

Te Pūrongo-ā-Tau

Mō te tau i mutu i te 30 o ngā rā o Pipiri 2024

Annual Report

For the year ended 30 June 2024



Manatū Wāhine
Ministry for Women



**Te Kāwanatanga
o Aotearoa**
New Zealand Government

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



Ko wai mātou

This year's cover design is an expression of how we, at the Ministry for Women, work to get the best outcomes for the women and girls of Aotearoa New Zealand through our ko wai mātou, or ways of working.



Kia Māia

We are brave and
courageous in all
we do



Tūia Mai

We embrace and
support wāhine from
all communities



Whakamanawa

We lead with heart
to achieve the best
outcomes

Find out more

about our ko wai mātou
and how we work on
page 41.

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Pūrongo mahi

Reporting on our performance

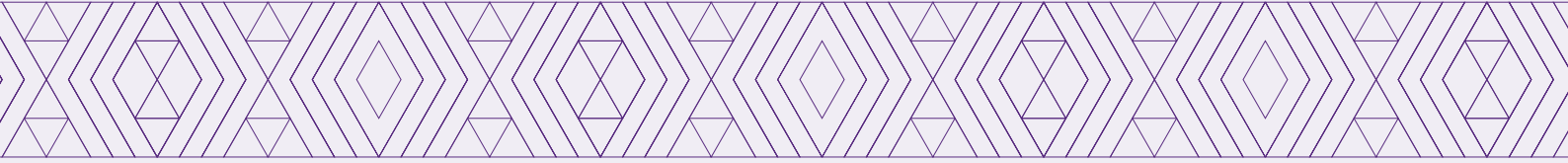
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Our vision

**Ko tā mātau hiahia kia tau te noho a ngā
wāhine me ngā kōtiro katoa o roto i Aotearoa**

**Our vision is that Aotearoa New Zealand is
a great place for all women and girls**

Our purpose

**We are the Government's principal advisor
on improving the lives of wāhine women and
kōtiro girls in Aotearoa New Zealand**

We are here to make a difference for the communities we serve in New Zealand by ensuring the voices of women and girls are heard and their perspectives are included in the development of government policy and initiatives.

We act as a catalyst for change by providing system leadership with partners and stakeholders, including Māori, Pacific peoples, and diverse communities, to improve outcomes for women and girls.

We provide and deliver a range of services, tools, and advice to increase women and girls' leadership, participation, safety, and wellbeing in society.

Our strategic outcomes

Our mission is to drive improvements for all women and girls through focusing on four strategic outcomes:

Social and economic wellbeing

All women and girls enjoy economic security and thrive throughout their lives

Participation

All women and girls fully participate in society

Safety

All women and girls are safe from all forms of violence

Wāhine Māori

Wāhine Māori have improved outcomes

These outcomes require us to look at women and girls in all their diversity to understand more about how we can improve the lives of women and girls across New Zealand

Hei hoa haere Working in partnership

E ngākau titikaha ana te Manatū Wāhine ki a tātou nei kawenga, haepapa hei hāpai ake i te Tiriti o Waitangi. Ka kaha tautoko mātou kia puawai mai ai te māia me te āheinga o ngā wāhine Māori me ngā kōtiro Māori ki ā rātou huanga me ā rātou mahi kia tūhono ai ngā hononga pūmau ki a Ngāi Māori.

Manatū Wāhine Ministry for Women is committed to assist to fulfil our Te Tiriti o Waitangi obligations. We support our people to have the capability and confidence to improve outcomes for wāhine and kōtiro Māori in their work and to build effective partnerships with Māori.



Te tirohanga whānui Overview

Karen Brook (L) and **Kate Hursthouse** (R), the mother-daughter team behind the Our Wāhine portrait project, talk about the importance of recognising the legacies of iconic and inspirational women from New Zealand's past and present.

*Suffrage Day – 19 September 2023
National Library of New Zealand, Wellington*



Kupu whakataki Chief Executive's foreword



Tena koutou katoa

In September 2023, we commemorated 130 years since women fought for, and secured, the right to vote. It was a chance to celebrate our country's legacy of trailblazing women and the suffrage movement. It was also a chance to reflect on how far we've come and the distance we still need to go to reach gender equality.

It gives me great pleasure to share the work and achievements of Manatū Wāhine Ministry for Women over the past year and the progress made to improve outcomes for women and girls in employment, education, health and wellbeing, leadership, and safety.

Bringing women's voices to decision making tables is an important part of driving positive change for women and girls. I was delighted to see in our latest stocktake of public sector boards and committees that women hold 53.9% of public sector board roles. This is the fourth consecutive year that women's representation has reached 50% or above, and the eleventh consecutive year of growth.

Women now also hold 46.2% of board chair roles, which is a significant increase from 41.9% in 2022. This is a further sign there are many talented leaders ready for, and taking up, governance and leadership roles. We need to continue to drive the positive work happening in this space to ensure we're supporting a strong pipeline of future leaders across both the public and the private sector.

Gender pay gaps continue to impact women in New Zealand, and in June 2024, the Government announced the development of a voluntary calculation tool. This is an important step towards further reducing the gender pay gap and we have welcomed the opportunity to work with business leaders to take action to close this.

In 2023, we had a fantastic opportunity, as part of the Ministry for Business, Innovation and Employment's FIFA Leverage and Legacy programme, to fund more than 120 initiatives run by non-government organisations through our Physical Activity and Wellbeing Fund. It was great to see so many organisations supporting women and girls to get active and boost their wellbeing across the country.

Over the past year, the Ministry has continued to support the Mana Wāhine Kaupapa Inquiry through facilitating the research phase, supporting researchers to access information, and engaging with Māori to progress the Inquiry process.

Our international work to protect and promote the rights of women and girls has included leading the work on New Zealand's progress report on the Beijing Declaration and Platform for Action to the United Nations, which was submitted in June 2024. We also participated in two major international engagements for women's rights, the 68th Commission on the Status of Women and APEC's Women and the Economy Forum, and continued to work with non-governmental organisations through the International Women's Caucus forum.

Thank you to everyone working to support women and girls. I am proud to partner with so many of you to make a real difference and I look forward to continuing to work together.

Me mahi tahi tātou mō te orange o te katoa
We must work together for the good of all

Kellie Coombes

Te Tumu Whakarae mō te Wāhine
Secretary for Women and Chief Executive
Manatū Wāhine Ministry for Women



Ngā raraunga By the numbers

Our mahi



120 not-for-profit organisations funded through the Physical Activity and Wellbeing Fund



38 courses and resources available on the Leadership Learning Hub



70 hours of negotiations at the 68th session of the Commission on the Status of Women



3,000+ documents scanned and archived for Inquiry researchers as part of the Mana Wāhine Kaupapa Inquiry research phase



53.9% of members on public sector boards and committees are women



Over **30** organisations in the International Women's Caucus



60+ research and data requests completed as part of the Mana Wāhine Kaupapa Inquiry research phase



11 years of consistent growth in women's representation on public sector boards and committees



Over **17** high-level meetings with our international counterparts



4 new research and data reports released



46.2% of chairs on public sector boards and committees are women



9th periodic report on New Zealand's implementation of the Convention on the Elimination of All Forms of Discrimination against Women submitted to the United Nations

