

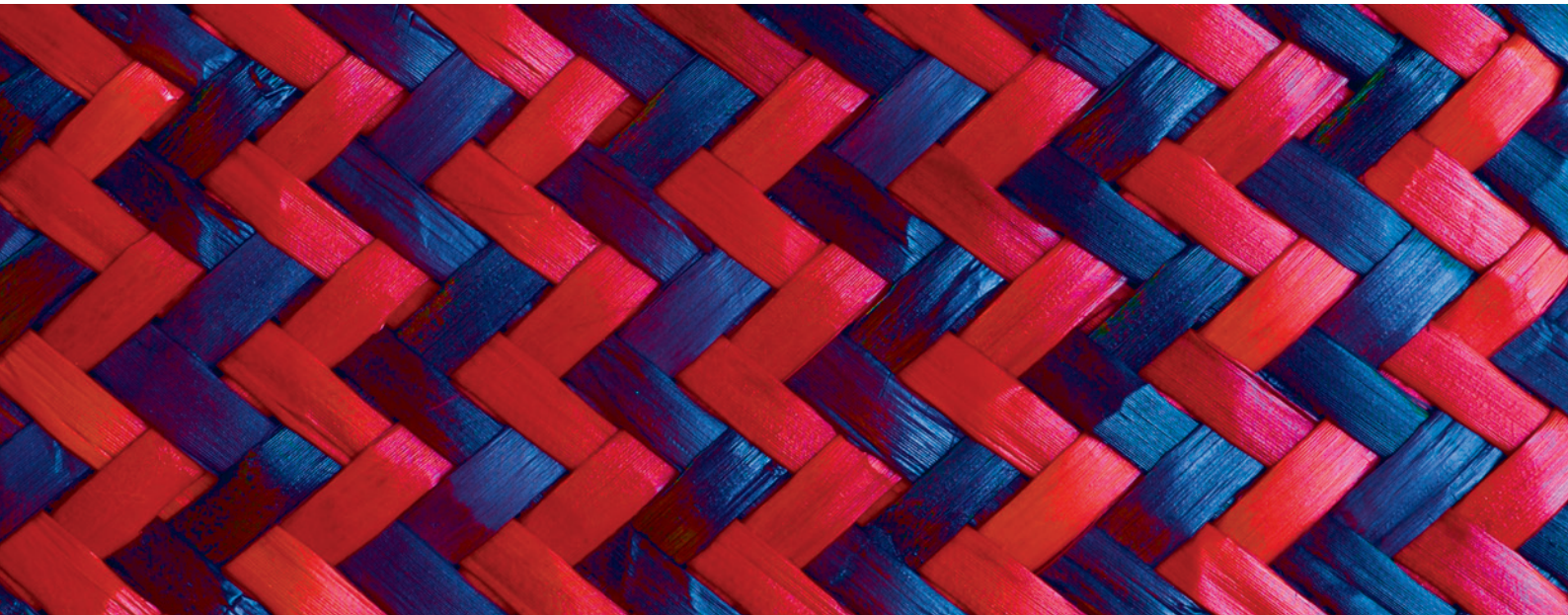
FOR THE YEAR ENDED 30 JUNE 2014

Ministry of Women's Affairs Annual Report

*Te Minitatanga mō ngā Wāhine
Te Pūrongo-ā-Tau
Mō te tau i mutu i te 30 o ngā rā o Pipiri 2014*

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

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Chief Executive's overview

The 120th anniversary of women's suffrage in New Zealand in 2013 provided an opportunity to celebrate what we have achieved for women and to encourage more changes to improve women's lives.

We used the occasion of the suffrage anniversary to promote our work to encourage leaders to take action to improve career pathways for women and to highlight how women can be involved more in the rebuild of Christchurch.

We assisted decision-makers to appoint more women to governance and leadership roles, by building evidence of what works and improving our services to women seeking governance roles.

To advance women's economic independence we worked with industry leaders and policy-makers to broaden the range of employment and career options for women and girls.

We increased our responsiveness to Māori through the *E Tū Ake! Stand Tall and Proud* project and our work on preventing violence against Māori women.

We maintained our ongoing influence in the social and justice sectors, particularly in the area of preventing violence against women.

We continued to build New Zealand's international reputation as a leader on gender equality, including supporting the Minister's successful attendance at two international meetings.

Within the Ministry, we continued to improve our systems and processes, monitor our progress and manage our resources effectively and efficiently.

I am grateful for the ongoing commitment of staff and the support of our partners from government, non-government agencies, community organisations and the private sector.

I would like to particularly thank Dallas Welch for her leadership of the Ministry during part of the financial year.



Jo Cribb, Chief Executive

A SNAPSHOT OF NEW ZEALAND WOMEN

Women are

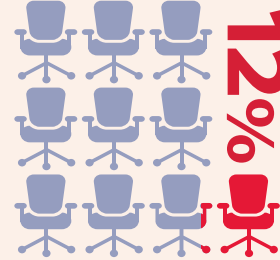
51%

of the New Zealand population



1 in 4 women

has experienced sexual violence some time in their lifetime



12%

PRIVATE

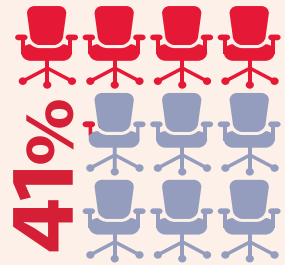
2013

GOVERNANCE

Percentage of women on private and state sector boards

2013

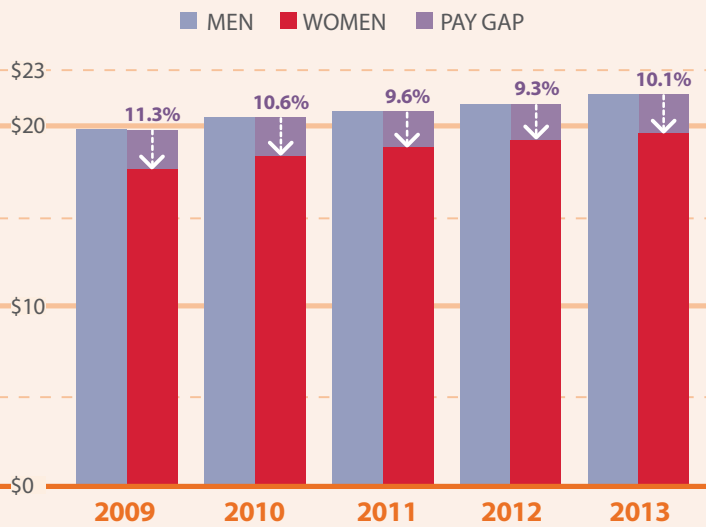
STATE



41%

INCOME

Median hourly earnings by gender, 2009–2013



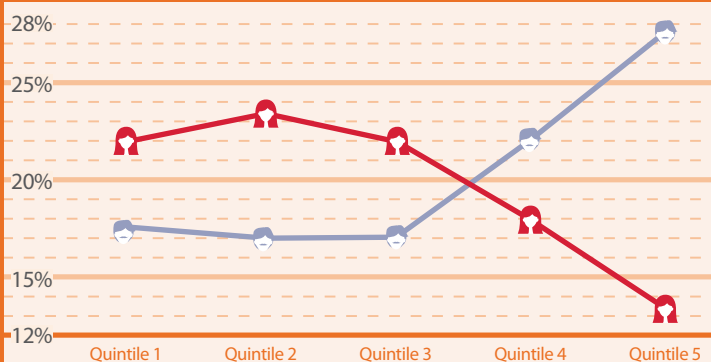
In 2013, **46.4%** of women

EARNED UNDER \$420p/w

Compared to 33.1% of men

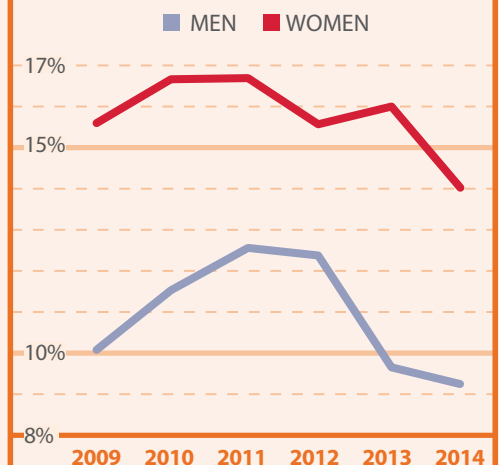
INCOME

The distribution of men and women in the five income quintiles, 2013



NEET RATE

(Not in employment, education or training)



Our highlights for the year

GREATER ECONOMIC INDEPENDENCE

Increasing opportunities for women to contribute to the workforce to the full extent of their skills and abilities will assist New Zealand to further develop a productive and competitive economy.

The skills that women have, and where women are looking for work, are not necessarily well aligned with future demand and growth areas in the economy. Women are also more likely to be underemployed, or lacking relevant qualifications.

We used our knowledge of the labour market to work with industry, business and philanthropists to increase the demand for women in areas of economic growth. In Canterbury we engaged with rebuild companies on how to attract women to apply for rebuild roles.

We particularly focused on increasing the number of women in occupations where growth is expected and women are not engaged. We worked with specific sector groups to assist them to recruit more women; for example, we worked with the Road Transport Forums to develop a Women in Road Transport Action Plan for the transport sector.

Our research to better understand the barriers to, and opportunities for, women's increased participation in the Canterbury rebuild led to the introduction of new training and career initiatives for women in Canterbury.

Our working paper on how to raise the qualifications and earnings of low-income women, *E Tū Ake! Stand Tall and Proud* led to raised awareness amongst philanthropists and business leaders on how to create pathways for women in low incomes to progress their careers.

We worked with government agencies to progress initiatives to enable women to succeed in their employment; for example, ensuring access to trades training and early childhood education policies that support women.

MORE WOMEN IN LEADERSHIP

We assisted decision-makers to achieve greater gender diversity in governance and leadership roles in the public and private sectors.

We put forward the case for change for leaders to increase the number of women in governance and ensure pathways to leadership for women within their organisations. This work led to the establishment of a public sector network specifically aimed at addressing diversity within organisations such as the New Zealand Police, New Zealand Defence Force and the New Zealand Customs Service.

We continued to support the 25 Percent Group and monitor the implementation of the New Zealand Stock Exchange diversity listing rule.

We worked with government agencies to increase the number of women on state sector boards and committees. We responded to 193 requests from government appointing agencies to nominate women for state sector board and committee roles, and monitored women's current rate of participation through our annual gender stocktake.

The participation rate of women on state sector boards and committees remained steady at about 41 percent, which is in line with international best practice.

We engaged with private and public sector organisations on issues connected to improving the 'pipeline' of women into leadership roles.

We worked with organisations looking to develop their women leaders, and with individual women to further advance their leadership careers.

INCREASED SAFETY FROM VIOLENCE

We influenced decision-makers across government by providing evidence and advice on effective prevention of, and responses to, intimate partner and sexual violence.

Following on from our earlier research into sexual revictimisation, we published a paper aimed at raising awareness of and building the evidence base on primary prevention of violence against women. As a result of our research and expertise, public sector agencies sought our advice on how to strengthen policy and practice responses to prevent violence from occurring and to prevent revictimisation.

We played a pivotal role in the development of a draft New Zealand Sexual Violence Primary Prevention Strategy and associated Programme of Action.

Our recognised expertise enabled us to successfully contribute to a range of social and justice-related cross-government policy developments, such as the review of the specialist sexual violence sector, Accident Compensation Corporation (ACC) work on injury prevention from family and sexual violence, service responses to intimate partner violence against women and children, criminal justice law changes and the Family Court review.

