacted the YWCA to update or correct contact details. The YWCA is now making changes to phase two of the website to increase its usage.

The Ministry is a member of the Champions of Change, an initiative to increase gender diversity in the private and public sector. We continued to work with Global Women on women in leadership initiatives and the gender pay gap, AUT for research into parenthood and women in the workforce; and Netsafe for advice on how to keep women safe online.

To support the Ministry's international commitments in New Zealand and overseas, we have worked closely with the International Women's Caucus, a group of NGOs. The Ministry funded a representative of this Caucus to attend the Commission on the Status of Women to provide advice to the delegation and contribute to the performance and capacity of the New Zealand CSW delegation.

The Ministry had an external focus to launch its work with the women impacted by the particular issue a given workstream addresses. This focus meant launching a report on online safety with young students; launching the Gender Pay Principles

with the public sector and unions; and working with business and governance representatives on women in governance initiatives.

During the year the Ministry continued the use of communications channels to share information on policy impacting on women, and particularly to promote the Suffrage 125 celebrations. The Ministry's website users more than doubled during the year. Users of the Ministry's Linked In, Twitter, and Facebook channels doubled over the year. A Suffrage 125 Facebook and Instagram page was also set up. We also made use of livestreaming of events and announcements, with the videos being watched by several thousand people afterwards.

The Ministry set up a new engagement channel on the website, allowing direct feedback on a particular issue; for example, asking women how they balanced work and parenthood. The feedback on this question included childcare, flexible work, and human resources policies. The information collected will be reflected in the Ministry's advice on these issues, allowing real-life examples to support policy analysis. This tool has worked well with women being able to give commentary on their particular situation.

The Ministry will continue to strengthen its stakeholder and audience engagement activities to increase the impact of its work and bring benefits to women of New Zealand.

Collaboration

We began developing an updated gender analysis tool to better support development of high-quality advice to Ministers across government. It will help people identify and effectively address gender issues and identify ways in which the wellbeing of women and girls can be enhanced through government policies. It will draw on best practice from other gender analysis and policy tools in New Zealand, updating the Ministry's 1996 tool, *The full picture Te tirohanga whānui: Guidelines for gender analysis*, which was the first attempt in New Zealand to describe the principles and practice of gender analysis.

We have been working to ensure gender equality outcomes are built in and clearly visible as part of cross-government work led by Stats NZ and the Treasury which will establish clear indicators and measures of New Zealand's progress in increasing wellbeing.

Diversity

The Ministry hosted an intern from MBIE's Tupu Tai ('Next Wave') cross-government Pacific intern scheme between November 2017 and February 2018. We also developed our diversity and inclusion agency profile and participated in the SSC-led Diversity and Inclusion Network.

In June 2018, the Ministry hosted the *Wāhine kōkiri petihana* hui as part of the Suffrage 125 celebrations. This hui, held at the National Library of New Zealand alongside the He Tohu exhibition, addressed Māori women's perspectives on voting

and democracy, broadening the narrative about suffrage.

The Ministry is leading work on the Mana Wāhine Kaupapa Waitangi Tribunal inquiry, an inquiry into a cluster of claims about the impact of Crown policies and actions on the status and wellbeing of wāhine Māori. The claims allege the Crown has failed to protect the rangatiratanga (status and self-determination) of Māori women and their right to non-discrimination on grounds of their gender.

Externally, the Ministry hosted a workshop between system leaders from Te Puni Kōkiri and the Ministry for Pacific Peoples to consider our shared data needs to strengthen evidence-based policy advice. We identified key data gaps and we will be looking at how these can be addressed, working with agencies that collect data. The Ministry is working with Te Puni Kōkiri on a plan of action to improve outcomes for wāhine Māori.

Developing our internal capability

In the 2017/18 financial year we commenced work on developing the Ministry's People Plan, which will enable the Ministry to adopt a future-orientated approach to our workforce. It will assist us to make planned and deliberate people-related decisions and ensure we have the right capacity (numbers and mix of staff) and capability (skills, knowledge, and behaviours) to deliver what is expected of us now and in the future. Achieving maximum impact with our limited resources will be a key driver of the workforce decisions in our People Plan.

To date, our plan identifies key themes that will drive our approach to our workforce over the next three to five years. These include:

- building and retaining skills and capability for the future
- creating a diverse and inclusive Ministry
- having the right people in the right place at the right time
- a culture driven by our values and behaviours
- system contribution and embodying the Spirit of Service.

The next phase of this work will focus on the current state of our workforce, identify the gaps we have between our current and future state, and identify priority workforce actions. The People Plan is expected to be completed by the end of 2018.

The Ministry has also developed an Information Systems Strategic Plan (ISSP). This takes an extensive look into the Ministry's information system environment to identify areas for improvement and ensure value is being derived from the Ministry's IT investment.

The initial focus of the ISSP is to ensure staff have a reliable set of tools to undertake their day-to-day duties, and that they are trained and supported to use them effectively. It is also focused on enabling staff to operate in a more mobile and flexible manner, which aligns with the flexible provisions of the Employment Relations Act.

The Ministry has explored options for replacing its current hardware and remote access solution, and plans to implement changes in September 2018. We expect these changes to address failing systems, improve supportability, and provide effective portability. Once fully embedded, our focus will shift to reviewing current systems and processes.

Helen Potiki, Director Policy, was awarded a 2018 Leadership Development Centre Fellowship (LDC) – one of only four awarded across the entire public sector. Ms Potiki's research, based here and overseas, will be on "exploring leadership capability in the delivery of outcomes to diverse communities through flexible work and other innovative workplace practices".

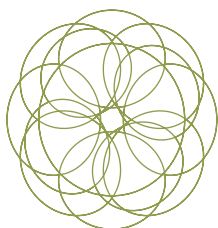




Reporting on our performance

For the year ended 30 June 2018

The following section provides detailed reporting on our performance by appropriation against our targets as set out in the Information Supporting the Estimates 2017/18. Where appropriate we have included comparative performance information against targets for the prior year (2016/17 actuals).



Policy advice and related services (multi-category appropriation)

The overarching purpose of this appropriation is to provide policy advice and other support to Ministers in discharging their policy decision-making and other portfolio responsibilities.

We are the Government’s principal advisor on improving the lives of New Zealand women. During the year we were funded to provide:

- advice (including second-opinion advice and contributions to policy advice led by other agencies) to support decision-making by ministers on government policy matters that improve the lives of New Zealand women, including managing New Zealand’s international obligations with respect to the status of women
- suitable women nominees for appointment to state sector boards and committees
- support services to the Minister for Women to enable them to meet their portfolio responsibilities
- administrative support for the National Advisory Council on the Employment of Women.

What we intended to achieve with this appropriation

This appropriation is intended to achieve better outcomes for New Zealand women by supporting ministerial decision-making with high-quality policy advice.

Measuring our performance against our targets

Key performance measure	Actual performance
<p>Stakeholder satisfaction with the quality of the evidence, analysis, and advice provided by the Ministry.⁸</p> <p><i>Target of ‘met requirements’ or better as measured on an annual basis.</i></p>	<div data-bbox="574 1433 750 1568" data-label="Figure"> </div> <p>95 percent of stakeholders said that the work the Ministry does with their agency was ‘valuable’ or ‘very valuable’.⁹</p> <p>(2016/17 actuals: 85 percent of stakeholders rated their satisfaction with the Ministry’s advice as ‘met requirements’ or higher.¹⁰)</p>

8 As updated in the Vote Women Supplementary Estimates of Appropriation 2017/18.

9 Research First Limited, Ministry for Women Stakeholder Feedback, August 2018.

10 Research First Limited, Ministry for Women Stakeholder Feedback, August 2017.

Key performance measure	Actual performance
<p>Key stakeholders report that the Ministry's evidence, analysis, and advice has informed their actions and been incorporated in their policies and practices to improve outcomes for women.¹¹</p> <p><i>Target of 75 percent of stakeholders as measured on an annual basis.</i></p>	<div data-bbox="576 472 756 584" data-label="Figure"> </div> <p>70 percent of stakeholders reported that the Ministry's evidence, analysis, and advice has informed their actions and been incorporated in their policies and practices to improve outcomes for women.¹²</p> <p>(2016/17 actuals: 86 percent of stakeholders.¹³)</p>

Commentary on our performance

We focused on areas where we could make the most difference and that would have the greatest impact for women and New Zealand. We worked with and through others to achieve our goals.