Engagement



23,000+
followers on LinkedIn



209,356
website page views



2,174 likes
on our most viral social
media post



418 subscribers to
the Ministry's newsletter,
Te Karanga



2 events organised to
commemorate **Suffrage 130**



4 meetings held
with the National
Advisory Council on the
Employment of Women



5 training sessions
delivered to
government agencies
to share information on
incorporating gender
analysis in policy through
using our *Bringing Gender
In* tool



16 days (on average)
to respond to an Official
Information Act request



20+ public
suggestions for inspiring
New Zealand women
to profile as part of the
Our Wāhine project during
Suffrage 130



6 webinars hosted to
support women get into
governance



99% of
participants would
recommend one of our
governance webinars



129 new
sign-ups to the
Nominations Service



1,600+
people signed up to
our Nominations Service
database



Ngā wāhine i Aotearoa Women in New Zealand

Population

**2.68m women and girls
in New Zealand**

as at 31 March 2024



Global ranking



**New Zealand ranks
4th out of 146 on the World
Economic Forum's Global
Gender Gap Index 2024**

The Index annually tracks the state of gender equality around the world across four areas: economic participation and opportunity, educational attainment, health and survival, and political empowerment

Age

The **median age of women is 38.9 years**, compared to 37.1 years for men

15.0% of New Zealand's population are women **under the age of 25** (798,210)

8.8% of New Zealand's population are women **over the age of 65** (467,100)

Safety

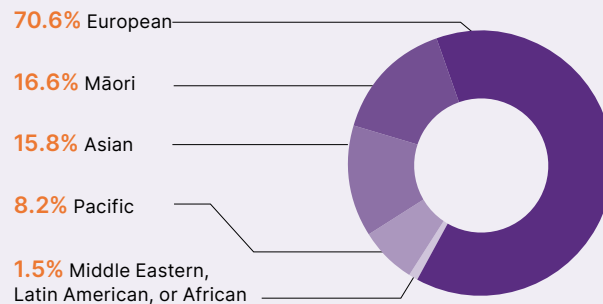
1 in 3 women in New Zealand have experienced physical, sexual, or coercive violence from an intimate partner in their lifetimes

When psychological abuse is added, it increases to **1 in 2** women

These statistics were sourced from releases provided by the World Economic Forum's Global Gender Gap Index 2024, Stats NZ (Abridged Period of Life Tables 2017-2019, Census 2018, Disability Survey 2013, Estimated Resident Population by Age and Sex (1991-) June 2024, Household Labour Force Survey June 2024, LGBT+ population of Aotearoa: Year ended June 2021, National population estimates: At 31 March 2024 (2018-base)), the Retirement Commission (KiwiSaver Demographic Study February 2024), the Ministry of Education (Education Counts, School leaver's attainment, Tertiary achievement and attainment, Tertiary participation, Vocational education & training), Ministry for Women (2023 stocktake gender and ethnic diversity on boards and committees), National Family Violence Clearing House (Fanslow et al., 'Change in prevalence of psychological and economic abuse, and controlling behaviours against women by an intimate partner in two cross-sectional studies in New Zealand, 2003 and 2019', 2021), the Public Service Commission (Public Service Workforce Data 2023), Westpac New Zealand, and the NZX (Gender Diversity Statistics, 2023).

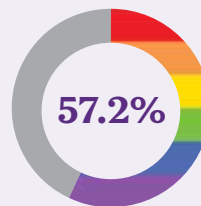
Ethnicity

Women in New Zealand are diverse:



Note this adds to more than 100% as people can select more than one ethnicity

Rainbow community



Women make up 57.2% of the rainbow community in New Zealand in 2021

5% of rainbow New Zealanders identified with another gender (including non-binary, agender, or gender non-conforming)

Education



In 2023, **55.9%** of girls left school with NCEA **Level 3 or above**, compared to **47.7%** of boys



In 2023, **75.8%** of girls left school with NCEA **Level 2 or higher**, compared with **72.9%** of boys

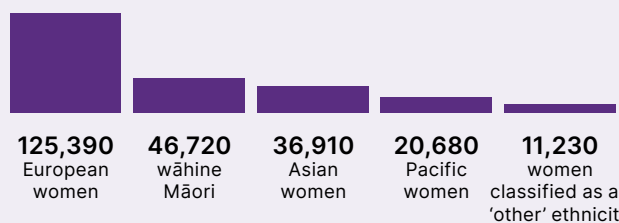


In 2023, **41,180** women enrolled in **workplace-based training**



In 2023, **65.6%** of those who **gained bachelor's degrees** and above were **women**

In 2023, 204,535 domestic students in tertiary education were women



Life expectancy

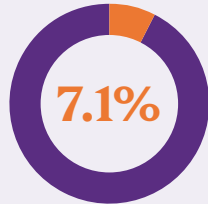


Disability



1 in 4 people in New Zealand live with a disability

Gender pay gap



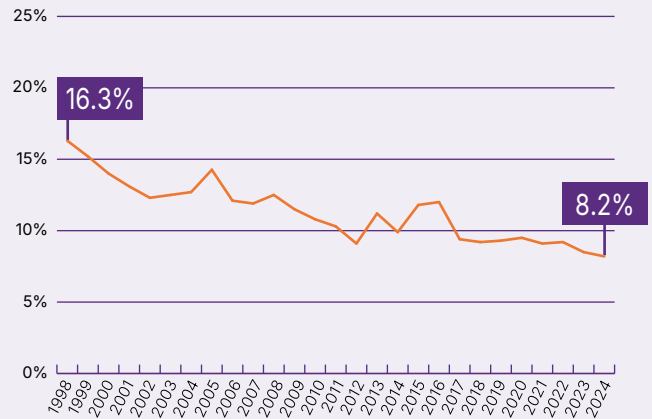
The 2023 public service gender pay gap was **7.1%**
▼ down from **7.7%** in 2022

The national gender pay gap was **8.2%** in 2024
▼ down from **8.5%** in 2023

Women's median earnings were **\$32.08**, compared to men's median earnings of **\$34.95**

There has been **15 pay equity settlements** to date, correcting pay for **175,804** employees

Over time



While the 2023 gender pay gap was reporting in August 2023 as 8.6%, in August 2024 this was retroactively amended to 8.5%

Employment

67.4% of women (1,470,000) were participating in the labour force (either working or looking for work) compared with **76.1%** of men (1,627,000)

68.8% of part-time workers are women

35.0% of all working women are mothers of dependent children

82.4% of sole parents are women

Nearly **60%** of working women were employed in four industries:

17.5% Health Care and Social Assistance

16.2% Retail Trade and Accommodation

12.7% Professional, Scientific, Technical, Administrative and Support Services

11.6% Education and Training



Men have **25%** more in their KiwiSaver than women



The average KiwiSaver balance for women was **\$29,291** (as at 31 December 2023)

Leadership and representation

55.9% of the top three leadership tiers of the public service are women

31.0% of director positions across NZX-listed companies are held by women

36.4% of director positions on S&P/NZX50 companies are held by women



48.0% of chief executives in the public service are women

Women make up **53.9%** of public sector boards and committees (as at December 2023)

Women make up **46.2%** of public sector boards and committee chairs (as at December 2023)

In the 2024 New Year Honours and King's Birthday Honours, **159 (or 48.6%)** of 327 recipients who received an honour were women



130 years since women gained the right to vote in New Zealand



Ngā hua i puta mā ngā wāhine me ngā kōtiro What we did for women and girls



Changemaker **Alyce Lysaght**
(Ngāi Te Rangi, Ngāti Ranginui, Pākehā)
speaks about the opportunity to recognise
those who have fought for our rights
at the 130th anniversary of women's suffrage
in Aotearoa New Zealand.