OUR INTERNATIONAL REPORTING OBLIGATIONS

We supported the Minister of Women's Affairs, Hon Jo Goodhew, in the leadership of New Zealand's international reporting obligations relating to the status of women.

In March 2014 the Minister presented New Zealand's country statement at the 58th session of the United Nations Commission on the Status of Women (CSW 58) in New York. The meeting focused on the challenges and achievements in the implementation of the Millennium Development Goals for women and girls.

We also supported the Minister at the Asia-Pacific Economic Cooperation (APEC) Women and the Economy forum, held in Beijing in May 2014.

During the year our expertise on gender issues was sought from a range of international agencies including the Organisation for Economic Co-operation and Development (OECD), Commonwealth Secretariat and United Nations. We were also a key advisor to the Ministry of Foreign Affairs and Trade on matters of foreign policy and aid relating to women.

Our role and purpose

We are the Government's principal advisor on achieving better outcomes for women.

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

We do this by:

- providing effective policy advice to support decision-making and work with other government agencies, non-government agencies and the private sector to understand issues, and influence them to develop solutions and encourage others to take appropriate action
- managing the Government's international reporting obligations in relation to the status of women
- operating a nominations service that provides suitable women nominees for state sector boards and committees to increase women's participation in governance in the public sector
- providing support services to the Minister of Women's Affairs so she can meet her legislative and accountability requirements
- providing administrative, advisory and research support for the National Advisory Council on the Employment of Women (NACEW).

Our strategic direction

Our work both directly, and with other government agencies, non-government agencies and the private sector, seeks to bring about positive change for New Zealand women.

Our strategy is one of focused influence. We cannot make gains for women on our own.

We collaborate closely with our partners to understand issues and influence them to develop solutions and encourage others to take appropriate action. We support this by providing advice, research and resources and connecting those with common interests.

By focusing on selected issues, where a contribution can be made to achieve government priorities, we are able to work with other organisations in a targeted and purposeful way to achieve the greatest level of influence and impact. We are clear about the results that constitute success and how to achieve them.

We recognise that women are diverse: their experiences, needs and priorities are not the same. Some groups of women continue to have poorer outcomes relative to other groups.

Over the past 12 months we continued to:

- develop evidence and expertise in our three priority outcome areas
- sharpen our stakeholder focus and the effectiveness of our engagement
- focus on better serving target groups, such as Māori and Pacific women
- build our efficiency and effectiveness and grow our policy capability.

Our focus

We are focused on improving New Zealand's social and economic performance. Women have skills, experience and talents to contribute and they are an under-utilised resource.

Our work focused on three priority areas that contribute towards the Government's objectives for women in New Zealand:

- greater economic independence
- more women in leadership
- increased safety from violence.

We also manage the Government's international reporting obligations in relation to the status of women.

Greater economic independence

Why it is important

Increasing the opportunities for women to contribute to the workforce to the full extent of their skills and abilities will assist New Zealand to further develop a productive and competitive economy.

Increasing women's participation in paid employment improves outcomes for themselves and their families, decreases benefit dependence and increases productivity.

Women are gaining qualifications at a greater rate than men but their skills are not being translated into greater career opportunities and development in the workplace. Women lag behind men in the degree to which they are economically independent.

By better utilising women's skills, firms have the opportunity to increase diversity, increase staff retention and increase their productivity and profits.

Contribution to government priorities

Achieving greater economic independence for women contributes to the Better Public Services result areas of reducing long-term welfare dependence and boosting skills and employment, and the Business Growth Agenda key area 'skilled and safe workplaces'.

We influenced decision-makers and employers by providing evidence and advice that enables women to progress in higher skilled and higher paid occupations, experience more sustainable employment, be ready to help address areas of current skill shortages in New Zealand and, in particular, contribute to the Canterbury rebuild.

We provided advice to influence the policy and programmes of government agencies to achieve greater economic independence for women, influenced employers to create opportunities for women and to encourage women to broaden their career and employment options.

We continued to explore ways to position women to participate fully in the growth of the innovation and knowledge economy with the skills to meet the employment challenges of the future workforce.

We reported on employment and education issues for New Zealand women in international forums, including the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), CSW and the OECD.

More women in leadership

Why it is important

Having more women in leadership benefits women and delivers economic and productivity gains for New Zealand. There is compelling international evidence that gender balance in governance and leadership roles correlates with better decision-making, organisational resilience and performance.

As women make 80 percent of consumer decisions on purchases worldwide, they are the dominant drivers of global economic growth. In governance and leadership, women can bring strong connections with customers, stakeholders and investors.

More diversity in the type of people involved in leadership is often used as a proxy for more diversity of thought in leadership. Greater numbers of women in leadership roles bring more diverse skills and experiences to the decision-making table.

Contribution to government priorities

The Government's goals include the following aspirational targets set in 2011:

- 45 percent participation of women on state sector boards
- 10 percent participation of women on boards of the top 100 companies listed on the New Zealand Stock Exchange.¹

We assisted decision-makers to achieve gender balance in governance and leadership roles, in both the public and private sectors, by informing them of the case for change and advising on effective strategies to realise change.

We focused on both the demand for and availability of women for boards and executive leadership roles.

We advised women on how to locate the type of governance roles in the state sector that align with their skills, interests and experience. We also operated a nominations service that identifies suitable candidates for state sector boards and supports the Minister to promote women for nomination. We also investigated women's career pathways to identify how organisations can address the barriers that exist for women who seek to take up leadership roles.

Increased safety from violence

Why it is important

Violence against women is a serious criminal justice, public health and social problem. It wastes the potential of and exacts enormous costs from victims, their social networks, the wider community and the New Zealand economy.

Violence against women is widespread, with one in four women experiencing intimate partner or sexual violence in their lives. In 2008, 5 percent of women who had a partner experienced violence and 3 percent of women experienced one or more incidents of sexual violence.²

Some groups of women are at greater risk of violence and revictimisation than others. Māori women are twice as likely to experience violence as other women.³ At least 50 percent of girls and women who are sexually assaulted are likely to be sexually revictimised.⁴

Increasing women's safety by preventing violence from ever occurring, preventing revictimisation and mitigating the impacts of violence will have far-reaching benefits for individuals, families and whānau, and for New Zealand.

Contribution to government priorities

The Better Public Services programme includes targets to reduce the recorded crime rate by 20 percent by 2017 and reduce the re-offending rate by 25 percent by 2017. It also includes work to support repeat victims. Increasing women's safety from violence will contribute to meeting these targets, because over 50 percent of violent crime is related to family violence⁵ and both intimate partner violence and sexual violence have high levels of repeat offending and victimisation.

Reducing violence against women requires a multifaceted approach involving stopping it from occurring in the first place (primary prevention); preventing revictimisation; and providing effective services that promote recovery.

We influenced decision-makers across government by providing evidence and advice on effective prevention of and responses to intimate partner and sexual violence.

We continued to build an evidence base to support primary prevention of violence against women, particularly for groups at higher risk of violence.

We continued to work with social and justice sector agencies to strengthen responses to violence that has already occurred, both to mitigate its impacts and to prevent revictimisation.

We reported on New Zealand's progress toward increasing women's safety from violence and contributed to global policy-making in international fora such as CSW and CEDAW.

Managing New Zealand's international reporting obligations

New Zealand's reputation on gender equality is strong internationally. International organisations and countries continue to seek New Zealand's advice on improving gender equality.

We managed the Government's international reporting obligations in relation to the status of women. We co-ordinated the reporting processes to:

- the United Nations Convention on the Elimination of all Forms of Discrimination Against Women
- the Pacific Leaders Gender Equality Declaration
- the Beijing Declaration and Platform for Action.

We continued to be involved in New Zealand's response to the United Nations Commission on the Status of Women.

We hosted a Caucus on International Women's Issues, which enables government and non-government organisations to discuss New Zealand's international obligations for women.

1 In 2012 the percentage of appointees on boards of the top 100 companies on the New Zealand Stock Exchange (NZSX) that were women was 14.75 percent, Human Rights Commission, New Zealand Census of Women's Participation.

2 Ministry of Justice, New Zealand Crime and Safety Survey, published 2009.

3 Ministry of Justice, New Zealand Crime and Safety Survey, published 2006.

4 Ministry of Women's Affairs, Lightning does strike twice: preventing sexual revictimisation, 2012.

5 Ministry of Justice, New Zealand Crime and Safety Survey, published 2009. (Police statistics for confrontational offences by a partner.)

Our contribution to achieving government priorities for women

Our vision is to improve outcomes for New Zealand women. This is not only important for women but as an investment in New Zealand's future prosperity and wellbeing.

The following diagram shows how 'what we did' is directed towards achieving the outcomes and priorities of the Government.

Government priorities	Return the Government's books to surplus Drive better results and better value for money from public services Build a more competitive and productive economy Support the rebuilding of Christchurch		
Better Public Services result areas	<ul style="list-style-type: none"> • Reducing long-term welfare dependency • Increasing participation in advanced trades qualifications • Reducing crime and re-offending • Increasing participation in early childhood education • The Business Growth Agenda • Boosting skills and employment • Canterbury Recovery Programme 		
Other government goals	45 percent women on state sector boards 10 percent women on private sector boards		
Outcomes sought	Greater economic independence for women	More women in leadership	Increased safety from violence for women
Impact of our work	Decision-makers value and use our greater economic independence advice	Decision-makers value and use our women in leadership advice	Decision-makers value and use our primary prevention and preventing revictimisation advice
Our operating model	Provide evidence and advice to influence decision-makers in government, the private sector and non-government sector		
Our outputs	Effective policy advice to support decision-making by Ministers on government policy matters relating to improving outcomes for women, including managing New Zealand's international reporting obligations Suitable women nominees for appointment to state sector boards and committees Support services to the Minister Administrative, advisory and research support for NACEW		

Managing the Ministry

We continued to focus on building staff capability, prioritising resources to key areas and continually reviewing and improving our systems and processes.

The Ministry's Four-Year Plan, produced in late 2013, detailed our contribution to the Government's priorities and our management of resources over the medium term.

The follow-up review of our 2011 Performance Improvement Framework (PIF) provided a platform to continue to focus on four areas. These are: continuing to develop a shared purpose and direction; a consistent focus on achieving the three priorities; having more involvement of external stakeholders in the Ministry's work; and continuing to have fit-for-purpose services, systems and processes.

We made progress in each area during the year.

Our people

Building a high-trust and high-performing, 'one team' culture will enable us to have the maximum impact. We worked actively during the year on improving our organisation, building our organisational culture and continuing to develop the Ministry as a great place to work.

We created employee engagement teams to build awareness of engagement and create ownership in developing solutions. We worked to build a shared story to facilitate improved clarity and understanding of the Ministry's purpose, vision and strategy. This enabled staff to align their work more clearly with the Ministry's goals and to better understand their personal contribution to our success. We commenced work on our people capability strategy.

We are committed to a culture of high achievement and ongoing skill development. We have a team of Principal Policy Analysts as thought leaders for each of our policy workstreams.

We implemented organisational development plans and talent management processes to build internal capability.

We were actively involved with the Better Public Services programme, with its strong focus on results, innovation and cross-government collaboration. Our staff participated in a variety of public sector networks and forums and inter-agency working groups.

Equal employment opportunity continued to be a strong part of the Ministry's work culture, reflected in a range of flexible working arrangements, support for individual choices around work life balance and commitment to professional development.

During the year Dallas Welch was Acting Chief Executive from December 2013 to May 2014, covering for Dr Jo Cribb who took a period of extended leave.

Working together

We sharpened our stakeholder focus and built influence capabilities throughout the organisation. We improved our knowledge of who the key Ministry stakeholders are, what they want and how we can best influence them. We also created partnerships with other agencies with shared interests.