We provided evidence, analysis, and advice to influence decision-makers in government and leaders in the private and non-government sectors so they could achieve better outcomes for women.

Stakeholder satisfaction remains high, with 95 percent of stakeholders saying that the work the Ministry does with their agency is 'valuable' or 'very valuable'. The majority of stakeholders surveyed reported that they had incorporated the Ministry's evidence, analysis, or advice into their policies and practices to improve outcomes for women (70 percent).

¹¹ As updated in the Vote Women Supplementary Estimates of Appropriation 2017/18.

¹² Research First Limited, Ministry for Women Stakeholder Feedback, August 2018.

¹³ Research First Limited, Ministry for Women Stakeholder Feedback, August 2017.

Summary of our performance for each category

We achieved all of our seven performance targets this year compared with five out of eight last year (63 percent).

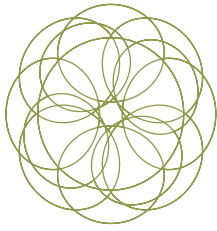
Here is a summary of our performance by appropriation category. For full details on our performance against each target, refer to pages 28 to 39.

Policy advice	Nominations Service	Ministerial services	National Advisory Council of Women
			
3 out of 3 performance targets were met this year	2 out of 2 performance targets were met this year	1 out of 1 performance target was met this year	1 out of 1 performance target was met this year
2016/17: 3 out of 3 performance targets	2016/17: 2 out of 2 performance targets	2016/17: 1 out of 1 performance target	2016/17: 1 out of 1 performance target

Financial performance

2017 actual \$000		2018 unaudited budget ¹⁴ \$000	2018 actual \$000	2019 unaudited forecast \$000
Multi-category appropriation				
<i>Policy advice and related services</i>				
4,825	Crown revenue	5,208	5,208	5,401
9	Other revenue	-	82	0
4,834	Total revenue	5,208	5,290	5,401
4,626	Total expenses	5,208	5,160	5,401
208	Net surplus/(deficit)	-	130	-

14 As updated in the Vote Women Main Estimates of Appropriation 2017/18.




Policy advice

This category is limited to providing advice (including second-opinion advice and contributions to policy advice led by other agencies) to support decision-making by Ministers on government policy matters relating to improving the lives of New Zealand women.

What we intended to achieve

This category is intended to achieve the delivery of high-quality advice to support ministerial decision-making that improves the lives of New Zealand women.

Measuring our performance against our targets



Key performance measures		Actual performance
<p>Average quality of written policy papers to the Minister for Women, as assessed by an independent reviewer.</p> <p><i>Target of 75 percent¹⁵ as measured by an annual survey with a methodical robustness score of at least 70 percent.¹⁶</i></p>		<p>The New Zealand Institute of Economic Research (NZIER) rated the technical quality of the Ministry's written policy advice at 75.7% (7.57 out of 10).</p> <p>(2016/17 actuals: NZIER rated the technical quality of the Ministry's written policy advice at 76 percent as measured by an annual assessment with a methodical robustness score of 75 percent.¹⁷)</p>

NZIER does not provide a methodological robustness score. However, NZIER confirms that they use a consistent framework of criteria to ensure comparability. The criteria and assumptions are drawn from the literature and calibrated with the experience, and against the expectations, of Ministers, their immediate advisors, and senior officials.

¹⁵ As updated in the Vote Women Supplementary Estimates of Appropriation 2017/18.

¹⁶ The methodical robustness score reflects the robustness of the review process and includes factors such as the experience of reviewers, how papers were selected for the review, and what criteria reviewers applied. The higher the robustness score, the stronger the methodological quality of the assessment.

¹⁷ New Zealand Institute of Economic Research, Ministry for Women Policy Advice Quality Review 2017, June 2017.

Key performance measures		Actual performance
<p>Ministerial satisfaction with the Ministry's advice.</p> <p><i>Target of 75 percent¹⁸ as measured by a quarterly common satisfaction survey for policy advice.¹⁹</i></p>		<p>The Minister rated her satisfaction with the quality of the Ministry's policy advice at 75 percent using the common satisfaction survey.</p> <p>(2016/17 actuals: The Minister rated her satisfaction with the quality of the Ministry's policy advice at 81.7 percent using the common satisfaction survey.)</p> <p><i>Due to the change of government this is a result for nine months.</i></p>
<p>Total cost of producing policy advice per output hour.²⁰</p> <p><i>Target of between \$120 and \$130.²¹</i></p>		<p>The Ministry's total cost per policy output hour was \$121.</p> <p>(2016/17 actuals: \$125 per hour.)</p>

Commentary on our performance

We continued to provide effective advice to improve the lives of women in New Zealand.

We continually measure the quality and effectiveness of our advice in order to maximise our impact.

All three performance measures in this appropriation category were achieved:

- the quality of written policy papers to the Minister for Women remains high
- ministerial satisfaction with the quality of our advice increased significantly this year
- the total cost of producing policy advice remains within our target range.

18 As updated in the Vote Women Supplementary Estimates of Appropriation 2017/18.

19 Ministers responsible for policy appropriations are asked to complete a common satisfaction survey of six core questions in order to provide a quantitative representation of their satisfaction with an agency's policy advice.

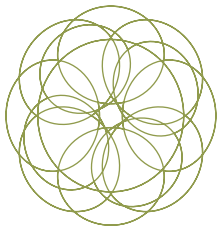
20 The total cost per policy output hour metric is designed to be a unit cost for policy advice that reflects what policy organisations might have to bill per hour to break even if they were contracted for services on that basis.

21 As updated in the Vote Women Supplementary Estimates of Appropriation 2017/18.

Financial performance

2017 actual \$000		2018 unaudited budget ²² \$000	2018 actual \$000	2019 unaudited forecast \$000
Multi-category appropriation				
<i>Policy advice</i>				
3,970	Crown revenue	4,353	4,193	4,386
9	Other revenue	-	82	0
3,979	Total revenue	4,353	4,275	4,386
3,827	Total expenses	4,353	4,156	4,386
152	Net surplus/(deficit)	-	119	-

22 As updated in the Vote Women Main Estimates of Appropriation 2017/18.





Nominations Service

This category is limited to providing suitable women nominees for appointment to state sector boards and committees.

What we intended to achieve

This category is intended to achieve suitable women nominees for appointment to state sector boards and committees.

Measuring our performance against our targets

Key performance measures		Actual performance
<p>Appointing agency satisfaction with the quality of nominees and Nominations Service provided by the Ministry.</p> <p><i>Target of 'met requirements' or better as measured on an annual basis.</i></p>		<p>2017/18 92 percent rating of 'met requirements' or exceeded their requirements with 50 percent claiming the service was excellent.</p> <p>(2016/17 actuals: 2017/18 100 percent of key appointing agencies rated the quality the Ministry's Nominations Service and nominees provided as 'meeting their requirements' or higher.)</p>
<p>Timeliness of nominations.</p> <p><i>Target of 100 percent of responses to nomination requests provided by the due date.</i></p>		<p>2017/18 100 percent of responses to nominations requests were provided in a timely manner.</p> <p>(2016/17 actuals: 100 percent of responses to nominations requests were provided in a timely manner.)</p>

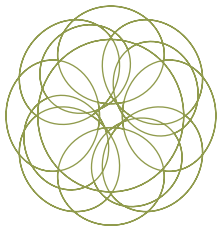
Commentary on our performance

We continued to work closely with appointing agencies to ensure that suitably qualified women were identified and nominated for vacancies on state sector boards and committees, helping to build the pipeline of women with governance skills in New Zealand. This included responding to over 200 requests for candidates from nominating agencies.