*Suffrage Day – 19 September 2023
National Library of New Zealand, Wellington*



Oranga pāpori, oranga ohaoha Social and economic wellbeing

We are working to ensure all women are financially secure so they, and their whānau, can thrive and fulfil their aspirations.

Improving women's employment outcomes

Improving women's employment outcomes can generate lifetime and intergenerational benefits for women, their children and whānau, and communities.

The Ministry is committed to improving women's employment outcomes by closing pay gaps, progressing pay equity, supporting women into leadership, and ensuring workplaces are inclusive and supportive environments.

A key focus in this area is monitoring the ongoing release of data and research related to women's participation in the labour market, education, and pay gaps, such as Stats NZ's quarterly Household Labour Force Survey. Analysing this data and research has supported our provision of policy advice to Ministers and connection with other agencies to bring these insights and women's perspectives into the development of their initiatives.

The Ministry also continued to provide secretariat and policy support to the National Advisory Council on the Employment of Women. Over the past year, the Council provided advice and expertise to Ministers and supported engagement with the sector to progress key work to improve outcomes for women's employment, including closing pay gaps.

Closing pay gaps

The gender pay gap in New Zealand has reduced steadily from 16.3% in 1998, and is currently 8.2% (as at June 2024).

Alongside other agencies like the Ministry of Business, Innovation and Employment and the Public Service Commission, the Ministry has been working on addressing New Zealand's gender pay gap over the past few years.

Many businesses across New Zealand are committed to closing their pay gaps and are already taking action to measure and report on them.

In June 2024, the Government announced the development of a voluntary calculation tool to support businesses and other sectors measure, understand, share, and take action to close their gender pay gap.

The Ministry has worked with business leaders across New Zealand, including Champions for Change and BusinessNZ, to progress the development of an approach to voluntary gender pay gap reporting.

This work is ongoing, and partnering with business leaders across the sector on this work has ensured that all development work is consistent and tested with, and works for, businesses nationwide.

We also continued to maintain and promote [What's My Gender Pay Gap?](#) to provide a useful tool for people to access the current breakdown of gender pay gaps by industry, occupation, ethnicity, age, disability, and region. The tool also contains guidance for employers on how to create a fairer workplace and information for individuals on how to take proactive steps to ensure they are paid fairly.

Addressing pay gaps and pay equity in the public sector

We have worked in partnership with the Public Service Commission over the past few years to reduce gender and ethnic pay gaps in the public sector.

Both agencies are focused on supporting the public sector to implement [Kia Toipoto – Public Service Pay Gaps Action Plan 2021 – 24](#), the framework for government agencies and Crown entities to publish their annual pay gap data and action plans to address pay gaps in their organisation.

With concerted effort, the public service gender pay gap has steadily reduced from 12.2% in 2018 to 7.1% in 2023. This is the biggest five-year drop

since public service gender pay gap data was first reported in 2001, and it is now at its lowest level.

The Ministry also worked alongside the Commission to support pay equity claims in the public and publicly-funded sector. There have been 15 pay equity settlements and one extension to date, correcting the pay of 175,804 employees by an average of 30%.

The Ministry and Public Service Commission will continue to work together to embed the practices, processes, tools, and guidance for agencies and Crown entities to report on and take steps to address ongoing pay gaps. We will also continue to monitor the data and trends on pay gaps in the public sector.

2023 Gender Attitudes survey

In 2023, the Ministry continued its support for the fourth iteration of the [Gender Attitudes Survey](#).

This biennial survey is conducted by Research NZ in collaboration with the National Council of Women of New Zealand and Gender Equal NZ.

The Gender Attitudes survey is New Zealand's primary measure of the opinions on the status of women in this country, examining areas such as gender equality, gender roles, and gender and sexual identity.

Insights from the 2023 survey:

81%

of people felt that gender equality is a fundamental right

60%

of people felt that sexism is still a significant issue

57%

of men and **40%** of women felt that gender equality has for the most part been achieved

30%

of men and **13%** of women believed that gender equality had gone too far

66%

of men and **76%** of women agreed that online harassment has an effect on how women are treated in real life



All of the attendees of the Dress for Success event, Parliament, Wellington, 25 June 2024.

Dress for Success donation drive

In June 2024, the Ministry partnered with Dress for Success to hold a clothing donation drive at Parliament.

Dress for Success help women prepare for employment and develop successful careers by offering work clothing and styling advice, career coaching, mentoring, and work experience. The Dress for Success teams in Auckland, Wellington, and Christchurch also offer programmes in prisons to support women preparing for their release.

In 2023, Dress for Success supported over 3,000 women to build up their confidence, learn valuable life skills, and work towards gaining employment.



Attendees look through the donated clothes at the Dress for Success event.

Over 90 people, including Members of Parliament and Chief Executives from across the public sector, attended the event and donated work-ready clothing and accessories to support women on their journey into employment.

Acting Minister for Women, Hon Louise Upston, Ministry for Women Chief Executive, Kellie Coombes, and Dress for Success Deputy Board Chair, Denise Mackay, spoke at the event about empowering women and ensuring women have equal opportunities.

Attendees took the opportunity to network and connect with Dress for Success volunteers, look through the available clothes, and share their experiences about getting into work.

“We support everyone who wants to improve their lives, and our clients come from all walks of life – 80% are women, and 50% are Māori and Pasifika. Each of them has a different story to tell. After a session with us, our clients have started to believe they have control over their future.”

Denise Mackay
Deputy Board Chair, Dress for Success

Supporting rural women's wellbeing

In February 2024, the Ministry partnered with [Shepherdess](#), a magazine and story-telling platform dedicated to sharing rural women's experiences, to provide six scholarships to support women to attend the inaugural Shepherdess Muster event in Mōtū, Gisborne in February 2024.

One year on from Cyclone Gabrielle, this event supported 250 rural and farming women to come

together to focus on their wellbeing, make new connections, and engage in a range of workshops, classes, and performances.

A survey after the event found that many attendees stated their health and wellbeing was improved through the Muster, and they were inspired to focus on building up their business or exploring new opportunities.



A mural, 'The Vessel', is painted by artist Kell Sunshine at Mōtū School during the Shepherdess Muster in Mōtū, Gisborne, 16-18 February 2024. Photo credit: Michelle Porter, Shepherdess.



Secretary for Women, Kellie Coombes, with Leah Williams, a recipient of the Ministry's scholarship to attend the Muster, Mōtū, Gisborne, 16 February 2024.



After adverse weather events in the region, the sun provided the perfect backdrop for reconnection. Mōtū, Gisborne, 16-18 February 2024. Photo credit: Michelle Porter, Shepherdess.