Throughout the past 12 months we sought opportunities to work closely with other government agencies, non-government organisations and the private sector, and to provide expert gender advice to influence improved outcomes for women.

We held four major stakeholder events to celebrate the 120th anniversary of women's suffrage in New Zealand and to engage with stakeholders on more progress for women.

As well as these events, we had a clear stakeholder focus across our project work and continued to hold non-government organisation (NGO) Hui throughout the country.

We developed a programme to grow employees' capabilities to incorporate Māori and Pacific perspectives into our work programmes.

Focus on continuous improvements

We continued to implement changes to our business systems and processes to reduce cost and, where possible, align with all-of-government arrangements. We regularly reviewed our systems and, where needed, updated and communicated them to staff.

The functions and structure of our Business Support team were reviewed during the year. The restructure enables greater flexibility and agility in the team to meet the Ministry's priority support needs.

New office accommodation

The lease on our premises expired on 7 September 2014 and during the year we worked closely with the Property Centre of Excellence (Ministry of Social Development) to find a suitable location.

In mid-2014 we signed a new nine-year lease (commencing from 1 September 2014) for office accommodation at 22 The Terrace. We will be moving into the new premises in early December 2014.

Our publications

We published the following reports, publications and website features during the year:

- *Realising the Opportunity: Addressing New Zealand's leadership pipeline*
- *Building Back Better: Utilising Women's Labour in the Canterbury Recovery*
- *Building Back Better: A snapshot of the research findings*
- *2012 Gender Stocktake of State Sector Boards and Committees*
- *Annual Report* for year ended 30 June 2013
- *Current Thinking on Primary Prevention of Violence Against Women*
- *E Tū Ake! Stand Tall and Proud*
- *Inspiring Action: Action plans and research to help you attract and retain talented women*
- *Pānui* newsletter in October, December, April and June/July.

National Advisory Council on the Employment of Women

We continued to provide secretariat and policy advice to the National Advisory Council on the Employment of Women (NACEW), an independent advisory body to the Minister of Women's Affairs on matters related to women's employment.

We also supported NACEW to produce material on the importance of negotiation for women, host two Women in Innovation summits and facilitate research into employment issues for migrant women and for older women.

NACEW completed the launch of its new website, offering information and resources on issues affecting women in employment.

Our performance

Our vision is to improve outcomes for New Zealand women. This is not only important for women but as an investment in New Zealand's future prosperity and wellbeing.

At the beginning of the financial year, the Minister and the Chief Executive agreed a Statement of Intent and Output Plan. Along with the Information Supporting the Estimates, these documents set out the Ministry's performance expectations for the year, the detailed outputs to be delivered and the performance measures and standards to be achieved.

The following sections demonstrate the contribution we made and the impact of our work during the year.

Greater economic independence for women

Our approach

We influence decision-makers and employers by providing evidence and advice that enable women to progress in higher skilled and higher paid occupations, experience more sustainable employment, be ready to help address areas of current skill shortages in New Zealand and, in particular, contribute to the Canterbury rebuild.

We provide advice to influence the policy and programmes of government agencies to better achieve greater economic independence for women, influence employers to create opportunities for women and to encourage women to broaden their career and employment options.

Outcome sought ⁶	Outcome achievements ⁷
The percentage in the lowest two income quintiles, who are women, will reduce from 59 percent ⁸ by 2016.	The percentage of women in the lowest two income quintiles continued to remain around 59 percent at June 2013. ⁹
The percentage of graduates at Bachelor level or higher in information technology and engineering and related fields, who are women, will increase from the range of 21-23 percent ¹⁰ by 2016.	The percentage of women graduating at Bachelor level or higher in information technology and engineering and related fields was 21.6 percent at June 2013. ¹¹
The number of employers offering flexible working arrangements will increase by 2016.	Data are not currently available. ¹²
Our impact sought ¹³	Our impact
Decision-makers take up the Ministry's gendered evidence, analysis and solutions – with a focus on encouraging women to qualify for, enter into and progress in higher paid occupations, as measured by an annual stakeholder survey.	<p>A survey of stakeholders was undertaken in June and July 2014.¹⁴ The survey found that:</p> <ul style="list-style-type: none"> 95 percent of stakeholders from government agencies rated their satisfaction with the Ministry's policy advice as 'met requirements' or higher 100 percent of non-government stakeholders rated their satisfaction with the quality of the Ministry's interaction with them as 'met requirements' or higher.

6 Ministry of Women's Affairs, Statement of Intent 2013–2016. These indicators guide our work but to achieve them requires government agencies, communities and businesses to work together.

7 Outcome achievements are reported where reliable data are currently available. Most recently available data are reported.

8 Statistics New Zealand, New Zealand Income Survey, June 2012.

9 Statistics New Zealand, New Zealand Income Survey, June 2013.

10 Ministry of Education, Education Counts website, 2012 data.

11 Ministry of Education, Education Counts website, 2013 data.

12 We worked with the Ministry of Business, Innovation and Employment on appropriate measures. No data have been published yet.

13 Ministry of Women's Affairs, Statement of Intent 2013–2016.

14 Research First Limited, Ministry of Women's Affairs Stakeholder Feedback, Research Report 15 July 2014.

Our contribution¹⁵

Provide administrative and policy support services to the National Advisory Council on the Employment of Women (NACEW), to enable NACEW to deliver valued and credible advice on priority issues for women.

Work to increase opportunities for women with low or no skills to move into sustainable employment by working with government agencies, non-government organisations and businesses on what can be done to improve their employment.

Complete analysis of skills gaps and current and future patterns of occupational segregation.

Identify sectors to focus on and work with champions who can implement initiatives and drive change.

Our achievements

We supported NACEW with its work to increase awareness of issues relating to women's employment. This included supporting NACEW to redevelop its website, research into particular women's employment issues and organise the Women in Innovation summits in Wellington and Auckland.

We published a report, *E Tū Ake! Stand Tall and Proud*, to increase awareness about the needs of, and what works for, women with low or no qualifications.

We worked closely with government and non-government agencies to implement initiatives to support more women into sustainable work.

This led to the Ministries of Education, Business Innovation and Employment and the Tertiary Education Commission implementing specific plans with their providers to recruit women to the Māori and Pacific Trades Training programme.

We also worked closely with a range of non-government organisations (NGOs), especially Māori and Pacifica organisations and providers, to consider what they can do to support women into sustainable work.

We worked with the Road Transport Forum on the development and implementation of an action plan to recruit more women into the road transport sector.

We participated in a Unitec Institute of Technology workshop on how it might attract and recruit more women into engineering and trades training.

We assisted Canterbury employers in the construction sector to implement diversity plans and attract more women into their workforce.

We presented to the Lower North Island Gateway conference and this resulted in a commitment from the participants to include female cohorts in Gateway programmes.

The Ministry of Education sought our support and advice to address unconscious bias for Youth Guarantee providers (schools and tertiary providers).

¹⁵ Ministry of Women's Affairs, 2013/14 Output Plan.

Undertake research into barriers for women engaging in the Canterbury rebuild and their potential skills.

Raise awareness with women and employers of the opportunities available for women in the Canterbury rebuild.

We published a research report, *Building Back Better: Utilising Women's Labour in the Canterbury Recovery*. This report identified barriers for women engaging in the rebuild work and presented ways to encourage more women into these career opportunities.

We used the research to raise awareness of opportunities for women and to take action.

We convened the Canterbury Women in Construction Working Group, which includes organisations such as the Stronger Christchurch Infrastructure Rebuild Team (SCIRT), Christchurch Polytechnic Institute of Technology (CPIT), Canterbury Earthquake Recovery Authority (CERA) and the Canterbury Employers' Chamber of Commerce (CECC). The Group meets quarterly to assess progress on increasing women's participation in rebuild occupations.

We encouraged medium-sized construction companies to attract and recruit more women to construction jobs via a presentation at a CECC seminar on sources of labour for the rebuild.

We worked closely with CPIT to investigate options for increasing women's participation in pre-trades and engineering training. For example, CPIT introduced scholarships worth between \$1,500 and \$2,400, for all women entering pre-trades and engineering training in 2014. This has led to a quadruple increase in the intake of women in pre-trade and engineering courses (232 women).

Dr Jo Cribb, Chief Executive of the Ministry, presented CPIT's inaugural 'Top Female Trades Student of the Year' Award at the CPIT Awards.

We supported the inaugural Hays 'Women in Construction' Awards in Christchurch. Hays has subsequently committed to annual events in Christchurch, Wellington and Auckland.

We worked with SCIRT on actions to raise women's visibility in the rebuild. These included building a visual portfolio and profiles of tradeswomen in the rebuild, and establishing a SCIRT Women in Construction group to meet monthly to monitor and review progress.

CERA published a front page story about our research report and women in the Canterbury rebuild in its 'Recovery Update' newsletter, delivered to 144,000 Christchurch households.

Provide expert advice in relation to wider portfolio work to contribute to the Business Growth Agenda and Better Public Services results. This will include identifying emerging issues and strengthening other agencies' policy and practice through gender analysis.

Our advice was sought by agencies on gender issues relating to policy proposals. This included providing advice to the Ministry of Business, Innovation and Employment on expanding the reach of Microfinance, the Treasury on the Analysis for Outcomes project and the Ministry of Social Development on the *Older New Zealanders* document.

We contributed to the Ministry of Business, Innovation and Employment's Agribusiness Sector Workforce Plan for Canterbury.

We monitored the quarterly Household Labour Force Survey and used this analysis to support our work and the work of our stakeholders.

More women in leadership

Our approach

We assist decision-makers to achieve gender balance in governance and leadership roles, in both the public and private sectors, by informing the case for change and advising on effective strategies to realise change.

We directly assist appointing agencies in Government with recruitment of suitable women for vacancies on state sector Government boards and committees and maintain a database

of women interested and active in governance careers to support this work.

We are also investigating women's career pathways to identify how organisations can address the barriers that exist for women who seek to take up leadership roles.

Outcome sought ¹⁶	Outcome achievements ¹⁷
The percentage of appointees to state sector boards who are women will increase from 41 percent by 2015.	Women's representation on state sector boards increased from 40.6 percent in December 2012 ¹⁸ to 41.1 percent in December 2013. ¹⁹
The percentage of appointees to senior executive and leadership team roles within the public sector who are women will continue to increase from 42.1 percent by 2016.	Women's representation on senior executive and leadership team roles within the public sector decreased from 42.1 percent in 2012 ²⁰ to 41.5 percent in 2013. ²¹

16 Ministry of Women's Affairs, Statement of Intent 2013–2016. These indicators guide our work but to achieve them requires government agencies, communities and businesses to work together.

17 Outcome achievements are reported where reliable data are currently available. Most recently available data are reported.

18 Ministry of Women's Affairs, Gender Stocktake of State Sector Boards and Committees as at December 2012, published August 2013.

19 Ministry of Women's Affairs, Gender Stocktake of State Sector Boards and Committees as at December 2013, published May 2014.

20 State Services Commission, Human Resource Capability Survey of Public Service Departments as at 30 June 2012, published October 2012.

21 State Services Commission, Human Resource Capability Survey of Public Service Departments as at 30 June 2013, published November 2013.

The percentage of appointees to boards of the top 100 companies on the New Zealand Stock Exchange (NZSX) who are women will continue to increase from 14.75 percent²² by 2016.

The Human Rights Commission is no longer collecting this data for the New Zealand Census of Women's Participation.

However, following the implementation of the NZX Diversity Listing Ruling, NZSX listed companies are now required to release quantitative data on the gender breakdown of directors and officers at financial year end.

For the first time, NZX Limited published data about women's participation on NZSX listed companies that comply with its new listing rule.

It reported that 12 percent of directors of NZSX listed companies (excluding overseas companies) are women.