As in previous years, both performance measures in this appropriation category were achieved. All stakeholders were satisfied with the quality of our Nominations Service and all nomination requests were responded to by the due date.

Financial performance

2017 actual \$000		2018 unaudited budget \$000	2018 actual \$000	2019 unaudited forecast \$000
Multi-category appropriation				
<i>Nominations Service</i>				
300	Crown revenue	300	460	460
-	Other revenue	-	-	-
300	Total revenue	300	460	460
288	Total expenses	300	458	460
12	Net surplus/(deficit)	-	2	-



Ministerial services

This category is limited to providing services to the Minister for Women to enable her/him to discharge their portfolio responsibilities.

What we intended to achieve

This category is intended to achieve high-quality and timely services to enable the Minister for Women to discharge her/his portfolio responsibilities.

Measuring our performance against our targets

Key performance measure		Actual performance
Ministerial satisfaction with the services provided by the Ministry. <i>Target of 'met requirements' or better as rated on a quarterly basis.</i>		The Minister rated her satisfaction as 'excellent'. (2016/17 actuals: The Minister rated her satisfaction as 'met requirements' in the first, third, and fourth quarters. Due to changes of ministerial portfolios, a rating was not received for the second quarter.)

This only includes nine months of measurement due to the 2017 general election and subsequent change of government.

Commentary on our performance

The performance measure for this appropriation category was fully achieved with our support services meeting requirements throughout the year.

We continue to work on improving the quality, effectiveness, and timeliness of our services in order to best support the Minister meet her portfolio responsibilities.

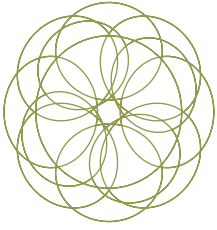
Measuring our output performance against our targets

Other performance measures	Actual performance
<i>Preparation of draft responses to parliamentary questions</i>	
Number prepared (Estimated 40)	5 draft responses were prepared in 2017/18. There were 38 in 2016/17.
Percentage provided within the agreed reporting deadline (Target 100 percent)	100 percent were provided within the agreed deadline in 2017/18. This was also the case in 2016/17.
<i>Preparation of draft responses to requests to the Minister under the Official Information Act</i>	
Number prepared (Estimated 10)	18 draft responses were prepared in 2017/18. There were 8 in 2016/17.
Percentage provided within the agreed reporting deadline (Target 100 percent)	100 percent were provided within the agreed deadline in 2017/18. This was also the case in 2016/17.
<i>Preparation of draft replies to ministerial correspondence</i>	
Number prepared (Estimated 35)	182 draft replies were prepared in 2017/18. There were 78 in 2016/17.
Percentage provided within the agreed reporting deadline (Target 100 percent)	100 percent were provided within the agreed deadline in 2017/18. This compared to 99 percent in 2016/17.

Financial performance

	2017 actual \$000	2018 unaudited budget \$000	2018 actual \$000	2019 unaudited forecast \$000
Multi-category appropriation				
<i>Ministerial services</i>				
355	Crown Revenue	355	355	355
-	Other revenue	-	-	-
355	Total revenue	355	355	355
345	Total expenses	355	354	355
10	Net surplus/(deficit)	-	1	-





National Advisory Council on the Employment of Women

This category is limited to providing administrative, advisory, and research support for the National Advisory Council on the Employment of Women (NACEW).

What we intended to achieve

This category is intended to achieve high-quality administrative, advisory, and research support for the National Advisory Council on the Employment of Women.

Measuring our performance against our targets

Key performance measure		Actual performance
Council member satisfaction with the services provided by the Ministry. <i>Target of 'met requirements' or better as rated on an annual basis.</i>		Achieved. (2016/17 actuals: All members reported that the Ministry's advice and support met their requirements or better. 50 percent of members rated their satisfaction as 'more than meeting requirements' or 'excellent'. ²³)

The result of this measure is based on feedback from the Chair of the National Advisory Council on the Employment of Women

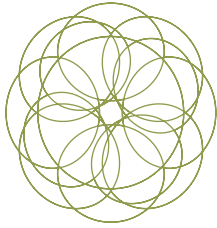
Commentary on our performance

NACEW met four times in the 2017/18 financial year and was supported by the Ministry in the following work:

- appointed a Future Director
- supported an event with the Rotorua Chamber of Commerce about women in leadership, for which Traci Houpapa was the keynote speaker
- funding research on the Employment Experiences of Women
- contributing funding to the MBIE Return to IT Pilot
- funding a literature review on 'interruptability' as part of flexible work
- providing advice to the then Minister for Women (Minister Bennett) about pay equity
- participating in consultation on pay transparency with MBIE and providing advice to the Minister for Women, Hon Julie Anne Genter.

Financial performance

		2017 actual \$000	2018 unaudited budget \$000	2018 actual \$000	2019 unaudited forecast \$000
Multi-category appropriation					
<i>National Advisory Council on the Employment of Women</i>					
200	Crown revenue		200	200	200
-	Other revenue		-	-	-
200	Total revenue		200	200	200
166	Total expenses		200	192	200
34	Net surplus/(deficit)		-	8	-



Capital Expenditure Appropriation (Permanent Legislative Authority)

This appropriation is limited to the purchase or development of assets by and for the use of the Ministry for Women, as authorised by section 24(1) of the Public Finance Act 1989.

What we intended to achieve

This appropriation is intended to achieve the efficient delivery of Ministry for Women outputs through funding the routine replacement and upgrade of office equipment and information technology to support the delivery of Ministry services.

Measuring our performance against our targets

Key performance measure		Actual performance
Expenditure is in accordance with the Ministry's annual capital plan. <i>Target of 100 percent of expenditure in accordance with the Ministry's annual capital plan.</i>		Not achieved. (2016/17 actuals: achieved.)

Commentary on our performance

This year we have committed to the replacement of our desktop computer hardware, to better support our employees to operate in a more mobile and flexible manner, and to contribute capacity to our disaster recovery planning. Due to delays in delivery of the new hardware, this upgrade will now occur early in the 2018/19 year.

Financial performance

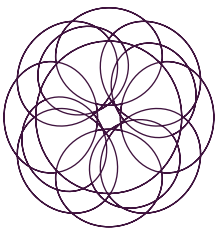
		2018 unaudited budget ²⁴ \$000	2018 actual \$000	2019 unaudited forecast \$000
Capital expenditure appropriation				
20	Property, plant, and equipment	30	1	40
52	Intangibles	10	0	0
72	Total capital expenditure	40	1	40



24 As updated in the Vote Women Main Estimates of Appropriation 2016/17.



Our financial statements



Ministry for Women Statement of responsibility

For the year ended 30 June 2018

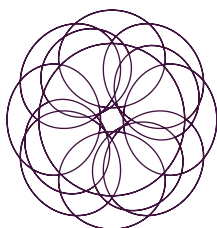
I am responsible, as Chief Executive of the Ministry for Women (the Ministry), for:

- the preparation of the Ministry's financial statements, and statements of expenses and capital expenditure, and for the judgements made in them
- having in place a system of internal control designed to provide reasonable assurance as to the integrity and reliability of financial reporting
- ensuring that end-of-year performance information on each appropriation administered by the Ministry is provided in accordance with sections 19A to 19C of the Public Finance Act 1989, whether or not that information is included in this annual report
- the accuracy of any end-of-year performance information prepared by the Ministry, whether or not that information is included in this annual report.