Whai wāhitanga Participation

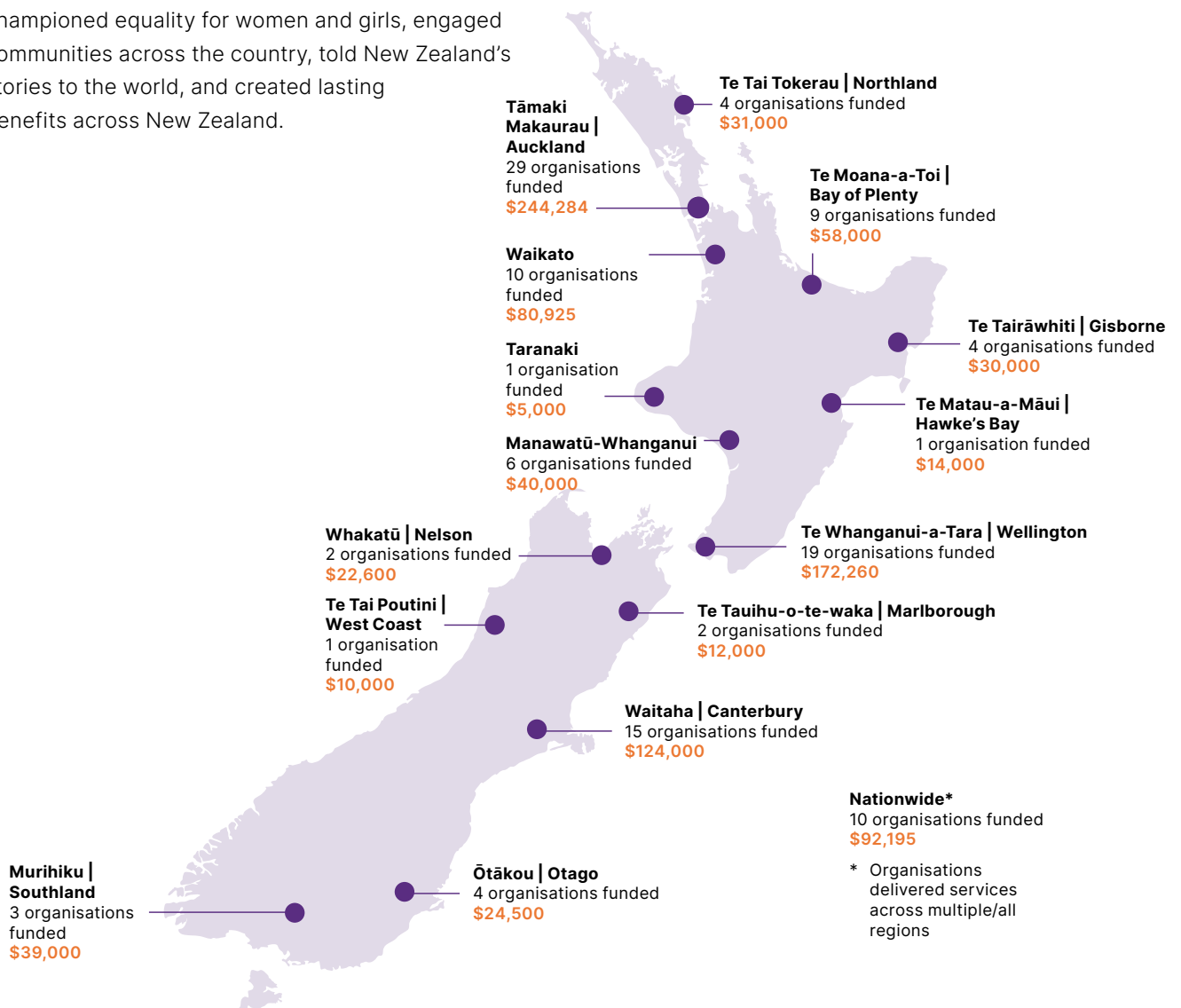
New Zealand thrives when women are represented in leadership and governance roles, are recognised for their contributions, and are active participants in all aspects of society.

Physical Activity and Wellbeing Fund

The \$1 million [Manatū Wāhine Physical Activity and Wellbeing Fund](#) was launched in May 2023 as part of the FIFA Women's World Cup Australia & New Zealand 2023™ [Puawānanga leverage and legacy programme](#).

This was one of 50 nationwide initiatives that championed equality for women and girls, engaged communities across the country, told New Zealand's stories to the world, and created lasting benefits across New Zealand.

Through the fund, 120 not-for-profit community organisations received funding to reduce barriers for women and girls' participation in physical activity to improve their overall wellbeing. Initiatives were delivered to thousands of women and girls across the country between August 2023 and February 2024.



Connecting a community through traditional Māori martial arts

Te Hono O Ngā Waka used funding from the Physical Activity and Wellbeing Fund to support wāhine to participate in their Mau Rākau project.

The initiative aimed to revive the traditional Māori martial art of Mau Rākau, the skilled use of weaponry, and boost participants' physical, mental, spiritual, and emotional wellbeing and sense of empowerment.

60 wāhine aged 18-60 participated in a series of wānanga held between May and December 2023 at their local marae to learn the history, techniques, and movements of Mau Rākau.

The participants learned from kaiako (teachers) from their community, which helped increase the awareness and appreciation of Mau Rākau as a shared cultural heritage and strengthened the bonds and relationships within the community.

Organisation: Te Hono O Ngā Waka

Location: West Coast

Funding: \$10,000

Purpose: To fund Māori martial arts for women and girls facing various barriers to participation

At the end of the course, there was a group presentation of the movements and skills learned and a graduation ceremony. Many participants have been inspired to continue learning and share with others about Mau Rākau.

“We are determined to continue this project and to keep Mau Rākau alive and thriving in our community. We are committed to this taonga and to our whānau, who have shown us their support. We are proud of what we have achieved and what we have learned. We are hopeful for the future and what we can accomplish. Kia kaha, kia maia, kia manawanui, be strong, be brave, be steadfast.”



Participants in the Mau Rākau project, Arahura Marae, July 2023.

Training young women to be the future of search and rescue

Youth Search and Rescue used funding from the Physical Activity and Wellbeing Fund to support nine young women to cover their yearly fees to participate in the training programme. This funding also covered equipment costs and the purchase of 92 period packs to support young women trainees to participate in outdoor activities easily.

Youth Search and Rescue train young people over a three-year programme to become the next generation of Search and Rescue and Emergency Management practitioners through outdoor education, leadership and management training, and problem-solving exercises.

The organisation also encouraged participants to volunteer in their community, which included helping with pest control initiatives, building a playground, planting trees, and community outreach.

Organisation: Youth Search and Rescue

Location: Nationwide

Funding: \$5,000

Purpose: To fund scholarships and hardship grants for female rangatahi who face financial barriers

The funding enabled the young women to attend all weekend training exercises, which helped them overcome challenges and experience new things like staying overnight in the bush. Many of the participants have been inspired to choose career paths dedicated to helping people after engaging in the programme.

Through the funding, the financial barriers for one participant were removed and her confidence grew each week as she undertook the training:

“I am grateful for the funding that allows me to participate in Youth Search and Rescue and care for people and the environment. I can safely operate and upskill in the outdoors so I can help others and achieve my goal of creating a better future.”

Four participants in the Youth Search and Rescue programme cross a river in the Karangahake Gorge, Bay of Plenty, April 2024.



Supporting women into governance and leadership

The Ministry has a dedicated Nominations Service to support women to start or further their governance career in the public service, assist public sector agencies find high-calibre candidates for their board vacancies, and provide and promote training and development opportunities for the governance community.

Over 1,600 women are currently registered with the Nominations Service. In the past year, we advised our database members about 87 board vacancies, and assisted appointing government agencies by nominating and endorsing applications from suitably qualified and experienced women.