This does not represent a decrease or downward trend as these data measure a different sample of NZSX listed companies. This data source will now be our main measure of progress.

The percentage of appointees to senior executive and leadership team roles in the top 100 companies on the NZSX who are women will increase.

This is the first year this information has been made available.

Following the implementation of the NZX Diversity Listing Ruling, NZSX listed companies are now required to release quantitative data on the gender breakdown of directors and officers at financial year end.

NZX Limited reported that in 2013, 19 percent of officers of NZSX listed companies (excluding overseas companies) were women.

Our impact sought²³

Decision-makers and opinion leaders own and engage with the case for change and enable more women in leadership roles, as measured by an annual survey.

Our impact

A survey of stakeholders was undertaken in June and July 2014.²⁴ The survey found that:

- 95 percent of stakeholders from government agencies rated their satisfaction with the Ministry's policy advice as 'met requirements' or higher
- 100 percent of non-government stakeholders rated their satisfaction with the quality of the Ministry's interaction with them as 'met requirements' or higher.

22 Human Rights Commission, New Zealand Census of Women's Participation 2012, published November 2012.

23 Ministry of Women's Affairs, Statement of Intent 2013–2016.

24 Research First Limited, Ministry of Women's Affairs Stakeholder Feedback, Research Report 15 July 2014.

At least five new actions are initiated to improve the pipeline of women into leadership roles each year, as identified through the Ministry's partnerships.

We initiated work with the public and private sectors to improve the pipeline for women onto public and private sector boards.

The New Zealand Defence Force (NZDF) evaluation of the pipeline for women in the Defence Force was informed by our advice. NZDF is now formulating a strategy to respond to the recommendations in the evaluation.

We supported the continuing work of DiverseNZ Inc. to facilitate introduction of diversity and inclusion programmes in its 40 New Zealand member companies and organisations.

We published and launched *Inspiring Action: Action plans and research to help you attract and retain talented women*. This provides an interactive evidence base of research and data on how to improve the pipeline of women into leadership roles, particularly focusing on unpublished data and analysis about the New Zealand situation.

New Zealand Police established an advisory group to oversee its programme to improve the pipeline for women in the New Zealand Police. Dr Jo Cribb, Chief Executive of the Ministry, is an external member of the advisory group.

New Zealand Customs established a Diversity Council and initiated work to improve the pipeline for women working in Customs. We supported public service departments working in this area through the public sector network.

We partnered with Kensington Swan, a law firm, to arrange engagements for a speaking tour for Mary Cranston, an American senior lawyer and businesswoman with a track record on improving the pipeline for women in law.

We supported the New Zealand Law Society to relaunch its website and focus on women in the law in April 2014.

The Government is making progress to reach the 45 percent target for participation of women on state sector boards by 2015.

The participation rate of women on state sector boards and committees has remained steady at about 41 percent and is in line with international best practice.

Our contribution²⁵

Our achievements

Maintain a nominations database of women available for appointment to state sector boards. Advise the Minister and other decision-makers on suitable women candidates for state sector boards and committees.

We increased our engagement with the nominating agencies, leading to advance notice about upcoming appointments and early feedback from agencies about potential candidates who are more likely to be short-listed.

We responded to over 190 requests for candidates for state sector board appointments.

We took a targeted approach to our recruitment, working with nominating agencies on the selection of women with particular skills and professional qualifications for their board roles.

We provided advice on achieving the Government's 45 percent target for women's participation on state sector boards.

We highlighted public sector boards where women's participation rates could be significantly improved and provided nominations for upcoming state sector board vacancies.

As a result of these actions, we gained an increased commitment from nominating agencies to increase women's participation on state sector boards and to continue to seek our assistance with suitable candidates.

Complete a 'refresh and recruit' strategy for the nominations database to strengthen the pool of available candidates. A minimum of 100 new candidates will join the database in 2013-14.

We undertook a review of the women in the nominations database to strengthen the information on our candidates and to recruit new women who may be suitable for board appointments.

This resulted in 185 new board-ready women within our pool of candidates. The skills and capabilities of women in this group helped strengthen our database and provide us with more women with skills in demand areas such as entrepreneurship, science, information technology and digital technology.

Undertake and publish the annual gender stocktake of women's representation on state sector boards and committees.

We completed the gender stocktake of state sector boards and committees for the 2013 calendar year and used these results to encourage progress on appointing more women to state sector boards.

This resulted in an increased commitment from nominating agencies to increase women's participation on state sector boards and to continue to seek our assistance with suitable candidates.

25 Ministry of Women's Affairs, 2013/14 Output Plan.

Continue to support private sector leaders to champion change.

We launched our report *Realising the Opportunity: Addressing New Zealand's leadership pipeline* at a function to celebrate the 120th anniversary of women's suffrage in New Zealand.

We also published *Inspiring Action*, a printed and online bibliography, to provide organisations with research and evidence on the pipeline of women into leadership roles, particularly focusing on unpublished data and analysis about the New Zealand situation.

Private sector agencies are committed to increasing women's participation in senior management and board roles and invited the Ministry to broker a public/private sector partnership in 2014.

The Trans-Tasman Business Circle sought our support for its 'Dialogue on gender diversity and productivity in the private sector in New Zealand and Australia' scheduled to take place in Sydney in late 2014.

Build and share evidence to support the business case for more gender diversity in leadership.

Work with partners across the public, private and community sectors to implement initiatives to increase women's participation in leadership roles.

Our report, *Realising the Opportunity: Addressing New Zealand's leadership pipeline*, resulted in positive feedback and broader exposure within organisations wanting to achieve gender diversity such as the New Zealand Law Society, the Institute of Directors and DiverseNZ Inc.

The OECD posted the report on the Global Gender Forum website for the Forum held 2–4 April 2014.

We were asked by the State Services Commission to provide input to its Performance Improvement Framework.

Dr Denise Lievore, Director Policy, gave the keynote address at the New Zealand Women's Watch 8th Annual Conference. The presentation, *Developing the pipeline to higher roles in management and leadership for women*, addressed the conference theme 'Looking Ahead: Increasing women's participation and status in public and private life'.

Provide expert advice in relation to wider portfolio work, including identifying emerging issues and strengthening other agencies' policy and practice through gender analysis.

We were invited by the Embassy of the United States and the British High Commission to participate in their international guest speaker meetings to discuss current issues for women leading up to and during the 120th anniversary of women's suffrage in New Zealand.

We received many requests for information on women in leadership in New Zealand and internationally, from private sector providers working in the area or seeking to enter it. Our networks and connections enabled us to provide them with a wealth of knowledge on research and groups which can assist them to maximise their impact.

Increased safety from violence for women

Our approach

We influence decision-makers across government by providing evidence and advice on effective prevention of and responses to intimate partner and sexual violence.

We will continue to work with social and justice sector agencies to strengthen responses to violence that has already occurred, both to mitigate its impacts and to prevent revictimisation.

Outcome sought ²⁶	Outcome achievements ²⁷
<p>The percentage of women who experience intimate partner violence within a year will decrease from 5 percent, and of these women the percentage of those who experienced violence on two or more occasions in the year will reduce from 58 percent by 2016.</p>	<p>No new data are available. The next Crime and Safety survey is currently underway. The results are expected to be released in 2015.</p>
<p>The percentage of women who experience intimate partner violence at some time in their lifetime will decrease from 25 percent by 2016.</p>	<p>No new data are available. The next Crime and Safety survey is currently underway. The results are expected to be released in 2015.</p>
<p>The percentage of women who experience sexual violence within a year will decrease from 3 percent by 2016.</p>	<p>No new data are available. The next Crime and Safety survey is currently underway. The results are expected to be released in 2015.</p>
<p>The percentage of women who experience sexual violence at some time in their lifetime will decrease from 25 percent by 2016.</p>	<p>No new data are available. The next Crime and Safety survey is currently underway. The results are expected to be released in 2015.</p>

26 Ministry of Women's Affairs, Statement of Intent 2013–2016. These indicators guide our work but to achieve them requires government agencies, communities and businesses to work together.

27 Outcome achievements are reported where reliable data are currently available. Most recently available data are reported.

Our impact sought²⁸

The Taskforce for Action on Violence within Families addresses the prevention of violence against women and girls through implementation of its Programme of Action. (The Ministry is a member of this Taskforce.)

The Ministry's evidence, analysis and advice on primary prevention and responding to sexual revictimisation of women is incorporated by relevant agencies in their policy and programme development, as measured by an annual stakeholder survey.

Our impact

Our 2013 report, *Current Thinking on Primary Prevention of Violence Against Women*, contributed to the Taskforce's Programme of Action. It provided a key source of evidence for other Taskforce work on primary prevention of violence, including the Ministry of Social Development's literature review of effectiveness and best practice in prevention.

We worked across other areas of the Programme of Action, providing advice on the gender implications of intimate partner violence against women.

A survey of stakeholders was undertaken in June and July 2014.²⁹ The survey found that:

- 95 percent of stakeholders from government agencies rated their satisfaction with the Ministry's policy advice as 'met requirements' or higher
- 100 percent of non-government stakeholders rated their satisfaction with the quality of the Ministry's interaction with them as 'met requirements' or higher.

Our contribution³⁰

Building on the revictimisation report, work with agencies to strengthen their policies and systems to prevent sexual revictimisation.

Our achievements

We continued to lead thinking within the social, justice and community sectors on what is needed to prevent sexual revictimisation.

We led the sexual revictimisation workstream of the Ministry of Social Development's (MSD) review of the specialist sexual violence sector. As part of this work, we held a cross-sector workshop to develop ideas on ways of encouraging early identification and safe disclosure of sexual violence.

We worked with the Accident Compensation Corporation (ACC), Child, Youth and Family (CYF) and the Department of Corrections to scope interventions to reduce revictimisation.

Our expertise in this area was recognised through invitations to give presentations on the topic. Dr Denise Lievore, Director Policy, addressed the New Zealand Police Advanced Adult Sexual Assault Training course; the Department of Corrections; the Women's Self Defence Network – Wāhine Toa; and the Wellington Branch of the Public Health Association.

Stakeholders at presentations and workshops distributed copies of the research among their networks and at international meetings.

Preventing revictimisation emerged as a strong theme in the Report on the Inquiry into the funding of specialist sexual violence social services. The report heavily referenced our research on preventing sexual revictimisation, primary prevention of violence against women and good practice in responding to sexual violence.

28 Ministry of Women's Affairs, Statement of Intent 2013–2016.

29 Research First Limited, Ministry of Women's Affairs Stakeholder Feedback, Research Report 15 July 2014.

30 Ministry of Women's Affairs, 2013/14 Output Plan.

Work with the Taskforce for Action on Violence within Families and other key stakeholders to progress policy and practice in primary prevention of violence against women.

MSD included our work on primary prevention in its report to the Taskforce for Action on Violence within Families on effectiveness and best practice in prevention.

We briefed the Social Services Committee inquiry into the funding of specialist sexual violence services (the Committee), on integrated approaches to preventing and reducing violence against women. Dr Denise Lievore, Director Policy, addressed the Committee, presenting an overview of key points from the briefing and responding to questions.

Committee members were very interested in the area of integrated services and were highly engaged during the presentation. They provided positive feedback on the briefing's content and format, and followed up with a number of questions about primary prevention of sexual violence and preventing sexual revictimisation.

The Women's Affairs portfolio is represented at the Ministerial, Strategic and Operational governance levels of the Cross Government Injury Prevention Work Plan.

Our work in this area has increased the Ministry's credibility as an international thought leader on primary prevention. Dr Denise Lievore gave the keynote address at the Australian Defence Force conference *'Primary Prevention Programs in a Military Context'*. This has strengthened our ties with Australian officials and has led to an invitation to give a similar address at a New Zealand Defence Force seminar.