In my opinion:

- the financial statements fairly reflect the financial position and operations of the Ministry as at 30 June 2018 and its operations ended on that date
- the forecast financial statements fairly reflect the forecast financial position of the Ministry as at 30 June 2018 and its operations for the year ending on that date.

Renee Graham
Chief Executive
28 September 2018



Independent Auditor's Report

To the readers of Ministry for Women's annual report for the year ended 30 June 2018

The Auditor General is the auditor of Ministry for Women (the Ministry). The Auditor General has appointed me, Chrissie Murray, using the staff and resources of Audit New Zealand, to carry out, on his behalf, the audit of:

- the financial statements of the Ministry on pages 44 to 63, that comprise the statement of financial position, statement of commitments, statement of contingent liabilities and contingent assets as at 30 June 2018, the statement of comprehensive revenue and expense, statement of changes in equity, and statement of cash flows for the year ended on that date and the notes to the financial statements that include accounting policies and other explanatory information;
- the performance information prepared by the Ministry for the year ended 30 June 2018 on pages 10 to 20 and 24 to 39; and
- the statement of budgeted and actual expenses and capital expenditure incurred against appropriations for the year ended 30 June 2018 on pages 64 to 66.

Opinion

In our opinion:

- the financial statements of the Ministry on pages 44 to 63:
 - present fairly, in all material respects:
 - its financial position as at 30 June 2018; and
 - its financial performance and cash flows for the year ended on that date; and
 - comply with generally accepted accounting practice in New Zealand in accordance with Public Benefit Entity Standards Reduced Disclosure Regime.
- the performance information of the Ministry on pages 10 to 20 and 24 to 39:
 - presents fairly, in all material respects, for the year ended 30 June 2018:

- what has been achieved with the appropriation; and
 - the actual expenses or capital expenditure incurred compared with the appropriated or forecast expenses or capital expenditure; and
 - complies with generally accepted accounting practice in New Zealand.
- The statement of budgeted and actual expenses and capital expenditure incurred against appropriations on pages 64 to 66 are presented fairly, in all material respects, in accordance with the requirements of section 45A of the Public Finance Act 1989.

Our audit was completed on 1 October 2018. This is the date at which our opinion is expressed.

The basis for our opinion is explained below. In addition, we outline the responsibilities of the Chief Executive and our responsibilities relating to the information to be audited, we comment on other information, and we explain our independence.

Basis for our opinion

We carried out our audit in accordance with the Auditor General's Auditing Standards, which incorporate the Professional and Ethical Standards and the International Standards on Auditing (New Zealand) issued by the New Zealand Auditing and Assurance Standards Board. Our responsibilities under those standards are further described in the Responsibilities of the auditor section of our report.

We have fulfilled our responsibilities in accordance with the Auditor General's Auditing Standards.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of the Chief Executive for the information to be audited

The Chief Executive is responsible on behalf of the Ministry for preparing:

- Financial statements that present fairly the Ministry's financial position, financial performance, and its cash flows, and that comply with generally accepted accounting practice in New Zealand.
- Performance information that presents fairly what has been achieved with each appropriation, the expenditure incurred as compared with expenditure expected to be incurred, and that complies with generally accepted accounting practice in New Zealand.
- Statement of budgeted and actual expenses and capital expenditure incurred against appropriations, which is presented fairly, in accordance with the requirements of the Public Finance Act 1989.

The Chief Executive is responsible for such internal control as is determined is necessary to enable the preparation of the information to be audited that is free from material misstatement, whether due to fraud or error.

In preparing the information to be audited, the Chief Executive is responsible on behalf of the Ministry for assessing the Ministry's ability to continue as a going concern. The Chief Executive is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless there is an intention to merge or to terminate the activities of the Ministry, or there is no realistic alternative but to do so.

The Chief Executive's responsibilities arise from the Public Finance Act 1989.

Responsibilities of the auditor for the information to be audited

Our objectives are to obtain reasonable assurance about whether the information we audited, as a whole, is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit carried out in accordance with the Auditor General's Auditing Standards will always detect a material misstatement when it exists.

Misstatements are differences or omissions of amounts or disclosures, and can arise from fraud or error.

Misstatements are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of readers, taken on the basis of the information we audited.

For the budget information reported in the information we audited, our procedures were limited to checking that the information agreed to the Strategic Intentions 2014-18 and relevant Estimates and Supplementary Estimates of Appropriations 2017/18, and the 2017/18 forecast financial figures included in the Ministry's 2016/17 Annual Report.

We did not evaluate the security and controls over the electronic publication of the information we audited.

As part of an audit in accordance with the Auditor General's Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. Also:

- We identify and assess the risks of material misstatement of the information we audited, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- We obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Ministry's internal control.
- We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Chief Executive.
- We evaluate the appropriateness of the reported performance information within the Ministry's framework for reporting its performance.
- We conclude on the appropriateness of the use of the going concern basis of accounting by the Chief Executive and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt

on the Ministry's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the information we audited or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Ministry to cease to continue as a going concern.

- We evaluate the overall presentation, structure and content of the information we audited, including the disclosures, and whether the information we audited represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Chief Executive regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Our responsibilities arise from the Public Audit Act 2001.

Other information

The Chief Executive is responsible for the other information. The other information comprises the information included on pages 1 to 9, 21 to 23, and 40, but does not include the information we audited, and our auditor's report thereon.

Our opinion on the information we audited does not cover the other information and we do not express any form of audit opinion or assurance conclusion thereon.

Our responsibility is to read the other information. In doing so, we consider whether the other information is materially inconsistent with the information we audited or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on our work, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Independence

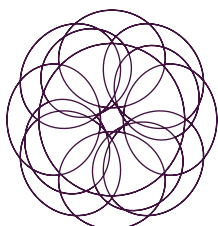
We are independent of the Ministry in accordance with the independence requirements of the Auditor General's Auditing Standards, which incorporate the independence requirements of Professional and Ethical Standard 1 (Revised): Code of Ethics for Assurance Practitioners issued by the New Zealand Auditing and Assurance Standards Board.

Other than in our capacity as auditor, we have no relationship with, or interests, in the Ministry.



Chrissie Murray
Audit New Zealand
On behalf of the Auditor General
Wellington, New Zealand

AUDIT NEW ZEALAND
Mana Arotake Aotearoa



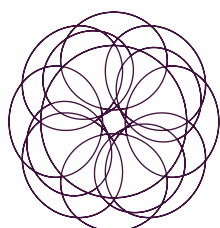
Statement of comprehensive revenue and expenses

For the year ended 30 June 2018

2016/17 actual \$000		Note	2017/18 actual \$000	2017/18 unaudited budget \$000	2018/19 unaudited forecast \$000
Revenue					
4,825	Revenue from the Crown		5,208	5,208	5,401
9	Other revenue	2	82	-	-
4,834	Total revenue		5,290	5,208	5,401
Expenses					
2,943	Personnel costs	3	3,722	3,718	3,881
1,549	Operating costs	5	1,289	1,359	1,322
22	Capital charge	4	20	21	20
112	Depreciation/amortisation expense	7,8	129	110	178
4,626	Total expenses		5,160	5,208	5,401
208	Net surplus/(deficit)		130	-	-
-	Other comprehensive revenue and expense		-	-	-
208	Total comprehensive revenue and expense		130	-	-

Explanations of major variances against budget figures are provided in note 18.