Increasing women's representation

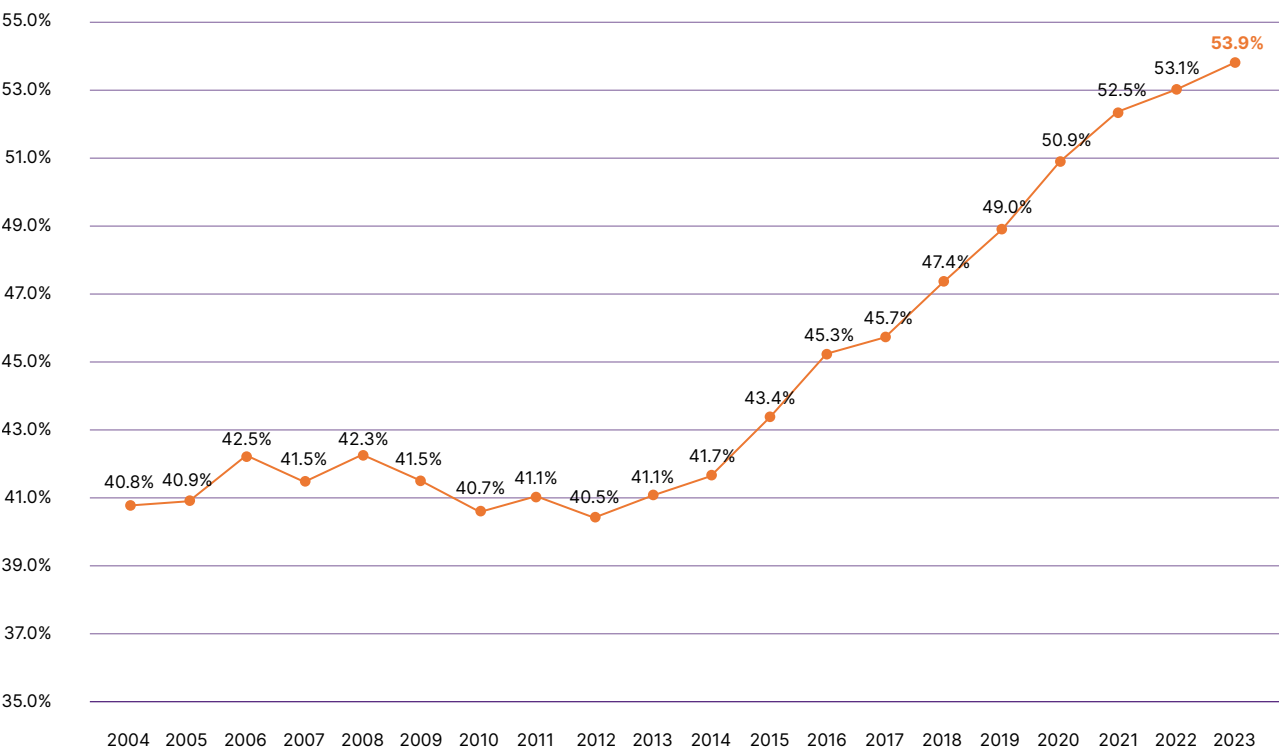
The [*2023 stocktake of gender and ethnic diversity on public sector boards and committees*](#) found that women now hold 53.9% of public sector board roles. This was the fourth consecutive year that women's representation has reached 50% or above, and the eleventh consecutive year of growth – up from 40.5% in 2012.

The data also shows that women now hold 46.2% of board chair roles, which is a significant increase from 41.9% in 2022.

Māori and ethnic diversity of public sector boards has also continued to increase since data collection for ethnicities on boards began in 2019. The 2023 data showed that Māori board members now hold 27.5% of board roles, Pacific board members hold 7%, Asian board members hold 6.1%, and MELAA board members hold 0.8%.

The Ministry also continued to engage with private sector bodies and organisations on work and opportunities to support women in leadership in the private sector.

Women's representation on public sector boards and committees, 2004-2023



Nominations Service Insights survey

The Ministry conducted an Insights survey in February and March 2024 to better understand the experience of our Nominations Service database members, and wider experiences of applying to, and being on, public sector boards. 252 people responded to the survey.

The survey results indicated the Nominations Service has helped many women into board roles, but more support was needed around the application process, what the boards were looking for, and where to go to find vacant roles.

The Ministry has begun implementing changes and improvements to the Nominations Service based on the feedback, including establishing an e-newsletter

to database members about vacant roles and running webinars on requested topics.

The findings were shared with other agencies with appointing functions and nominations services to enable cross-system learning and improvements.

“The Nominations Service has recommended me for a role in the past, which was wonderful and so appreciated. I feel I have a lot of moral support simply in being on the database.”

Respondent

Ministry for Women Nominations Service Insights survey

Key survey findings

What boards are respondents currently serving on?

32.8%	of respondents were serving on a public service board
27.7%	were serving on a private sector board
45.1%	were serving on a non-governmental organisation (NGO) board

178 respondents indicated they were registered with the Nominations Service. Of that:

73.6%	had applied for a board role
25.8%	were serving on one board
11.2%	were serving on five or more boards
47.3%	had been a member for less than three years
29.0%	had been a member for over seven years

How did respondents find their experience on a public sector board?

90.5%	= good to very good
7.5%	= neutral
1.9%	= poor

What did respondents want to see more of from the Nominations Service?

- 1. Tailored support**
- 2. Increased communication**
- 3. Help with the application process**
- 4. Support during the interview stage**
- 5. More information on community, not-for-profit, and NGO boards**

Supporting the Future Directors® Diversity Programme

In December 2023, Shirley McLeod decided she wanted to take all the skills and experience she'd acquired working in public policy and leading transformation and service delivery projects to the next level.

After deciding she wanted to step into a board role, she signed up to the Ministry's Nominations Service database and started attending governance courses to learn the essentials and prepare for applications.

Having previously served on the board of a small non-governmental organisation, she felt ready to take on the next challenge, but it still felt like stepping into the unknown.

The opportunity arose for the Ministry to put forward names to the Public Service Commission for the Future Directors® Diversity Programme, and Shirley's made its way onto the shortlist of candidates for the Real Estate Advisory Authority Board.

This programme provides potential board members an opportunity to observe and participate on a Crown board, gain first-hand experience, and build their capability to further their career in governance. The goal is to support up to ten Future Directors over a 12–18-month appointment period.

Armed with the tools and resources she had gained from the governance courses and help from the Nominations Service, Shirley interviewed with the Real Estate Advisory Authority Board and was successful with her appointment.

This role has helped Shirley start her Crown entity governance journey and gain invaluable skills and experience.

“Before I signed up to the Ministry's database, I didn't know there were a lot of Crown entity boards that I could apply to be on, and I wasn't sure what was required to serve on a bigger board. But this board has been a perfect opportunity for me. It's not overwhelming, and is big and broad enough to challenge me and give me a space to practice my governance skill set.”



Shirley McLeod, Future Director on the Real Estate Authority Board



Providing development opportunities

In June 2023, the Ministry launched the [Leadership Learning Hub](#) to provide a centralised place to find available governance and leadership training and development opportunities in New Zealand. The Hub now lists 38 courses and resources to help grow women's leadership and governance skills, with more added every month.

The courses and resources include webinars, workshops, guides, and a series of educational videos from eight organisations – Community Governance Aotearoa, Community Networks Aotearoa, the Institute of Directors New Zealand, the Ministry for Women, the Ministry for Ethnic Communities, Sport New Zealand, Te Puni Kōkiri, and Women on Boards New Zealand.

The Ministry launched a series of videos (made in collaboration with Studio C) on International Women's Day 2024 about the governance sector in New Zealand. Governance professionals Caren Rangi, Nicole Anderson, Dr Robbie Francis,

and Jade Tang-Taylor shared their experiences, perspectives, and advice on how to get started in governance in New Zealand.