Build an evidence base on effective primary prevention approaches to promote safety from violence for Māori women.

Support government agencies and Māori service providers to apply this evidence in the development of effective primary prevention policy and practice.

As a result of us initiating research in this internationally emerging area of work, MSD requested that we partner on this work, mainly for the engagement phase.

Our cultural approach to thinking about primary prevention raised awareness for service providers and Māori communities. While some service providers and Māori communities are engaged in primary prevention initiatives within kaupapa Māori settings, our engagement has meant a sharing of practice and discussion on the impacts. There are also more service providers and Māori communities considering primary prevention approaches as a result of our research engagement.

Other government agencies, particularly MSD, have highlighted the validity of our work by citing our research findings in their research.

The Māori Reference Group to the Taskforce for Action on Violence within Families is an influential Māori stakeholder that supports the project and its progress.

We have also had many international requests for copies of our research (for example, from Canadian and Australian officials).

Provide expert advice in relation to wider portfolio work, including identifying emerging issues and strengthening other agencies' policy and practice through gender analysis.

We are members of an expert advisory group, led by ACC, on the primary prevention of sexual violence. Our contribution to this group is our gendered, victim-centred and cultural perspective on the issues. The advisory group will act as a repository of knowledge of existing service delivery, have an understanding of issues and what best practice looks like and maintain an overview of initiatives.

We provided advice to the Ministry of Justice for the development of best practice solutions for victims of family violence. We contributed expertise to improve services to victims, in particular working to strengthen the process for the Family Violence Inter-Agency Response System.

Our international reporting obligations

Outcome sought

The Government is fully compliant with its international reporting obligations in relation to the status of women.

Our contribution³¹

Manage New Zealand's responses on the status of women to international treaties and bodies such as:

- Convention on the Elimination of All Forms of Discrimination against Women CEDAW
- Organisation for Economic Cooperation and Development (OECD).

Participate in and support ministerial attendance at international meetings, such as the United Nations Commission on the Status of Women (CSW) and the Asia-Pacific Economic Cooperation (APEC).

Our achievements

We began work on the report to (CEDAW) on two areas outlined for further progress as a result of our 2012 presentation.

These two areas are the collection of data on disadvantaged groups of women and responses to the issue of forced marriage. The report on these areas is due for completion in late 2014.

In consultation with the Ministry of Foreign Affairs, we completed the review and survey of New Zealand's implementation of the Beijing Declaration and Platform of Action. This review documents New Zealand's progress in implementing the 12 critical areas of concern in the Beijing Declaration and Platform for Action.

International organisations such as the OECD, United Nations and Commonwealth Secretariat sought advice and input on best practice examples of policies and processes to improve outcomes for women.

We supported the Minister of Women's Affairs in her attendance at the 58th session of CSW. The Minister presented New Zealand's country statement which focused on the challenges and achievements in the implementation of the Millennium Development Goals for women and girls.

At CSW the Minister and Ministry officials attended many formal events and meetings and contributed to the negotiation of the agreed concluding statement.

We also supported the Minister of Women's Affairs in her attendance at the APEC Women and the Economy forum held in Beijing in May 2014.

The Forum is a ministerial-level meeting that brings together key public and private sector leaders for a dialogue on the inclusion of women as an economic growth strategy for the Asia-Pacific region.

We supported the Ministry of Foreign Affairs and Trade by completing New Zealand's trend assessment report for the Pacific Leaders Gender Equality Declaration Report.

31 Ministry of Women's Affairs, 2013/14 Output Plan.

32 Ministry of Women's Affairs, 2013/14 Output Plan

Ministerial servicing

Outcome sought

The Minister of Women's Affairs is fully satisfied with the services and support provided by the Ministry to meet her legislative and accountability requirements.

Our contribution	Our achievements
<p>Provide ministerial support services as required, including:</p> <ul style="list-style-type: none"> ▪ draft replies to ministerial correspondence (estimated 35) ▪ draft responses to parliamentary questions (estimated 70) ▪ draft responses to requests to the Minister under the Official Information Act (estimated 10) 	<p>39 draft replies were provided. (2012/13: 19 draft replies)</p> <p>33 draft responses were provided. (2012/13: 17 draft responses)</p> <p>7 draft responses were provided. (2012/13: 7 draft responses)</p>
<p>Status reports on work progress, emerging issues and portfolio activities will be completed weekly. (estimated 45)</p>	<p>43 status reports on work progress, emerging issues and portfolio activities were completed. (2012/13: 45 status reports)</p>
<p>Cabinet schedules on upcoming Cabinet papers will be completed as required. (estimated 30)</p>	<p>18 Cabinet schedules providing advice on upcoming Cabinet papers were completed. (2012/13: 31 Cabinet schedules)</p>
<p>Draft replies to ministerial correspondence will be provided within the agreed reporting deadline. (100 percent)</p>	<p>97 percent of draft replies to ministerial correspondence were provided within the agreed reporting deadline. (2012/13: 100 percent within 20 working days)</p>
<p>Draft responses to parliamentary questions will be provided within the specified reporting deadlines. (100 percent)</p>	<p>100 percent of draft responses to parliamentary questions were provided within the specified reporting deadlines. (2012/13: 100 percent within deadline)</p>

Statement of service performance

For the year ended 30 June 2014

Our performance against the measures set out in the Information Supporting the Estimates of Appropriations.

Multi-class output expense appropriation: Policy advice and nomination services

We are the Government's principal advisor on achieving better outcomes for women.

During the year we provided four outputs:

- policy 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 outcomes for women in New Zealand, 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 to enable her to discharge her portfolio responsibilities
- administrative, advisory and research support for the National Advisory Council on the Employment of Women.

The following section reports on our performance against our targets as set out in the Information Supporting the Estimates 2013/14.

Information on our performance can also be found in Part 4, which demonstrates the contribution we made and the impact of our work during the year. Together these sections form the Ministry's overall performance picture.

Under the Public Finance Amendment Act 2013, we are now required to publish our future operating intentions and non-financial performance targets. Providing information on next year's forecast for comparison provides further context for this year's results.

Forecast figures and performance targets for the 2014/15 year are not subject to audit.

2013		2014	2014	2014	2015
Actual		Budget	Revised	Actual	Forecast*
\$000		\$000	Budget	\$000	\$000
Multi-Class Output Expense Appropriation					
Policy advice					
3,604	Revenue Crown	3,784	3,784	3,784	-
89	Departmental revenue	-	93	91	-
13	Other revenue	14	14	14	-
3,706	Total income	3,798	3,891	3,889	-
3,671	Total expenses	3,798	3,891	3,817	-
35	Net surplus/(deficit)	-	-	72	-
Nomination services					
350	Revenue Crown	460	460	460	-
-	Departmental revenue	-	-	-	-
-	Other revenue	-	-	-	-
350	Total income	460	460	460	-
364	Total expenses	460	460	432	-
(14)	Net surplus/(deficit)	-	-	28	-
Ministerial servicing					
285	Revenue Crown	355	355	355	-
-	Departmental revenue	-	-	-	-
-	Other revenue	-	-	-	-
285	Total income	355	355	355	-
296	Total expenses	355	355	340	-
(11)	Net surplus/(deficit)	-	-	15	-
National Advisory Council on the Employment of Women					
250	Revenue Crown	200	200	200	-
-	Departmental revenue	-	-	-	-
-	Other revenue	-	-	-	-
250	Total income	200	200	200	-
241	Total expenses	200	200	193	-
9	Net surplus/(deficit)	-	-	7	-

* The forecast financial figures are not audited.

2013 Actual \$000	2014 Budget \$000	2014 Revised Budget \$000	2014 Actual \$000	2015 Forecast* \$000
Multi-Category Appropriation				
Policy advice				
- Revenue Crown	-	-	-	3,601
- Departmental revenue	-	-	-	-
- Other revenue	-	-	-	14
- Total income	-	-	-	3,615
- Total expenses	-	-	-	3,615
- Net surplus/(deficit)	-	-	-	-
Nomination services				
- Revenue Crown	-	-	-	460
- Departmental revenue	-	-	-	-
- Other revenue	-	-	-	-
- Total income	-	-	-	460
- Total expenses	-	-	-	460
- Net surplus/(deficit)	-	-	-	-
Ministerial servicing				
- Revenue Crown	-	-	-	355
- Departmental revenue	-	-	-	-
- Other revenue	-	-	-	-
- Total income	-	-	-	355
- Total expenses	-	-	-	355
- Net surplus/(deficit)	-	-	-	-
National Advisory Council on the Employment of Women				
- Revenue Crown	-	-	-	200
- Departmental revenue	-	-	-	-
- Other revenue	-	-	-	-
- Total income	-	-	-	200
- Total expenses	-	-	-	200
- Net surplus/(deficit)	-	-	-	-

As a consequence of the 2013 Amendment to the Public Finance Act, all Multi-Class Output Expense Appropriations were converted to Multi-Category Appropriations from 1 July 2014.

* The forecast financial figures are not audited.

Our performance measures and targets

Technical quality of the Ministry's policy advice as assessed by the New Zealand Institute of Economic Research (NZIER).³³

Target of 80 percent as measured by an annual assessment with a methodical robustness score of 82.5 percent.³⁴

Our performance

NZIER rated the technical quality of the Ministry's written policy advice at 73 percent as measured by an annual assessment with a methodical robustness score of 82.5 percent.

(2012/13 actuals:³⁵ NZIER reviewed the quality of the Ministry's written policy advice. The mean score of the policy papers assessed was 7.4 out of 10.)

(2014/15 target:^{*} 80 percent as measured by an annual assessment with a methodical robustness score of 82.5 percent.)

Ministerial satisfaction with the quality of the Ministry's policy advice.³⁶

Target of 80 percent as measured using the common satisfaction survey on a quarterly basis.

The Minister rated her satisfaction with the quality of the Ministry's policy advice at 70 percent using the common satisfaction survey.³⁷

(2012/13 actuals:³⁸ The Minister rated her satisfaction as 'more than met requirements' in the first quarter, between 'partly met requirements' and 'met requirements' in the second and fourth quarters and 'partly met requirements' in the third quarter.)

(2014/15 target:^{*} 80 percent or better)

Total cost per policy output hour.³⁹

Target of between \$100 and \$120.

The Ministry's total cost per policy output hour was \$114.

(2012/13 actuals: New measure)⁴⁰

(2014/15 target:^{*} Between \$100 and \$120)

Stakeholder satisfaction with the quality of the Ministry's policy advice.

Rating of 'met requirements' or better in an annual survey.

95 percent of stakeholders from government agencies rated their satisfaction with the Ministry's policy advice as 'met requirements' or higher. One respondent rated their satisfaction as 'partly met requirements'.⁴¹

100 percent of non-government stakeholders rated their satisfaction with the quality of the Ministry's interaction with them as 'met requirements' or higher.⁴²

(2012/13 actuals: New measure)⁴³

(2014/15 target:^{*} Rating of 'met requirements' or better)

* The forecast performance targets are not audited.

Our performance measures and targets

Key appointing agencies' satisfaction with the quality of the Ministry's nominations service.

Rating of 'met requirements' or better as measured in an annual survey.

Our performance

100 percent of key appointing agencies rated their satisfaction with the Ministry's nominations service as 'met requirements' or higher.

40 percent of key appointing agencies rated their satisfaction as 'more than met requirements'.

(2012/13 actuals: 94 percent of key appointing agencies rated their satisfaction with the Ministry's nominations service as 'met requirements' or higher. One respondent rated their satisfaction as 'partly met requirements'.)

(2014/15 target:* Rating of 'met requirements' or better.)