The accompanying notes form part of these financial statements.



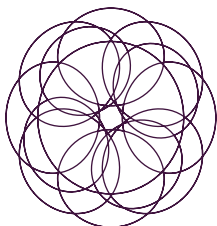
Statement of financial position

As at 30 June 2018

2017 actual \$000	Note	2018 actual \$000	2018 unaudited budget \$000	2019 unaudited forecast \$000
Assets				
Current assets				
693	Cash and cash equivalents	721	527	550
-	Debtors and other receivables	-	-	-
-	Prepayments	49	-	-
693	Total current assets	770	527	550
Non-current assets				
432	Property, plant, and equipment	338	364	347
80	Intangible assets	46	78	11
512	Total non-current assets	384	442	358
1,205	Total assets	1,154	969	908
Liabilities				
Current liabilities				
371	Creditors and other payables	367	325	300
208	Return of operating surplus	130	-	-
195	Employee entitlements	236	215	205
14	Lease incentive liability	14	-	14
788	Total current liabilities	747	540	519
Non-current liabilities				
10	Employee entitlements	14	15	10
71	Lease incentive liability	57	78	43
81	Total non-current liabilities	71	93	53
869	Total liabilities	818	633	572
336	Net assets	336	336	336
Equity				
336	General funds	336	336	336
336	Total equity	336	336	336

Explanations of major variances against budget figures are provided in note 18.

The accompanying notes form part of these financial statements.



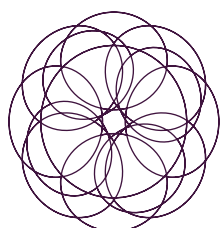
Statement of changes in equity

For the year ended 30 June 2018

2017 actual \$000		2018 actual \$000	2018 unaudited budget \$000	2019 unaudited forecast \$000
General funds				
336	Balance at 1 July	336	336	336
208	Total comprehensive revenue and expense	130	-	-
(208)	Repayment of operating surplus to the Crown	(130)	-	-
336	Balance at 30 June	336	336	336

Explanations of major variances against budget figures are provided in note 18.

The accompanying notes form part of these financial statements.



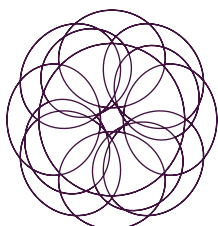
Statement of cash flows

For the year ended 30 June 2018

2016/17 actual \$000		2017/18 actual \$000	2017/18 unaudited budget \$000	2018/19 unaudited forecast \$000
Cash flow from operating activities				
4,825	Receipts from Crown	5,208	5,208	5,401
-	Receipts from departmental revenue	82	-	-
18	Receipts from other revenue	-	-	-
(1,477)	Payments to suppliers	(1,402)	(1,424)	(1,308)
(2,912)	Payments to employees	(3,677)	(3,665)	(3,881)
(22)	Payments for capital charge	(20)	(21)	(20)
(68)	Goods and Services Tax (net)	46	-	(27)
364	Net cash from operating activities	237	98	165
Cash flows from investing activities				
(12)	Purchase of property, plant, and equipment	(1)	(30)	(30)
(52)	Purchase of intangible assets	-	(10)	(10)
(64)	Net cash from investing activities	(1)	(40)	(40)
Cash flows from financing activities				
(192)	Repayment of surplus to Crown	(208)	(110)	(100)
(192)	Net cash from financing activities	(208)	(110)	(100)
108	Net increase/(decrease) in cash	28	(52)	25
585	Cash at the beginning of the year	693	579	525
693	Cash at the end of the year	721	527	550

Explanations of major variances against budget figures are provided in note 18.

The accompanying notes form part of these financial statements.



Statement of commitments

As at 30 June 2018

Capital commitments

Capital commitments are the aggregate amount of capital expenditure contracted for the acquisition of property, plant, and equipment and intangible assets that haven't been paid for or not recognised as a liability at balance date.

Cancellable capital commitments, that have penalty or exit costs explicit in the agreement, on exercising the option to cancel are reported below at the lower of the remaining contractual commitment and the value of those penalty or exit costs (that is, the minimum future payments).

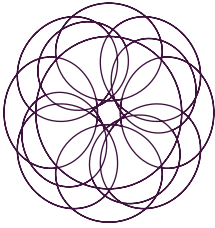
Non-cancellable operating lease commitments

The Ministry leases property in the normal course of its business. The Ministry entered a lease for new premises commencing 1 September 2014. The premises lease has a non-cancellable leasing period of nine years, with a right of renewal for a further six years. There are no restrictions placed on the Ministry by any of its leasing arrangements.

The future aggregate minimum lease payments to be paid under non-cancellable operating leases are as follows:

2017 actual \$000		2018 actual \$000
	Capital commitments	
	- Property, plant, and equipment	133
	- Total capital commitments	133
	Non-cancellable operating lease	
180	Not later than one year	154
721	Later than one year and not later than five years	617
210	Later than five years	26
1,111	Total non-cancellable operating lease	797
1,111	Total commitments	930

The accompanying notes form part of these financial statements.



Statement of contingent liabilities and contingent assets

As at 30 June 2018

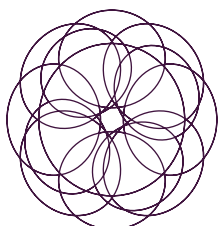
Contingent liabilities

There were no contingent liabilities or guarantees given under the Public Finance Act 1989 in relation to the activities of the Ministry at 30 June 2018 (2017: Nil).

Contingent assets

The Ministry had no contingent assets at 30 June 2018 (2017: Nil).

The accompanying notes form part of these financial statements.



Notes to the financial statements

For the year ended 30 June 2018

1. Statement of accounting policies

Reporting entity

The Ministry for Women (the Ministry) is a government department as defined by section 2 of the Public Finance Act 1989 and is domiciled and operates in New Zealand. The relevant legislation governing the Ministry's operations includes the Public Finance Act 1989 and the Public Accountability Act 1998. The Ministry's ultimate parent is the New Zealand Crown.

The Ministry's primary objective is to provide services to the New Zealand public. The Ministry does not operate to make a financial return.

The Ministry has designated itself as a public benefit entity (PBE) for the purposes of complying with generally accepted accounting practice.

The financial statements of the Ministry are for the year ended 30 June 2018, and were approved for issue by the Chief Executive on 28 September 2018.

Basis of preparation

The financial statements have been prepared on a going concern basis, and the accounting policies have been applied consistently throughout the year.

Statement of Compliance

The financial statements of the Ministry have been prepared in accordance with the requirements of the Public Finance Act 1989, which includes the requirement to comply with New Zealand generally accepted accounting practices (NZ GAAP) and Treasury Instructions.

The financial statements have been prepared in accordance with and comply with Public Benefit Entity Reduced Disclosure Regime on the basis that the Ministry is neither publicly accountable nor large.

Presentation currency and rounding

The financial statements are presented in New Zealand dollars and all values are rounded to the nearest thousand dollars (\$000), other than the related party disclosures in Note 15. The related party disclosures are rounded to the nearest dollar.

Changes in accounting policies

There have been no changes in the Ministry's accounting policies since the date of the last audited financial statements.

Standards issued and not yet effective and not early adopted

Standards and amendments, issued but not yet effective that have been early adopted, and which are relevant to the Ministry are:

Financial Instruments

In January 2017, the External Reporting Board issued PBE IFRS 9 *Financial Instruments*. This replaces PBE IPSAS 29 *Financial Instruments: Recognition and Measurement*. PBE IFRS 9 is effective for annual periods beginning on or after 1 January 2021, with earlier application permitted. The main changes under the standard are:

- New financial asset classification requirements for determining whether an asset is measured at fair value or amortised cost.
- A new impairment model for financial assets based on expected losses, which may result in the earlier recognition of impairment losses.
- Revised hedge accounting requirements to better reflect the management of risks.