Over the past year, the Ministry has also delivered six webinars in collaboration with the Ministry for Ethnic Communities, Ministry for Pacific Peoples, Whaikaha – Ministry of Disabled People, and Te Puni Kōkiri.

Webinar topics covered writing governance CV's and cover letters, utilising social media as a governance professional, and insights into a range of public sector boards and committees, including health and business.

On average, 77 participants have attended each webinar, with 99% of participants stating they would recommend one of the sessions and 80% of participants feeling satisfied to extremely satisfied with the quality.



All of the speakers from the Suffrage 130 commemoration event at the National Library in Wellington, 19 September 2023. L-R: Kate Hursthouse (and son), Karen Brook, Alyce Lysaght, Helene Leaf, Nina Nawalowalo, Dame Gaylene Preston, Barbara Brookes, Hope Cotton, Julia Whaipooti, Kellie Coombes.

Commemorating Suffrage 130

When the Electoral Act was signed into law on 19 September 1893, New Zealand became the first self-governing country to enshrine in law the right of women to vote in parliamentary elections.

Each year on 19 September, people across the country come together to commemorate Suffrage Day, its important legacy, and to acknowledge the suffragists who fought for this right and all those working to improve the lives of women and girls in New Zealand today.

19 September 2023 was a special day for women and girls in New Zealand, as it marked the 130th anniversary of the enduring legacy of women's suffrage.

We partnered with the National Library of New Zealand for a Suffrage Day 2023 event: *'Across the Generations: Commemorating 130 years of Women's Suffrage in Aotearoa New Zealand'*. The event was an intergenerational discussion on the strides that have been made towards gender equality, the inspiring women who have paved the way, and the work that still needs to be done to break down the barriers and obstacles that still exist for women today.

“Suffragists like Kate Sheppard and her contemporaries imagined the vote as the beginning of a new world for women, creating new choices and new opportunities. It is up to women today to live up to their aspirations.”

Barbara Brookes
Suffrage Day event, 19 September 2023



The panel of speakers discuss what suffrage means to them in New Zealand. L-R: Helene Leaf, Alyce Lysaght, Nina Nawalowalo, Hope Cotton, Dame Gaylene Preston, Julia Whaipooti.

Speakers included Chief Archivist Anahera Morehu, historian Barbara Brookes, filmmakers Dame Gaylene Preston and Nina Nawalowalo ONZM, artist Kate Hursthouse and her mum Karen Brook, advocate Helene Leaf, and changemakers Julia Whaipooti, Alyce Lysaght, and Hope Cotton.

A special tour of the He Tohu exhibition and a talk from Archives New Zealand curators was also held to share their role about looking after the taonga of the suffrage petition and allow attendees to view the petition.

“I love being involved in our democracy and being able to have a say. I am so grateful to all the women and men before me who advocated... It’s about acknowledging all of the amazing women before us who fought for us and not letting that go to waste and continuing to fight.”

Hope Cotton
Suffrage Day event, 19 September 2023



We partnered with two artists, Vanessa Smith and Kate Hursthouse, to commemorate the importance of Suffrage 130. Vanessa Smith developed a camellia symbol with 130 petals – one for each year that passed since gaining the right to vote – as a tribute to all women who have contributed to New Zealand’s progress for women’s rights, past and present.

Kate Hursthouse, creator of the [Our Wāhine portrait series](#), worked with the Ministry to create six new portraits of inspirational New Zealand women based on suggestions from the public – Dames Jools and Lynda Topp (the Topp Twins), Ruby Tui, Dr Siouxsie Wiles, Dame Lisa Carrington, Patricia Grace, and Dame Gaylene Preston.



Successful rural business recognised through award

The Ministry was proud to support the Emerging Business category at the 2023 NZI Rural Women New Zealand Business Awards.

These awards celebrate the significant contribution women make to rural communities across New Zealand.

The Emerging Business Award was presented to Sophie Hurley of Honest Wolf, which produces sustainable and renewable woollen bags, luggage, and accessories. Sophie also supported rural communities on the East Coast after Cyclone Gabrielle, raising \$95,000.

Sophie is a passionate advocate for the potential for women to own and operate businesses in rural Aotearoa New Zealand. This advocacy shone through, as Sophie was also named the Supreme Winner on the night.



Secretary for Women and Chief Executive Kellie Coombes (L) with Sophie Hurley of Honest Wolf (R), recipient of the Emerging Business Award and Supreme Award at the Rural Women New Zealand Business Awards, 26 November 2023.

Recognising women's achievements

The Ministry supports the Minister for Women to nominate women for New Zealand Royal Honours.

159 women were awarded a New Zealand Royal Honour in the 2024 New Year Honours and 2024 King's Birthday Honours. They represented 48.6% of the 327 recipients across these two Honours rounds.

In addition to highlighting the work of women in services to sport, education, the arts, health, business, and to the community, it also highlighted the work some women have done to support other women, including in governance, helping survivors of domestic violence, and addressing the gender pay gap.

The Ministry is continuing to identify ways to raise public awareness of the nominations process for Royal Honours and to drive an increase in nominations for women.

Awards and events

We are committed to increasing recognition of the contributions of New Zealand women to their communities through supporting a range of awards and events with key partner organisations.

- **Women on Boards New Zealand's Women in Governance Summit** in August 2023 to support women achieve their governance goals. Ministry staff attended to meet women on the Nominations Service database and deliver a workshop session on embedding diversity and inclusion in governance.
- **Shepherdess Muster** in February 2024 through six scholarships for women living in the Tairāwhiti, Ōpōtiki, or Wairoa Districts to attend. Over 250 women attended the event, which was a space for women to focus on their wellbeing, network, and engage in workshops and classes.
- **Te Pou Whirinaki Business Collaboration Award at the Māori Women's Development Inc. Māori Businesswomen's Awards 2023**, presented to Whare Isaac-Sharland, co founder and Manahautū-CEO of Tai Huki Consultants, an education group committed to empowerment for learners and the wider community.
- **Yes Disability and i.Lead national conference** in March 2024 by supporting two young disabled women to attend. The conference provided a space for 50 disabled young people to bring their lived experiences to find solutions to the barriers they face.



We are committed to the prevention of all forms of violence against women and girls.

The causes for violence against women and girls are complex and the impacts are serious, long-lasting, and often fatal. Wāhine Māori, Pacific women, disabled women, the rainbow community, and women with intersectional identities are more likely to experience violence in their lifetimes.

Ensuring all women and girls are safe and free from violence will significantly improve their wellbeing and ensure they can participate fully in society.

Preventing violence against women and girls

The Ministry has worked with a range of government agencies and non-government organisations to provide gendered advice, monitor and analyse data and research, and participate in working groups to progress work to prevent violence against women and girls.

Areas of focus have included family and sexual violence, technology facilitated gender-based violence, financial harm, health, and justice.

The Ministry is a member of Te Puna Aonui, a Joint Venture of government agencies, Māori, communities, and the wider family violence and sexual violence sectors, who work together to prevent and respond to family violence and sexual violence.

Over the past few years, the Ministry has worked alongside members of Te Puna Aonui to implement [*Te Aorerekura: the National Strategy and Action Plan to Eliminate Family Violence and Sexual Violence*](#), the strategy to eliminate family violence and sexual violence over the next 25 years.

All work under the first *Te Aorerekura Action Plan* concluded in December 2023. The next iteration of the Action Plan is being developed, and the Ministry will continue to provide support and advice through this process.