Number of responses to requests for nominations to state sector boards and committees.

Estimated 200 responses

The Ministry responded to 193 nomination requests for state sector boards and committees. The Ministry also responded to 25 requests for non-state sector board nominations.

(2012/13 actuals: 161 responses for state sector boards and committees and 35 for non-state sector boards)

(2014/15 target:* 200 responses)

Number of responses to nomination requests provided by the due date.

100 percent of responses

100 percent of responses to nomination requests were provided by the due date.

(2012/13 actuals: 100 percent of responses)

(2014/15 target:* 100 percent of responses)

* The forecast performance targets are not audited.

33, 36, 39 In November 2012 Cabinet directed agencies to report on three common performance indicators for policy appropriations in their Information Supporting the Estimates, starting with the 2013/14 financial year. This is part of a wider set of new reporting requirements to monitor the quality of, and expenditure on, policy advice, across the public service.

34 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.

35 This measurement target changed from a rating to a percentage score to align with the common performance measures for policy advice in 2013/14.

37 From 2013/14 all Ministers responsible for policy appropriations were 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.

38 This measurement target changed from a rating to a percentage score to align with the common performance measures for policy advice in 2013/14.

40 This is a new measure that was introduced as part of the common performance indicators for policy appropriation starting with the 2013/14 financial year.

41 Research First Limited, Ministry of Women's Affairs Stakeholder Feedback, Research Report 15 July 2014.

42 Research First Limited, Ministry of Women's Affairs Stakeholder Feedback, Research Report 15 July 2014.

43 This is a new measure that was introduced as part of the common performance indicators for policy appropriation starting with the 2013/14 financial year.

Ministerial support services

Our performance measures and targets

Ministerial satisfaction with the quality of the Ministry's support services.

Rating of 'met requirements' or better as measured in a quarterly survey.

Our performance

The Minister rated her satisfaction as 'met requirements' in the fourth quarter and 'partly met requirements' in the first, second and third quarters.

(2012/13: New measure)

(2014/15 target:* Rating of 'met requirements' or better)

National Advisory Council on the Employment of Women (NACEW)

Our performance measures and targets

NACEW members' satisfaction with the quality of the Ministry's administrative, advisory and research support services.

Rating of 'met requirements' or better as measured in an annual survey.

Our performance

All NACEW members who responded to the annual survey rated their satisfaction with the quality of the Ministry's administrative, advisory and research support services as 'met requirements' or higher.

(2012/13: New measure)

(2014/15 target:* Rating of 'met requirements' or better)

*The forecast performance targets are not audited.

Statement of responsibility

For the year ended 30 June 2014

In terms of the Public Finance Act 1989, I am responsible, as Chief Executive of the Ministry of Women's Affairs, for the preparation of the Ministry's financial statements and statement of service performance, and for the judgements made in them.

I have the responsibility for establishing and maintaining, and I have established and maintained, a system of internal control designed to provide reasonable assurance as to the integrity and reliability of financial reporting.



Jo Cribb
Chief Executive

30 September 2014

In my opinion, these financial statements and statement of service performance fairly reflect the financial position and operations of the Ministry for the year ended 30 June 2014.

In my opinion, the forecast financial statements fairly reflect the forecast financial position and operations of the Ministry for the financial year to which the forecast financial statements relate, based on information and decisions as at 27 March 2014.



Jenny Coleman-Walker
Chief Financial Officer

30 September 2014

Statement of comprehensive income

For the year ended 30 June 2014

2013			2014	2014	2014	2015
Actual		Note	Budget	Revised	Actual	Forecast*
\$'000			\$'000	Budget	\$'000	\$'000
Income						
4,489	Revenue Crown		4,799	4,799	4,799	4,616
89	Departmental revenue	1	-	93	91	-
13	Other revenue	2	14	14	14	14
4,591	Total income		4,813	4,906	4,904	4,630
Expenses						
3,153	Personnel costs	3	3,233	3,245	3,303	3,228
292	Rent and outgoings	4	235	235	328	235
33	Audit fees		35	35	33	35
996	Operating costs	5	1,218	1,314	1,013	1,010
27	Capital charge	6	27	27	27	27
39	Depreciation expense	7	55	40	39	90
32	Amortisation expense	8	10	10	6	5
-	Impairment loss expense	9	-	-	33	-
4,572	Total expenses		4,813	4,906	4,782	4,630
19	Net surplus/(deficit)	10	-	-	122	-
-	Other comprehensive income		-	-	-	-
19	Total comprehensive income		-	-	122	-

The accompanying notes form part of these financial statements.

* The forecast financial figures are not audited.

Statement of financial position

As at 30 June 2014

2013		2014	2014	2014	2015
Actual	Note	Budget	Revised	Actual	Forecast*
\$000		\$000	Budget	\$000	\$000
			\$000		
Assets					
Current assets					
893	Cash and cash equivalents	499	720	1,049	506
8	Debtors and other receivables	11	-	8	-
4	Prepayments		-	14	-
905	Total current assets	499	728	1,072	506
Non-current assets					
105	Property, plant and equipment	12	199	157	36
11	Intangible assets	13	8	6	5
116	Total non-current assets	207	163	41	385
1,021	Total assets	706	891	1,113	891
Liabilities					
Current liabilities					
407	Creditors and other payables	14	225	325	412
19	Provision for repayment of surplus	10	-	-	122
244	Employee entitlements	15	135	215	192
-	Provisions	16	-	-	39
670	Total current liabilities	360	540	765	540
Non-current liabilities					
15	Employee entitlements	15	10	15	12
15	Total non-current liabilities	10	15	12	15
685	Total liabilities	370	555	777	555
336	Net assets	336	336	336	336
Taxpayers' funds					
336	General funds		336	336	336
336	Total taxpayers' funds	336	336	336	336

The accompanying notes form part of these financial statements.

*The forecast financial figures are not audited.

Statement of movements in taxpayers' funds

For the year ended 30 June 2014

2013		2014	2014	2014	2015
Actual	Note	Budget	Revised	Actual	Forecast*
\$000		\$000	Budget	\$000	\$000
			\$000		
General funds					
336	Balance at 1 July	336	336	336	336
19	Total comprehensive income	-	-	122	-
(19)	Repayment of surplus to the Crown	-	-	(122)	-
336	Balance at 30 June	336	336	336	336

The accompanying notes form part of these financial statements.

* The forecast financial figures are not audited.

Statement of cash flows

For the year ended 30 June 2014

2013		2014	2014	2014	2015
Actual		Budget	Revised	Actual	Forecast*
\$000		\$000	Budget	\$000	\$000
Cash flows from operating activities					
4,489	Receipts from Crown	4,799	4,799	4,799	4,616
101	Receipts from departmental revenue	-	93	90	8
13	Receipts from other revenue	14	14	14	14
(1,176)	Payments to suppliers	(1,565)	(1,729)	(1,327)	(1,342)
(3,100)	Payments to employees	(3,156)	(3,229)	(3,373)	(3,166)
(27)	Payments for capital charge	(27)	(27)	(27)	(27)
(32)	Goods and Services Tax (net)	-	36	2	-
268	Net cash from operating activities	65	(43)	178	103
Cash flows from investing activities					
(50)	Purchase of property, plant and equipment	(142)	(92)	(3)	(312)
-	Purchase of intangible assets	(5)	(5)	-	(5)
(50)	Net cash from investing activities	(147)	(97)	(3)	(317)
Cash flows from financing activities					
(58)	Repayment of surplus to Crown	-	(33)	(19)	-
(58)	Net cash from financing activities	-	(33)	(19)	-
160	Net increase / (decrease) in cash	(82)	(173)	156	(214)
733	Cash at the beginning of the year	581	893	893	720
893	Cash at the end of the year	499	720	1,049	506

The accompanying notes form part of these financial statements.

* The forecast financial figures are not audited.

Reconciliation of net surplus/(deficit) to net cash from operating activities

For the year ended 30 June 2014

2013		2014	2014	2014	2015
Actual		Budget	Revised	Actual	Forecast*
\$'000		\$'000	Budget	\$'000	\$'000
			\$'000		
19	Total comprehensive income	-	-	122	-
	Add non-cash expenses				
39	Depreciation expense	55	40	39	90
32	Amortisation expense	10	10	6	5
-	Impairment loss expense	-	-	33	-
15	Loss on scrapped assets	-	-	-	-
86	Total non-cash items	65	50	78	95
	Add/(deduct) movements in working capital items				
16	(Increase)/decrease in debtors, other receivables and prepayments	-	4	(11)	8
147	Increase/(decrease) in creditors and other payables	-	(97)	(11)	-
163	Net movements in working capital items	-	(93)	(22)	8
268	Net cash from operating activities	65	(43)	178	103

The accompanying notes form part of these financial statements.

* The forecast financial figures are not audited.

Statement of commitments

As at 30 June 2014

2013		2014
Actual \$000		Actual \$000
Non-cancellable operating lease commitments		
232	Less than one year	245
39	Later than one year and not later than five years	715
-	Later than five years	745
271	Total non-cancellable operating lease commitments	1,705
271	Total commitments	1,705

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 accompanying notes form part of these financial statements.

Statement of contingent liabilities and contingent assets

As at 30 June 2014

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 2014 (2012/13: Nil).

Contingent assets

The Ministry had no contingent assets at 30 June 2014 (2012/13: Nil).

Statement of departmental unappropriated expenditure and capital expenditure

For the year ended 30 June 2014

Expenses and capital expenditure incurred in excess of appropriation

No expenses or capital expenditure were incurred in excess of appropriation during the year (2012/13: Nil).

Expenses and capital expenditure incurred without appropriation or other authority

No expenses or capital expenditure were incurred without appropriation or other authority during the year (2012/13: Nil).

Breaches of projected departmental net asset schedules

No breaches of projected departmental net asset schedules occurred during the year (2012/13: Nil).

The accompanying notes form part of these financial statements.

Statement of departmental expenses and capital expenditure against appropriations

For the year ended 30 June 2014

2013		2014	2014	2014	2015
Actual		Budget	Revised	Actual	Forecast*
\$000		\$000	Budget	\$000	\$000
Vote Women's Affairs					
Appropriations for departmental output expenses					
Multi-Class Output Expense Appropriation					
3,671	Policy Advice	3,798	3,891	3,817	-
364	Nomination Services	460	460	432	-
296	Ministerial Services	355	355	340	-
241	National Advisory Council on the Employment of Women	200	200	193	-
4,572	Total appropriations for output expenses	4,813	4,906	4,782	-
Multi-Category Appropriation					
-	Policy Advice	-	-	-	3,615
-	Nomination Services	-	-	-	460
-	Ministerial Services	-	-	-	355
-	National Advisory Council on the Employment of Women	-	-	-	200
-	Total appropriations for output expenses	-	-	-	4,630
Appropriation for capital expenditure					
50	Ministry of Women's Affairs Permanent Legislative Authority	147	97	3	317
4,622	Total appropriations	4,960	5,003	4,785	4,947

As a consequence of the 2013 Amendment to the Public Finance Act, all Multi-Class Output Expense Appropriations were converted to Multi-Category Appropriations from 1 July 2014.

The accompanying notes form part of these financial statements.

** The forecast financial figures are not audited.*

Statement of accounting policies

For the year ended 30 June 2014

Reporting entity

The Ministry of Women's Affairs (the Ministry) is a government department as defined by section 2 of the Public Finance Act 1989 and is domiciled in New Zealand.

The primary objective of the Ministry is to provide services to the public rather than making a financial return. Accordingly, the Ministry has designated itself as a public benefit entity for the purposes of New Zealand equivalents to International Financial Reporting Standards (NZ IFRS).

Reporting period

The reporting period for these financial statements is the year ended 30 June 2014. These financial statements were authorised for issue by the Chief Executive of the Ministry on 30 September 2014.