The Treasury has resolved to adopt PBE IFRS 9 *Financial Instruments* for financial statements for periods beginning on or after 1 January 2018, and therefore the new standard will be effective for the Ministry's 2018/19 financial year. The Ministry has not yet assessed the effects of the new standard.

Impairment of Revalued Assets

In April 2017, the External Reporting Board issued Impairment of Revalued Assets, which now clearly scopes in revalued property, plant, and equipment into the impairment accounting standards. Previously, only property, plant, and equipment measured at cost were scoped into the impairment accounting standards.

Under the amendment, a revalued asset can be impaired without having to revalue the entire class of asset to which the asset belongs. The timing of the Ministry adopting this amendment will be guided by the Treasury's decision on when the Financial Statements of Government will adopt the amendment.

Summary of significant accounting policies

Significant accounting policies are included in the notes to which they relate.

Significant accounting policies that do not relate to a specific note are outlined below.

Foreign currency transactions

Foreign currency transactions are translated into NZ\$ (the functional currency) using the spot exchange rates at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the surplus or deficit.

Cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with banks, and other short-term highly liquid investments with original maturities of three months or less.

The Ministry is only permitted to expend its cash and cash equivalents within the scope and limits of its appropriations.

Goods and Services Tax (GST)

Items in the financial statements are stated exclusive of GST, except for receivables and payables, which are stated on a GST-inclusive basis. Where GST is not recoverable as input tax, it is recognised as part of the related asset or expense.

The net amount of GST recoverable from, or payable to, the Inland Revenue Department (IRD) is included as part of receivables or payables in the statement of financial position.

The net GST paid to, or received from, the IRD including the GST relating to investing and financing activities, is classified as a net operating cash flow in the statement of cash flows.

Income tax

The Ministry is a public authority and consequently is exempt from income tax. Accordingly, no provision has been made for income tax.

Critical accounting estimates and assumptions

In preparing these financial statements, estimates and assumptions have been made concerning the future. These estimates and assumptions may differ from the subsequent actual results. Estimates and assumptions are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

There are no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Critical judgements in applying accounting policies

Management has not been required to exercise critical judgements in applying accounting policies.

Budget and forecast figures**Basis of the budget and forecast figures**

The 2018 budget figures are for the year ended 30 June 2018 and were published in the Ministry's *2016/17 Annual Report*. They are consistent with the Ministry's best estimate financial forecast information submitted to the Treasury for the *Budget Economic and Fiscal Update* (BEFU) for the 2017/18 year.

The 2019 forecast figures are for the year ending 30 June 2019, which are consistent with the best estimate financial forecast information submitted to the Treasury for the BEFU for the 2018/19 year. This forecast information may not be appropriate for purposes other than those prescribed.

The forecast financial statements have been prepared as required by the Public Finance Act 1989 to communicate forecast financial information for accountability purposes.

The budget and forecast figures are unaudited and have been prepared using the accounting policies adopted in preparing these financial statements.

The 30 June 2019 forecast figures have been prepared in accordance with and comply with PBE FRS 42 *Prospective Financial Statements*.

The forecast financial statements were approved for issue by the Chief Executive on 3 April 2018.

The Chief Executive is responsible for the forecast financial statements, including the appropriateness of the assumptions underlying them and all other required disclosures.

While the Ministry regularly updates its forecasts, updated forecast financial statements for the year ending 30 June 2019 will not be published.

Significant assumptions used in preparing the forecast financials

The forecast figures contained in these financial statements reflect the Ministry's purpose and activities and are based on a number of assumptions on what may occur during the 2018/19 year. The forecast figures have been compiled on the basis of existing government policies and ministerial expectations at the time the Main Estimates were finalised.

The main assumptions, which were adopted as at 3 April 2018, were as follows:

- The Ministry's core activities will remain substantially the same as the previous year focusing on the Government's priorities.
- In addition, the Ministry will administer the Suffrage 125 Community Fund in the 2018/19 financial year, resulting in additional one-off departmental funding, and expenditure in the form of community grants.
- Personnel costs were based on up to 34 full-time equivalent staff.
- Operating costs were based on historical experience and other factors believed to be reasonable in the circumstances and are the Ministry's best estimate of future costs that will be incurred. Remuneration rates were based on current wages and salary costs, adjusted for anticipated remuneration changes.
- Estimated year-end information for 2017/18 was used as the opening position for the 2018/19 forecasts.

The actual financial results achieved for the period ending 30 June 2019 are likely to vary from the forecast information presented, but are not likely to be material.

There have been no significant changes since the forecasts were approved that would have a material impact on the forecast figures.

2. Revenue

Accounting policy

The specific accounting policies for significant revenue items are explained below:

Revenue Crown

Revenue from the Crown is measured based on the Ministry's funding entitlement for the reporting period. The funding entitlement is established by Parliament when it passes the Appropriation Acts for the financial year. The amount of revenue recognised takes into account any amendments to appropriations approved in the Appropriation (Supplementary Estimates) Act for the year and certain other unconditional funding adjustments formally approved prior to balance date.

There are no conditions attached to the funding from the Crown. However, the Ministry can incur expenses only within the scope and limits of its appropriations.

The fair value of Revenue Crown has been determined to be equivalent to the funding entitlement.

Departmental contributions for staff secondment

Revenue from Departmental contributions for staff secondments is recognised as the underlying staffing costs are incurred by the Ministry. The recorded revenue is the gross amount of the contribution.

Departmental cost recoveries

Revenue from Departmental cost recoveries is recognised when the Ministry invoices the other party for the costs incurred. The recorded revenue is the gross amount of the recovery.

Leadership Development Centre Fellowship funds

Fellowship funds are recognised as revenue upon receipt of the funding. Although Fellowship funds can only be spent for the purposes outlined in the Fellowship application, there are no conditions attached to the funds that could readily give rise to obligations to return funds to the Leadership Development Centre.

Breakdown of other revenue and further information

2017 actual \$000		2018 actual \$000
7	Departmental contributions for staff secondment	45
-	Departmental cost recoveries	2
2	ACC claims	-
-	Leadership Development Centre Fellowship funds	35
9	Total other revenue	82

3. Personnel costs***Accounting policy******Salaries and wages***

Salaries and wages are recognised as an expense as employees provide service.

Superannuation schemes***Defined contribution schemes***

Obligations for contributions to the State Sector Retirement Savings Scheme, KiwiSaver, and the Government Superannuation Fund are accounted for as defined contribution superannuation schemes and are recognised as an expense in the surplus or deficit as incurred.

Breakdown of personnel costs

2017 actual \$000		2018 actual \$000
2,846	Salaries and wages	3,583
78	Employer contributions to defined contribution plans	98
9	Increase/(decrease) in employee entitlements	36
10	ACC levy	5
2,943	Total personnel costs	3,722

4. Capital charge

Accounting policy

The capital charge is recognised as an expense in the financial year to which the charge relates.

Further information

The Ministry pays a capital charge to the Crown on its taxpayers' funds (equity) as at 30 June and 31 December each year.

The capital charge rate for the year ended 30 June 2018 was 6% (2017: 7% from 1 July 2016 to 31 December 2016 and then 6% from 1 January 2017).

5. Other expenses

Accounting policy

Operating leases

An operating lease is a lease that does not transfer substantially all the risks and rewards incidental to ownership of an asset to the lessee. Lease payments under an operating lease are recognised as an expense on a straight-line basis over the lease term.

Lease incentives received are recognised in the surplus or deficit as a reduction of rental expense over the lease term.

Other expenses

Other expenses are recognised as goods and services are received.