Keeping women and girls safe online

An emerging focus over the past year in the Ministry's work programme has been to ensure women and girls are safe online. Increasingly, technology facilitated gender-based violence is having a negative effect on women, and there is strong evidence and research that links online violence with offline, real-world violence.

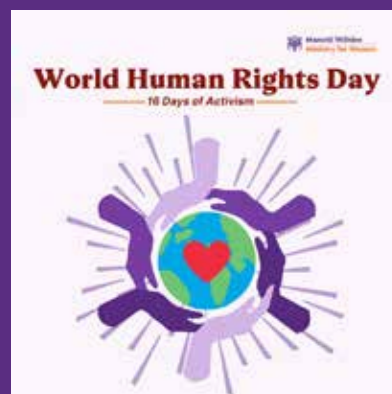
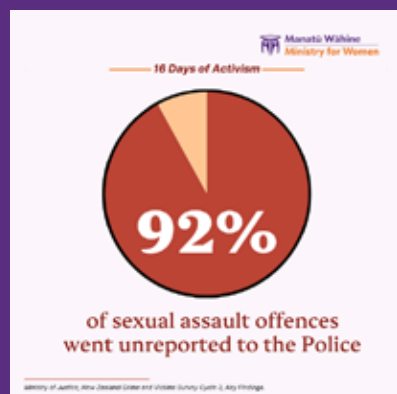
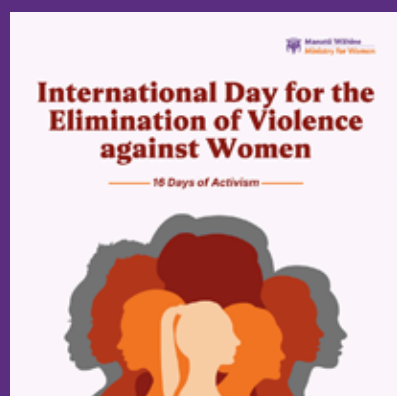
In 2023 and early-2024, the Ministry contributed to the work undertaken by the Christchurch Call Unit at the Department of the Prime Minister and Cabinet, which aimed to eliminate terrorist and violent extremist content online. Work included providing gender analysis and advice, resourcing, and supporting the preparation of the Leaders' Summit in November 2023.

The Ministry also led New Zealand's participation in the Global Partnership for Action on Gender-Based Online Harassment and Abuse, a commitment to address technology facilitated gender-based violence globally. We connected with international counterparts from the 12 countries who have committed to the Global Partnership to share best practice and solutions to address online harm.

The Ministry engaged with a range of agencies, including the Classification Office and Netsafe, to help New Zealanders have a safe and positive experience online.

Ministry staff attended the Netsafe Online Safety Conference in October 2023 that brought together experts and organisations to share insights on online harm and explore solutions in an ever-changing online environment.

The Ministry participated in the global UN Women social media campaign, 16 Days of Activism against Gender-Based Violence. This campaign runs annually from 25 November (International Day for the Elimination of Violence Against Women) to 10 December (International Human Rights Day).





Whakapiki huanga mō ngā wāhine Māori Improving outcomes for wāhine and kōtiro Māori

As tangata whenua, wāhine Māori hold an important status in Aotearoa and play a central role in whānau, hapu, iwi, and Māori hapori.

Manatū Wāhine prioritises improved outcomes for wāhine and kōtiro Māori through our strategic outcomes and across our work programme. We are committed to supporting the prosperity and wellbeing of wāhine across all spheres of life.

We support the Crown in building enduring relationships with Māori as a part of our obligations outlined in Te Tiriti o Waitangi. We do this through working collaboratively with wāhine Māori, through the lens of Te Ao Māori, and Mātauranga Māori.

Wai 2700 – Mana Wāhine Kaupapa Inquiry

Manatū Wāhine Ministry for Women is co-leading the Crown's response to Wai 2700 – Mana Wāhine Kaupapa Inquiry alongside Te Puni Kōkiri.

The Waitangi Tribunal is hearing over 190 historical and contemporary claims which allege the Crown's denial of mana wāhine has had serious consequences for the social, economic, cultural, and spiritual wellbeing of wāhine Māori and their access to leadership roles.

The Inquiry began with tūāpapa (foundational) hearings where evidence was presented to establish a picture of life, experiences, and the status of wāhine Māori prior to settler arrivals. This phase concluded in September 2022.

In May 2024, the Waitangi Tribunal launched [Te Kete Pūputu](#) (meaning "filling your knowledge basket"), an online platform to publish the evidence from the 126 witnesses who participated in the Inquiry's tūāpapa hearing phase.

The current phase of the Inquiry focuses on data and research that will form the basis of the evidence that the Tribunal will consider in substantive hearings.

The Waitangi Tribunal's research programme comprises of six reports:

1. **Overview Report One:** Recognition of the Roles, Status, Knowledge, and Rangatiratanga of Wāhine Māori from 1840 to 1950.
2. **Overview Report Two:** Equity and Disparities in Wellbeing for Wāhine Māori from 1950 to 2000.
3. **Contemporary Justice Issues for Wāhine Māori:** Equity and Disparities in Wellbeing from 1990 to 2020.
4. **Wāhine Māori Access to Representation, Leadership, Governance, and Decision-Making Roles in the Public Sector from 1990 to 2020.**
5. **Contemporary Employment and Education Issues for Wāhine Māori:** Equity and Disparities from 1990 to 2020.
6. **Contemporary Economic Issues for Wāhine Māori:** Recognition of Roles, Status, and Knowledge from 1990 to 2020.

An additional audio-visual research project, Takapou Whāriki, was commissioned in June 2023 to gather the oral accounts by wāhine Māori, including those involved in the Mana Wāhine Kaupapa Inquiry. This was completed March 2024.

The Ministry is funding and supporting an additional four research projects commissioned by the claimant community:

1. **Land and climate – Whenua me Te Ao Tūroa:** exploring how wāhine Māori have been treated in relation to the land and their physical connectedness.
2. **Family – Whakapapa and Whānau:** exploring the oranga (wellbeing) and intergenerational health of wāhine Māori and their whānau.
3. **Leadership – Rangatiratanga:** exploring the mana rangatiratanga of wāhine Māori and their leadership, exercise, and denial of their authority and status in decision-making roles.
4. **Economy – Whai Rawa:** focusing on the economy and wāhine Māori enterprise and collective potential.

To further support the research projects, the Ministry has completed over 60 requests for data and statistical information since February 2023, and digitised over 3,000 policy documents from 1990 – 2020 over the past year.

The Ministry has also supported claimant participation through ongoing secretariat and communications support to the Joint Research Committee, who directly support claimants through the Tribunal process.

Māori Women's Economy report

In May 2024, the Ministry released new research on the Māori women's economy. This research was undertaken by Business and Economic Research Ltd (BERL).

Te Ōhanga Wāhine Māori, The Māori Women's Economy represents the first major study on the Māori women's economy and is one of the first-ever studies of indigenous women's economy internationally.

The report highlights the economic and wellbeing contributions of wāhine Māori in households, businesses, and communities, detailing their socio-economic participation, labour market outcomes, business ownership, leadership, and the value of unpaid work.

The research also found that young wāhine Māori are one of the most rapidly growing cohorts of entrepreneurs in New Zealand business, achieving increasingly higher levels of education and starting businesses at a faster rate.