Basis of preparation

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.

These financial statements have been prepared in accordance with, and comply with, NZ IFRS as appropriate for public benefit entities.

Accounting policies

The financial statements have been prepared on a historical cost basis unless otherwise stated.

The accounting policies set out below have been applied consistently to all periods presented in these financial statements. The financial statements are presented in New Zealand dollars and all values are rounded to the nearest thousand (\$000). The functional currency of the Ministry is New Zealand dollars.

There have been no changes in accounting policies during the financial year.

A new Accounting Standards Framework has been approved. Under this framework the Ministry will be eligible to apply the reduced disclosure regime of the public sector Public Benefit Entity Accounting Standards (PAS). The Ministry does not expect any differences between NZ IFRS and PAS to have any material impact on the financial statements.

The effective date for the new standards for public sector entities is for reporting periods beginning on or after 1 July 2014. The Ministry will transition to the new standards in preparing its 30 June 2015 financial statements.

Due to the change in the Accounting Standards Framework for public benefit entities, it is expected that all new NZ IFRS and amendments to existing NZ IFRS will not be applicable to public benefit entities. Therefore, the financial reporting requirements for public benefit entities have effectively been frozen until the new Accounting Standard Framework is effective. Accordingly, no disclosure has been made about new or amended NZ IFRS that exclude public benefit entities from their scope.

Budget and revised budget figures

The budget figures are those presented in the 2014 Budget and Economic and Fiscal Update (BEFU 2013 out-year 1 figures). The revised budget figures are those included in the Information Supporting the Supplementary Estimates of Appropriations 2013/14.

Forecast figures

The Public Finance Amendment Act 2013 requires public sector entities to include forecast information in their financial statements. Providing information on next year's forecast for comparison provides further context for this year's results.

The forecast figures are those submitted to the Treasury for the purposes of consolidation in the 2014 Budget and Economic and Fiscal Update (BEFU 2014 out-year 1 figures).

The forecast financial statements were authorised for issue by the Chief Executive of the Ministry on 27 March 2014. There have been no significant changes since then that would have a material impact on the forecast figures. However, actual financial results for the period covered may vary from the information presented in these forecasts.

The forecast figures have been prepared in accordance with NZ FRS 42 *Prospective Financial Statements*, and are based on the new Public Sector PBE Accounting Standards. This is a change from actuals and budget for the 2013/14 year that were prepared in accordance with NZ IFRS as appropriate for public benefit entities. The Ministry has not identified any material changes between these standards that will impact the forecast financial statements at this stage.

The forecast figures are not subject to audit.

Revenue

The Ministry derives revenue through the provision of outputs to the Crown and for services to third parties. All revenue is recognised when earned and is measured at the fair value of consideration received.

Capital charge

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

Operating leases

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

Financial instruments

Financial assets and financial liabilities are initially measured at fair value plus transaction costs unless they are carried at fair value through profit or loss, in which case the transaction costs are recognised in the statement of comprehensive income.

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They are included in current assets. The Ministry's loans and receivables comprise cash and cash equivalents and debtors and other receivables.

Cash and cash equivalents

Cash includes cash on hand and funds on deposit with banks.

Debtors and other receivables

Debtors and other receivables are initially measured at fair value and subsequently measured at amortised cost using the effective interest rate, less any provision for impairment.

Impairment of a receivable is established when there is objective evidence that the Ministry will not be able to collect amounts due according to the original terms of the receivable. The amount of the impairment is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted using the original effective interest rate. The carrying amount of the loss is recognised in the statement of comprehensive income. Overdue receivables that are renegotiated are reclassified as current.

Foreign currency transactions

Foreign currency transactions are translated into New Zealand dollars using the exchange rates prevailing 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 statement of comprehensive income.

Property, plant and equipment

Property, plant and equipment consists of computer equipment, office equipment and furniture, fitout and leasehold improvements, library books and artwork.

Property, plant and equipment is shown at cost less accumulated depreciation and impairment losses. Artwork is stated at cost.

Additions

The cost of an item of property, plant and equipment is recognised as an asset if, and only if, 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.

In most instances, an item of property, plant and equipment is recognised at its cost. Where an asset is acquired at no cost, or for a nominal cost, it is recognised at 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 included in the statement of comprehensive income.

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.

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 asset over its useful life.

The useful life and associated depreciation rates of the various classes of assets are 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	the term of the lease	the term of the lease
Library - legal reference	2–10	10%–50%
- non-fiction and reference	10	10%

The residual value and useful life of an asset is reviewed, and adjusted if applicable, at each financial year-end.

Intangible assets

Software acquisition

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

Costs associated with maintaining computer software are recognised as an expense when incurred. Costs that are directly associated with the development of software for internal use by the Ministry are recognised as an intangible asset.

Amortisation

Intangible assets with finite lives are amortised on a straight-line basis over their estimated 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 period is recognised in the statement of comprehensive income.

The useful life and associated amortisation rates of the classes of intangible assets are estimated as follows:

Asset class	Years	Amortisation rate
Acquired computer software	3	33%

Impairment of non-financial assets

Property, plant and equipment, and intangible assets 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 amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. Losses resulting from impairment are recognised in the statement of comprehensive income. Any reversal of an impairment loss is also recognised in the statement of comprehensive income.

Creditors and other payables

Creditors and other payables are initially measured at fair value and subsequently measured at amortised cost using the effective interest method.

Employee entitlements

Short-term employee entitlements

Employee benefits that the Ministry expects to be settled within 12 months of balance date are measured at nominal values 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.

The Ministry recognises a liability and an expense for bonuses where it is contractually obliged to pay them, or where there is a past practice that has created a constructive obligation.

Long-term employee entitlements

Entitlements that are payable beyond 12 months, such as long service leave, have been calculated on an actuarial basis using a Treasury-issued spreadsheet. The calculations are based on:

- likely future entitlements based on years of service, years to entitlement, the likelihood that staff will reach the point of entitlement and contractual entitlement information
- the present value of the estimated future cash flows using a discount rate of 3.70% and a salary inflation factor of 3.50% (as per Treasury Instructions).

Provisions

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.

Taxpayers' funds

Taxpayers' funds are the Crown's investment in the Ministry and are measured as the difference between total assets and total liabilities.

Commitments

Expenses yet to be incurred on non-cancellable contracts that have been entered into on or before balance date are disclosed as commitments to the extent that there are equally unperformed obligations.

Cancellable commitments that have penalty or exit costs explicit in the agreement on exercising the option to cancel are included in the statement of commitments at the value of that penalty or exit costs.

Goods and Services Tax (GST)

All items in the financial statements, including appropriation statements, are stated exclusive of GST, except for payables and receivables, 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.

Commitments and contingencies are stated on a GST-exclusive basis.

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

Income tax

Government departments are exempt from income tax as public authorities in terms of the Income Tax Act 2004. Accordingly, no charge for income tax has been provided for.

Statement of cost accounting 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 that cannot be identified in an economically feasible manner, with a specific output.

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

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

Critical accounting estimates and assumptions

In preparing these financial statements the Ministry has made estimates and assumptions concerning the future. These estimates and assumptions may differ from the subsequent actual results.

Estimates and judgements 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 significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Notes to the financial statements

For the year ended 30 June 2014

Note 1 Departmental revenue

2013 Actual \$000	2014 Actual \$000
89 Departmental contributions for staff secondment	91
89 Total departmental revenue	91

Note 2 Other revenue

2013 Actual \$000	2014 Actual \$000
13 Recovery of carpark rental	14
13 Total other revenue	14

Note 3 Personnel costs

2013 Actual \$000	2014 Actual \$000
2,969 Salaries and wages	3,058
100 Employer contributions to defined contribution plans	104
(7) Increase/(decrease) in employee entitlements	69
81 Temporary staff	62
10 ACC levy	10
3,153 Total personnel costs	3,303

Employer contributions to defined contributions plans include contributions to the State Sector Retirement Savings Scheme, KiwiSaver and the Government Superannuation Fund.

Note 4 Rent and outgoings

2013 Actual \$000		2014 Budget \$000 (unaudited)	2014 Actual \$000	2015 Forecast \$000 (unaudited)
232	Rent and building operating expenses	200	275	195
2	Archive security	5	4	5
18	Cleaning	10	13	15
15	Energy	10	12	10
4	Repairs and maintenance – premises	-	3	-
11	Repairs and maintenance – furniture and equipment	-	5	-
10	Insurance	10	16	10
292	Total rent and outgoings	235	328	235

The amounts shown for 2014 Budget and 2015 Forecast have been disaggregated to a more detailed level. The Budget and Forecast details have not been audited.

Note 5 Operating costs

2013 Actual \$000		2014 Budget \$000 (unaudited)	2014 Actual \$000	2015 Forecast \$000 (unaudited)
10	Recruitment expenses	15	28	15
77	Training and conference costs	100	137	100
96	Travel expenses	95	104	95
3	Library	5	3	5
473	Consultants and contractors	200	293	200
46	Publications	100	100	100
3	Operating lease payments	-	-	-
273	Other output expenses	708	348	495
15	Loss on scrapped assets	-	-	-
996	Total operating costs	1,218	1,013	1,010

The amounts shown for 2014 Budget and 2015 Forecast have been disaggregated to a more detailed level. The Budget and Forecast details have not been audited.

Note 6 Capital charge

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

The capital charge rate for the year ended 30 June 2014 was 8.0% (2012/13: 8.0%).

Note 7 Depreciation expense

2013 Actual \$000		2014 Actual \$000
13	Computer equipment	16
2	Office equipment	3
22	Furniture, fitout and leasehold improvements	20
2	Library	-
39	Total depreciation expense	39

Note 8 Amortisation expense

2013 Actual \$000		2014 Actual \$000
32	Computer software	6
32	Total amortisation expense	6

Note 9 Impairment loss expense

2013 Actual \$000		2014 Actual \$000
-	Impairment of artwork, office equipment, furniture, fitout and leasehold improvements	33
-	Total impairment loss expense	33

Note 10 Repayment of 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 repayment of the operating surplus to the Crown of \$122,000 (2012/13: \$19,000).

Note 11 Debtors and other receivables

Debtors and other receivables are non-interest-bearing and are normally settled on 30-day terms; therefore the carrying value of debtors and other receivables approximates their fair value.