2017 actual \$000		2018 actual \$000
31	Audit fees for audit of financial statements	32
157	Operating lease expense	184
60	Training and conference costs	49
90	Travel expenses	132
662	Consultants and contractors	290
91	Publications	85
211	IT expenses	233
247	Other expenses	284
1,549	Total operating costs	1,289

6. Receivables

Accounting policy

Debtors and other short-term receivables are recorded at the amount due, less any provision for uncollectability.

A receivable is considered uncollectable when there is evidence that the amount will not be fully collectable. The amount that is uncollectable is the difference between the carrying amount due and the present value of the amount expected to be collected.

In relation to the receivables as at 30 June 2018 no provision for uncollectability was considered necessary.

7. Property, plant, and equipment

Accounting policy

Property, plant, and equipment consists of the following asset classes: computer equipment, office equipment, furniture, fitout and leasehold improvements, and artwork.

All asset classes with the exception of artwork are measured at cost, less accumulated depreciation and impairment losses. Artwork is measured at cost.

Additions

The cost of an item of property, plant, and equipment is recognised as an asset only when it is probable that future economic benefits or service potential associated with the item will flow to the Ministry and the cost of the item can be measured reliably.

Work in progress is recognised at cost less impairment and is not depreciated.

In most instances, an item of property, plant, and equipment is initially recognised at its cost. Where an asset is acquired through a non-exchange transaction, it is recognised at its fair value as at the date of acquisition.

Disposals

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount of the asset. Gains and losses on disposals are reported net in the surplus or deficit.

Subsequent costs

Costs incurred subsequent to initial acquisition are capitalised only when it is probable that future economic benefits or service potential associated with the item will flow to the Ministry and the cost of the item can be measured reliably.

The costs of day-to-day servicing of property, plant, and equipment are recognised in the surplus or deficit as they are incurred.

Depreciation

Depreciation is provided on a straight-line basis on all property, plant, and equipment, except artwork, at rates that will write off the cost of the assets to their estimated residual values over their useful lives. The useful lives and associated depreciation rates of major classes of property, plant, and equipment have been estimated as follows:

Asset class	Years	Depreciation rate
Computer equipment	3	33%
Office equipment	5	20%
Furniture	5–10	10%–20%
Fitout and leasehold improvements	9	11%

Leasehold improvements are depreciated over the shorter of the unexpired period of the lease or the estimated remaining useful lives of the improvements.

The residual value and useful life of an asset is reviewed, and adjusted if applicable, at each balance date.

Impairment

The Ministry does not hold any cash-generating assets. Assets are considered cash-generating where their primary objective is to generate a commercial return.

Non-cash-generating assets

Property, plant, and equipment, and intangible assets held at cost that have a finite life are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable.

An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable service amount. The recoverable service amount is the higher of an asset's fair value less costs to sell and value in use.

Value in use is determined using a depreciated replacement cost approach.

If an asset's carrying amount exceeds its recoverable service amount, the asset is regarded as impaired

and the carrying amount is written-down to the recoverable amount. The total impairment loss is recognised in the surplus or deficit.

The reversal of an impairment loss is also recognised in the surplus or deficit.

Restrictions

There are no restrictions over the title of the Ministry's property, plant, and equipment; nor are any pledged as security for liabilities.

Breakdown of property, plant, and equipment and further information

	Computer equipment \$000	Office equipment \$000	Furniture & fit-out \$000	Artwork \$000	Total \$000
Cost or valuation					
Balance at 1 July 2016	44	36	606	2	688
Additions	16	4	-	-	20
Disposal	-	-	-	-	-
Balance at 30 June 2017/1 July 2017	60	40	606	2	708
Additions	-	1	-	-	1
Disposal	-	-	-	-	-
Balance at 30 June 2018	60	41	606	2	709
Accumulated depreciation and impairment losses					
Balance at 1 July 2016	44	11	129	-	184
Depreciation expense	3	7	82	-	92
Elimination on disposal	-	-	-	-	-
Balance at 30 June 2017/1 July 2017	47	18	211	-	276
Depreciation expense	6	8	81	-	95
Elimination on disposal	-	-	-	-	-
Balance at 30 June 2018	53	26	292	-	371
Carrying amounts					
At 1 July 2016	-	25	477	2	504
At 30 June and 1 July 2017	13	22	395	2	432
At 30 June 2018	7	15	314	2	338

8. Intangible assets

Accounting policy

Software acquisition

Acquired computer software licences are capitalised on the basis of the costs incurred to acquire and bring to use the specific software.

Staff training costs are recognised as an expense when incurred. Costs associated with maintaining computer software are recognised as an expense when incurred. Costs of software updates or upgrades are capitalised only when they increase the usefulness or value of the software.

Costs associated with development and maintenance of the Ministry's website are recognised as an expense when incurred.

Amortisation

The carrying value of an intangible asset with finite life is amortised on a straight-line basis over its useful life. Amortisation begins when the asset is available for use and ceases at the date that the asset is derecognised. The amortisation charge for each financial year is recognised in the surplus or deficit.

The useful lives and associated amortisation rates of major classes of intangible assets are estimated as follows:

Acquired computer software	3 years	33%
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Impairment

Refer to the policy for impairment of property, plant, and equipment in note 7. The same approach applies to the impairment of intangible assets.

Breakdown of intangible assets and further information

	Total \$000
Cost or valuation	
Balance at 1 July 2016	256
Additions	52
Disposals	(20)
Balance at 30 June 2017 / 1 July 2017	288
Additions	-
Disposals	-
Balance at 30 June 2018	288
Accumulated amortisation and impairment losses	
Balance at 1 July 2016	208
Amortisation expense	20
Disposals	(20)
Balance at 30 June 2017 / 1 July 2017	208
Amortisation expense	34
Disposals	-
Balance at 30 June 2018	242
Carrying amounts	
At 1 July 2016	48
At 30 June and 1 July 2017	80
At 30 June 2018	46

Restrictions

There are no restrictions over the title of the Ministry's intangible assets; nor are any pledged as security for liabilities.

Impairment

The Ministry has not recognised any impairment of these assets.

9. Creditors and other payables

Accounting policy

Short-term payables are recorded at the amount payable.

Breakdown of payables and further information:

2017 actual \$000		2018 actual \$000
315	Creditors	265
56	Accrued expenses	36
-	GST payable	66
371	Total creditors and other payables	367

Creditors and accrued expenses are all payable under exchange transactions. They are non-interest bearing and are normally settled on 30-day terms, and therefore the carrying value of creditors and other payable approximates their fair value.

GST is payable under non-exchange transactions.

10. Return of operating surplus

Pursuant to section 22 of the Public Finance Act 1989, any operating surplus is returned to the Crown. The repayment of surplus is to be paid by 31 October of each year.

The Ministry has a provision for return of the operating surplus to the Crown of \$130,000 (2017: \$208,000).

II. Provisions

Accounting policy

The Ministry recognises a provision for future expenditure of uncertain amount or timing when:

- there is a present obligation (either legal or constructive) as a result of a past event,
- it is probable that an outflow of future economic benefits will be required to settle the obligation, and
- a reliable estimate can be made of the amount of the obligation.

As at 30 June 2018 there are no provisions required to be recognised (2017: Nil).

12. Employee entitlements

Accounting policy

Short-term employee entitlements

Employee benefits that are due to be settled within 12 months after the end of the year in which the employee provides the related service are measured based on accrued entitlements at current rates of pay.

These include salaries and wages accrued up to balance date, annual leave earned but not yet taken at balance date, long service leave entitlements expected to be settled within 12 months, and sick leave.