Note 12 Property, plant and equipment

	Balance 1 July 2012 \$000	Depreciation Expense \$000	Elimination on Disposal \$000	Balance 30 June 2013 \$000
Cost				
Computer equipment	268	41	(261)	48
Office equipment	117	3	(5)	115
Furniture, fitout and leasehold improvements	399	6	(15)	390
Library	208	-	(208)	-
Artwork	16	-	-	16
Total cost	1,008	50	(489)	569

	Balance 1 July 2012 \$000	Depreciation Expense \$000	Elimination on Disposal \$000	Balance 30 June 2013 \$000
Accumulated depreciation				
Computer equipment	249	13	(256)	6
Office equipment	111	2	(5)	108
Furniture, fitout and leasehold improvements	343	22	(15)	350
Library	196	2	(198)	-
Artwork	-	-	-	-
Total accumulated depreciation	899	39	(474)	464
Net carrying amount	109			105

	Balance 1 July 2013 \$000	Additions \$000	Disposals \$000	Balance 30 June 2014 \$000
Cost				
Computer equipment	48	3	-	51
Office equipment	115	-	-	115
Furniture, fitout and leasehold improvements	390	-	-	390
Library	-	-	-	-
Artwork	16	-	-	16
Total cost	569	3	-	572

	Balance 1 July 2013 \$000	Depreciation Expense \$000	Elimination on Disposal \$000	Balance 30 June 2014 \$000
Accumulated depreciation				
Computer equipment	6	16	-	22
Office equipment	108	3	-	111
Furniture, fitout and leasehold improvements	350	20	-	370
Library	-	-	-	-
Artwork	-	-	-	-
Total accumulated depreciation	464	39	-	503
Provision for impairment loss	-			(33)
Net carrying amount	105			36

Note 13 Intangible assets

	Balance 1 July 2012 \$000	Additions \$000	Disposals \$000	Balance 30 June 2013 \$000
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Cost

Computer software	462	-	-	462
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	Balance 1 July 2012 \$000	Amortisation Expense \$000	Elimination on Disposal \$000	Balance 30 June 2013 \$000
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Accumulated amortisation

Computer software	419	32	-	451
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Net carrying amount

43

11

	Balance 1 July 2013 \$000	Additions \$000	Disposals \$000	Balance 30 June 2014 \$000
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Cost

Computer software	462	-	-	462
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	Balance 1 July 2013 \$000	Amortisation Expense \$000	Elimination on Disposal \$000	Balance 30 June 2014 \$000
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Accumulated amortisation

Computer software	451	6	-	457
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Net carrying amount

11

5

Note 14 Creditors and other payables

	2013 Actual \$000	2014 Actual \$000
218 Creditors		283
150 Accrued expenses		89
39 GST payable		40
407 Total creditors and other payables		412

Creditors and other payables are non-interest-bearing and are normally settled on 30-day terms; therefore the carrying value of creditors and other payables approximates their fair value.

Note 15 Employee entitlements

2013 Actual \$000		2014 Actual \$000
Current employee entitlements are represented by:		
83	Annual leave	102
14	Sick leave	17
14	Long service leave	6
133	Accrued salaries and wages	9
-	Provision for redundancy payments	58
244	Total current portion	192
Non-current employee entitlements are represented by:		
15	Long service leave	12
259	Total employee entitlements	204

Note 16 Provisions

2013 Actual \$000		2014 Actual \$000
-	Provision for lease termination	39
-	Total provisions	39

Note 17 Related party transactions

The Ministry is a wholly-owned entity of the Crown. The Government significantly influences the role of the Ministry as well as being its major source of revenue.

The Ministry enters into transactions with other government departments, Crown entities and State Owned Enterprises on an arm's length basis. Those transactions that occur within a normal supplier or client relationship on terms and conditions no more or less favourable than those which it is reasonable to expect the Ministry would have adopted if dealing with that entity at arm's length in the same circumstances are not disclosed.

The Ministry received funding from the Crown of \$4,799,000 to provide services to the public for the year ended 30 June 2014 (2012/13: \$4,489,000). The Ministry also received \$91,000 in departmental revenue and other agency funding for the year ended 30 June 2014 (2012/13: \$89,000). Refer to Note 1 for further information.

In conducting its activities, the Ministry is required to pay various taxes and levies (such as GST, FBT, PAYE and ACC levies) to the Crown and entities related to the Crown. The payment of these taxes and levies, other than income tax, is based on the standard terms and conditions that apply to all tax and levy payers. The Ministry is exempt from paying income tax.

The Ministry also purchases goods and services from entities controlled, significantly influenced or jointly controlled by the Crown. Purchases from these government-related entities for the year ended 30 June 2014 totalled \$528,000 (2012/13: \$353,000). These purchases included electricity from Genesis, air travel from Air New Zealand, postal services from New Zealand Post and personnel from other government departments.

Note 18 Key management personnel compensation

2013 Actual \$000		2014 Actual \$000
973	Salaries and other short-term employee benefits	825
28	Redundancy and termination payments	-
-	Post-employment benefits	-
-	Other long-term benefits	-
1,001	Total key management personnel compensation	825

Key management personnel include the Chief Executive and the three managerial positions that form the Leadership team (2013/14: three members).

Note 19 Events after balance date

The Ministry plans to refit its new office accommodation, at 22 The Terrace, before it moves into the premises in early December 2014. The total capital cost for the refit and purchase of new office furniture is estimated to be \$625,000.

No capital costs relating to the new office accommodation are included in the statement of commitments because the Ministry had not entered into any contracts prior to balance date.

There have been no other events after balance date that materially affect the financial statements.

Note 20 Financial instrument risks

The Ministry's activities expose it to a variety of financial instrument risks, including currency risk, interest rate risk, credit risk and liquidity risk. The Ministry has a series of policies to manage the risks associated with financial instruments and seeks to minimise exposure from financial instruments. These policies do not allow any transactions that are speculative in nature to be entered into.

Currency risk

Currency risk is the risk that the fair value or future cash flows from a financial instrument will fluctuate because of changes in foreign exchange rates.

The Ministry does not have significant concentrations of currency risk for its financial instruments.

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows from a financial instrument will fluctuate because of changes in market interest rates.

The Ministry has no interest-bearing financial instruments and therefore has no exposure to interest rate risk.

Credit risk

Credit risk is the risk that a third party will default on its obligations to the Ministry, causing the Ministry to incur a loss.

In the normal course of its business, credit risk arises from debtors and bank deposits.

The Ministry is only permitted to deposit funds with Westpac, a registered bank. This entity has a high credit rating. For its other financial instruments, the Ministry does not have significant concentrations of credit risk.

The Ministry's maximum credit exposure for each class of financial instrument is represented by the carrying amount of cash and cash equivalents, and debtors and other receivables. There is no collateral held as security against these financial instruments.

Liquidity risk

Liquidity risk is the risk that the Ministry will encounter difficulty raising liquid funds to meet commitments as they fall due.

In meeting its liquidity requirements, the Ministry closely monitors its forecast cash requirements with expected cash drawdowns from the New Zealand Debt Management Office. The Ministry maintains a target level of available cash to meet its liquidity requirements.

The Ministry's creditors and other payables (Note 14) will be settled in less than six months after balance date.

Note 21 Capital management

The Ministry's capital is its equity (or taxpayers' funds), which is represented by net assets.

The Ministry manages its revenues, expenses, assets, liabilities, and general financial dealings prudently. The Ministry's equity is largely managed as a by-product of managing income, expenses, assets and liabilities and compliance with the Government Budget processes and Treasury Instructions.

The objective of managing the Ministry's equity is to ensure the Ministry effectively achieves its goals and objectives for which it has been established, whilst remaining a going concern.

Independent Auditor's Report

AUDIT NEW ZEALAND
Mana Arotake Aotearoa

To the readers of the Ministry of Women's Affairs' financial statements and non-financial performance information for the year ended 30 June 2014.

The Auditor-General is the auditor of the Ministry of Women's Affairs (the Ministry). The Auditor-General has appointed me, Phil Kennerley, using the staff and resources of Audit New Zealand, to carry out the audit of the financial statements and non-financial performance information of the Ministry on her behalf.

We have audited:

- the financial statements of the Ministry on pages 35-53, that comprise the statement of financial position, statement of commitments, statement of contingent liabilities and contingent assets as at 30 June 2014, the statement of comprehensive income, statement of movements in taxpayers' funds, statement of cash flows, statement of departmental expenses and capital expenditure against appropriations, and statement of departmental unappropriated expenditure and capital expenditure for the year ended on that date and the notes to the financial statements that include accounting policies and other explanatory information; and
 - the non-financial performance information of the Ministry that comprises the statement of service performance on pages 28-33 and the report about outcomes on pages 14-27.
- expenses and capital expenditure incurred against each appropriation administered by the Ministry and each class of outputs included in each output expense appropriation for the year ended 30 June 2014; and
 - unappropriated expenses and capital expenditure for the year ended 30 June 2014; and
- the non-financial performance information of the Ministry on pages 14 to 27 and 28 to 33:
 - complies with generally accepted accounting practice in New Zealand; and
 - fairly reflects the Ministry's service performance and outcomes for the year ended 30 June 2014, including for each class of outputs:
 - its service performance compared with the forecasts in the statement of forecast service performance at the start of the financial year; and
 - its actual revenue and output expenses compared with the forecasts in the statement of forecast service performance at the start of the financial year.

Our audit was completed on 30 September 2014. This is the date at which our opinion is expressed.

The basis of our opinion is explained below. In addition, we outline the responsibilities of the Chief Executive and our responsibilities, and we explain our independence.

Opinion

In our opinion:

- the financial statements of the Ministry on pages 35 to 53:
 - comply with generally accepted accounting practice in New Zealand; and
 - fairly reflect the Ministry's:
 - financial position as at 30 June 2014;
 - financial performance and cash flows for the year ended on that date;

Basis of opinion

We carried out our audit in accordance with the Auditor-General's Auditing Standards, which incorporate the International Standards on Auditing (New Zealand). Those standards require that we comply with ethical requirements and plan and carry out our audit to obtain reasonable assurance about whether the financial statements and the non-financial performance information are free from material misstatement.

Material misstatements are differences or omissions of amounts and disclosures that, in our judgement, are likely to influence readers' overall understanding of the financial statements and the non-financial performance information. If we had found material misstatements that were not corrected, we would have referred to them in our opinion.

An audit involves carrying out procedures to obtain audit evidence about the amounts and disclosures in the financial statements and the non-financial performance information. The procedures selected depend on our judgement, including our assessment of risks of material misstatement of the financial statements and the non-financial performance information, whether due to fraud or error. In making those risk assessments, we consider internal control relevant to the Ministry's preparation of the financial statements and the non-financial performance information that fairly reflect the matters to which they relate. We consider internal control 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.

An audit also involves evaluating:

- the appropriateness of accounting policies used and whether they have been consistently applied;
- the reasonableness of the significant accounting estimates and judgements made by the Chief Executive;
- the appropriateness of the reported non-financial performance information within the Ministry's framework for reporting performance;
- the adequacy of all disclosures in the financial statements and the non-financial performance information; and
- the overall presentation of the financial statements and the non-financial performance information.

We did not examine every transaction, nor do we guarantee complete accuracy of the financial statements and the non-financial performance information. Also we did not evaluate the security and controls over the electronic publication of the financial statements and the non-financial performance information.

We have obtained all the information and explanations we have required and we believe we have obtained sufficient and appropriate audit evidence to provide a basis for our audit opinion.

Responsibilities of the Chief Executive

The Chief Executive is responsible for preparing:

- financial statements and non-financial performance information that:
 - comply with generally accepted accounting practice in New Zealand;
 - fairly reflect the Ministry's financial position, financial performance, cash flows, expenses and capital expenditure incurred against each appropriation and its unappropriated expenses and capital expenditure; and
 - fairly reflect its service performance and outcomes.

The Chief Executive is also responsible for such internal control as is determined is necessary to enable the preparation of financial statements and non-financial performance information that are free from material misstatement, whether due to fraud or error. The Chief Executive is also responsible for the publication of the financial statements and non-financial performance information, whether in printed or electronic form.

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

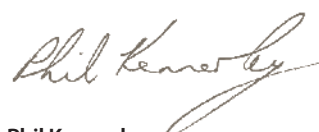
Responsibilities of the Auditor

We are responsible for expressing an independent opinion on the financial statements and the non-financial performance information and reporting that opinion to you based on our audit. Our responsibility arises from section 15 of the Public Audit Act 2001 and the Public Finance Act 1989.

Independence

When carrying out the audit, we followed the independence requirements of the Auditor-General, which incorporate the independence requirements of the External Reporting Board.

Other than the audit, we have no relationship with, or interests in, the Ministry.



Phil Kennerley
Audit New Zealand

On behalf of the Auditor-General
Wellington, New Zealand



PO Box 10 049
Wellington 6143, New Zealand

Tel: (04) 915 7112 | Fax: (04) 916 1604
www.mwa.govt.nz | mwa@mwa.govt.nz

newzealand.govt.nz