The Ministry recognises a liability for sick leave to the extent that absences in the coming year are expected to be greater than the sick leave entitlements earned in the coming year. The amount is calculated based on the unused sick leave entitlement that can be carried forward at balance date, to the extent that the Ministry anticipates it will be used by staff to cover those future absences.

A liability and an expense are recognised for bonuses where there is a contractual obligation or where there is a past practice that has created a constructive obligation and a reliable estimate of that obligation can be made.

Long-term employee entitlements

Employee benefits that are due to be settled beyond 12 months after the end of the period in which the employee provides the related service, such as long service leave, have been calculated on an actuarial basis. The calculations are based on:

- likely future entitlements accruing to staff, based on years of service, years to entitlement, the likelihood that employees will reach the point of entitlement, and contractual entitlement information, and
- the present value of the estimated future cash flows.

Presentation of employee entitlements

Sick leave, annual leave, vested long service leave, and non-vested long service leave expected to be settled within 12 months of balance date are classified as a current liability. All other employee entitlements are classified as a non-current liability.

Critical accounting estimates and assumptions

Long service leave

The measurement of the long service leave obligations depends on a number of factors that are determined on an actuarial basis using a number of assumptions. Two key assumptions used in calculating this liability include the discount rate and the salary inflation factor. Any changes in these assumptions will affect the carrying amount of the liability.

Expected future payments are discounted using discount rates derived from the yield curve of the New Zealand government bonds. The discount rates used have maturities that match, as closely as possible, the estimated future cash outflows. A weighted average discount rate of 3.55% (2017: 3.92%) and an inflation factor of 3.1% (2017: 3.1%) were used. The discount rates and salary inflation factor used are those advised by the Treasury.

Any change to the discount rate, however, would not have a material impact on the surplus/(deficit).

Breakdown of employee entitlements

2017 actual \$000		2018 actual \$000
Current portion		
62	Accrued salaries and wages	71
130	Annual leave	162
3	Sick leave	3
-	Long service leave	-
-	Provision for redundancy payments	-
195	Total current portion	236
Non-current portion		
10	Long service leave	14
205	Total employee entitlements	250

13. Lease Incentive Liability

The Ministry received a contribution of \$124,000 towards the fitout of its new premises from the landlord. The value of this contribution is being written down over the term of the lease against the rental cost of the lease. Further information about the Ministry's leasing arrangements is disclosed in the statement of commitments.

2017 actual \$000		2018 actual \$000
14	Lease incentive liability (current portion)	14
71	Lease incentive liability (non-current portion)	57
85	Total lease incentive liability	71

14. Equity

Accounting policy

Equity is the Crown's investment in the Ministry and is measured as the difference between total assets and total liabilities.

Capital management

The Ministry manages its revenue, expenses, assets and liabilities, and general financial dealings prudently. The Ministry's equity is largely managed as a by-product of managing revenue, expenses, assets, liabilities, and compliance with the government budget processes, Treasury Instructions, and the Public Finance Act 1989.

15. Related party transactions

The Ministry is a wholly owned entity of the Crown.

Related party disclosures have not been made for transactions with related parties that are within a normal supplier or client/recipient relationship on terms and conditions no more or less favourable than those that it is reasonable to expect the Ministry would have adopted in dealing with the party at arm's length in the same circumstances. Further, transactions with other government agencies (for example, government departments and Crown entities) are not disclosed as related party transactions when they are consistent with the normal operating arrangements between government agencies and undertaken on the normal terms and conditions for such transactions.

2017 actual		2018 actual
Leadership Team, including the Chief Executive		
\$528,761	Remuneration	\$1,062,597
3.3	Full-time equivalent staff	5.5

The Leadership Team changed during the year with the establishment of the Director, Communications as a member of the Leadership Team from 18 September 2017, and an additional Director, Policy role was established and filled from 26 March 2018. In comparison, there were several changes in the team during the 2016/17 year resulting in periods where positions were not filled, and impacting on the remuneration paid during the 2016/17 year.

The above key management personnel disclosure excludes the Minister for Women. The Minister's remuneration and other benefits are not received only for her role as a member of key management personnel of the Ministry. The Minister's remuneration and other benefits are set by the Remuneration Authority under the Members of Parliament (Remuneration and Services) Act 2013 and are paid under Permanent Legislative Authority, not by the Ministry for Women.

16. Events after balance date

There have been no significant events after balance date.

17. Financial instruments

Financial assets and financial liabilities are measured at their fair value through surplus or deficit. Transaction costs are recognised in the surplus or deficit.

Financial instrument assets held at fair value through surplus or deficit comprise cash at bank and on hand and debtors and other receivables. The total value of financial instrument assets is \$721,000 (2017: \$693,000).

Financial instrument liabilities held at fair value through surplus or deficit comprise creditors and other payables. The total value of financial instrument liabilities is \$367,000 (2017: \$371,000).

18. Explanations of major variances against budget

Explanations of major variances from the Ministry's original 2017/18 budget figures are as follows:

Operating costs

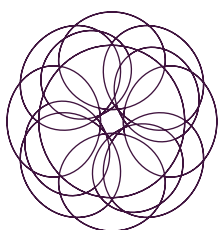
Operating costs were lower than budget because of reduced spending on purchased research services and contractors.

Prepayments

As at 30 June 2018, we identified amounts that had been paid in the 2017/18 year but that related to travel, subscriptions, and other costs that belong to the 2018/19 year. Prepayments were not included in the original budget.

Current liabilities

Current liabilities were higher than budget because of higher creditor balances reflecting the timing of expenditure; increased employee entitlements reflecting higher staffing levels; and the Ministry's provision for repayment of the operating surplus to the Crown in October 2018.



Statement of budgeted and actual expenses and capital expenditure incurred against appropriations

For the year ended 30 June 2018

The following statements report information about the expenses and capital expenditure incurred against each appropriation administered by the Ministry. These are prepared on a GST exclusive basis.

End-of-year performance information for each appropriation can be found on pages 25 to 39.

2017 actual \$000		2018 actual \$000	2018 approved appropriation \$000	2019 unaudited forecast \$000
VOTE WOMEN				
Appropriation for departmental output expenses				
Multi-Category Appropriation				
3,827	Policy Advice	4,156	4,353	4,386
288	Nominations Service	458	300	460
345	Ministerial Services	354	355	355
166	National Advisory Council on the Employment of Women	192	200	200
4,626	Total appropriations for output expenses	5,160	5,208	5,401
Appropriation for capital expenditure				
72	Ministry for Women Permanent Legislative Authority	1	40	40
4,698	Total appropriations	5,161	5,248	5,441

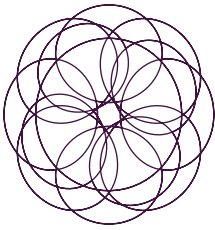
Statement of cost allocation policies

The Ministry has determined the cost of outputs using the cost allocation system outlined below.

Direct costs are those costs directly attributed to an output. Indirect costs are those costs that cannot be attributed to a specific output in an economically feasible manner.

Direct costs are charged directly to outputs. Indirect costs are charged to outputs based on each output's direct salary costs.

There have been no changes to the cost allocation methodology since the date of the last audited financial statements.



Statement of expenses and capital expenditure incurred in excess of or without appropriation

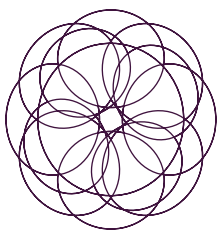
For the year ended 30 June 2018

Expenses and capital expenditure incurred in excess of appropriation

Nil

Expenses and capital expenditure incurred without appropriation or other authority

Nil



Statement of capital injections

For the year ended 30 June 2018

19. Capital injections

No capital injections were received during the year (2017: Nil).

Capital injections without, or in excess of, authority

No capital injections were received during the year without, or in excess of, authority (2017: Nil).

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