Key findings:



Value generated to the economy in 2022 by wāhine Māori:

\$5.9 billion

or 1.9% of the National GDP



Value created from unpaid work undertaken by wāhine Māori:

\$6.6 billion



Combined, the wāhine Māori economy is valued at

\$12.5 billion

or 3.2% of the National GDP

Recognising wāhine Māori business excellence

In October 2023, the Ministry was proud to support the Te Pou Whirinaki Business Collaboration Award at the 2023 Māori Women's Development Inc. Māori Businesswomen's Awards.

Whare Isaac-Sharland (Ngāti Manawa ki Murupara, Ngāti Kahungunu ki Te Wairoa, Ngāi Te Rangi ki te moana o Tauranga), co-founder and Manahautū-CEO of Tai Huki Consultants, was recognised as the 2023 recipient for her excellence in creating a collaborative working environment to grow Māori enterprise.

Founded in 2020, Tai Huki Consultants is a Māori, indigenous, Mātauranga, and education group committed to empowerment for learners, whānau, hapū, iwi, and the wider community.

Whare was recognised for her unwavering commitment to empowering ākonga, whānau, hapu, and iwi through transformative Mātauranga and education programmes, and has become a beacon of inspiration for aspiring business leaders.



Whare Isaac-Sharland (L) with her mum Erana Clark (R) after receiving the Te Pou Whirinaki Business Collaboration Award at the Māori Women's Development Inc. Māori Businesswomen's Awards in Auckland, 27 October 2023.

“We are driven by providing a level of excellence to and for our people, so they may be better supported to grow their love of learning. Everything we do is to strengthen their learning journey, and we are privileged to be in the space to provide this. Providing our services to the education ecosystem and whānau, is an honour and a real privilege.”



The largest value add came from business services

(\$1.9 billion)

and social services

(\$1.8 billion)



Between 2013 and 2018, close to an additional 12,000 wāhine Māori became employees in the social services sector, **representing a 32% increase over the five years**



The number of wāhine Māori employers and self-employers grew by 31%

between 2013 and 2018, compared to non-Māori wāhine (7%)



Te mahi ngātahi Working with others

Celebrated filmmaker **Dame Gaylene Preston** shares insight about making *'Bread and Roses'* (1993), the story of feminist Sonja Davies as part of the centenary anniversary of women's suffrage in New Zealand.

*Suffrage Day – 19 September 2023
National Library of New Zealand, Wellington*



Te mahi ngātahi Working with others

We partner and collaborate with other government agencies, non-governmental organisations, community groups, and iwi Māori to achieve improved outcomes for women and girls.

Working with key partners

In the past year this work has included:

- **Progressing work on pay gap reporting** with the Ministry of Business, Innovation and Employment and business leaders across New Zealand, including Champions for Change and BusinessNZ.
- Partnering with the Public Service Commission to **close gender pay gaps and progress pay equity in the public service.**
- **Supporting the National Advisory Council on the Employment of Women**, the Minister for Women's advisory board, and its ten organisational partners, to meet and provide advice to improve women's employment and labour market participation.
- Working with government and community organisations to provide advice, raise awareness, and amplify women's voices **to improve health and wellbeing outcomes and experiences for women and girls.**
- Working with Rural Women New Zealand and Shepherdess to **highlight and promote the work, contributions, and achievements of rural women across New Zealand**, and supporting events such as the Rural Women's Business Awards and the Shepherdess Muster.
- Working with the Ministry for Ethnic Communities, Ministry for Pacific Peoples, Te Puni Kōkiri, Whaikaha – Ministry of Disabled People, Ministry of Health, and Ministry of Business, Innovation and Employment to **increase diversity and inclusion on public and private sector boards.**
- **Commemorating 130 years of women's suffrage in New Zealand** with the National Library and Archives New Zealand, and highlighting and promoting community events across New Zealand that acknowledged this milestone.
- Supporting 120 not-for-profit community organisations through the Physical Activity and Wellbeing Fund and collaborating to **share the stories of their programme's positive impacts for women and girls.**
- Supporting the cross-agency work through Te Puna Aonui to implement and progress *Te Aorerekura, the National Strategy for the Elimination of Family Violence and Sexual Violence* to **ensure women and girls are safe and free from all forms of violence.**
- Working with a range of partners, including Te Puni Kōkiri, the Waitangi Tribunal, Crown Law, and the Joint Research Committee, to **progress the Mana Wāhine Kaupapa Inquiry.**
- Working with the Ministry of Foreign Affairs and Trade to **enable New Zealand's participation in international fora on women's rights and ensure that New Zealand's trade agreements include commitments to support women's participation in trade.**
- Collaborating with non-governmental organisations through the International Women's Caucus to **participate in international reporting and events**, including the 68th session of the Commission on the Status of Women and New Zealand's report against the Beijing Declaration and Platform for Action.

Working globally

Over the past year, we have participated in meetings and negotiations domestically and internationally to represent the interests of New Zealand women and girls and promote gender equality.

Asia-Pacific Economic Cooperation (APEC)

Two APEC Women and the Economy Forums were held in the last year, the first in August 2023 in Seattle, United States of America, and the second in May 2024 in Arequipa, Peru.

The Forum is a high-level policy discussion between the 21 economies across the Asia-Pacific to discuss key issues in the region that impact women's economic empowerment.

The Ministry represented New Zealand at both Forums, focusing on women in leadership roles in the public and governance sectors, women in trade and export, and increasing numbers of women in STEM.

The Forum was an opportunity to meet with other economies to progress women's economic empowerment across the APEC region, including meeting with Canada, Chile, Ecuador, and Papua New Guinea.

In August 2023, the Ministry released a new report, [APEC Covid-19 Indigenous and Diverse Women-Led MSME Responses](#), as part of our work with APEC's Policy Partnership on Women and the Economy working group.



Policy Manager Anna Macdonald speaks at the APEC 2024 Women and the Economy Forum in Arequipa, Peru, 17 May 2024.

The report looked at the experiences of nine indigenous women from Canada, Chile, New Zealand, Papua New Guinea, and Peru who operated MSME's (Micro, Small, and Medium Enterprises) in the textiles, hospitality, art, and health and fitness industries during the pandemic.

Findings from the report were shared at the 2023 Women and the Economy Forum and other key stakeholders and international counterparts.

68th session of the Commission on the Status of Women (CSW68)

CSW68 was held from 11 to 22 March 2024 at the United Nations Headquarters in New York.

Secretary for Women, Kellie Coombes, was part of the New Zealand delegation to CSW68, alongside Her Excellency Ms. Carolyn Schwalger (New Zealand Permanent Representative to the United Nations), Gerardine Clifford-Lidstone (Secretary for Pacific Peoples), Aleisha Amohia (non-governmental organisation delegate), and staff from the Ministry for Women and Ministry of Foreign Affairs and Trade.

The theme at CSW68 focused on "accelerating the achievement of gender equality and the empowerment of all women and girls by addressing poverty and strengthening institutions and financing with a gender perspective".

The delegation, working alongside other partner states, was successful in negotiating the inclusion of language in the [Agreed Conclusions](#) about strengthening financing and institutions to eradicate poverty, economic empowerment, universal access to sexual and reproductive health and rights, gender based violence and discrimination, and the rights of indigenous women, women with disabilities, rural women, and those living in remote and maritime areas.

We also had bilateral meetings with representatives from Australia, Canada, Japan, Mexico, Samoa, Singapore, Switzerland, and the United Kingdom.

Bringing community voices to the world stage

At the 68th session of the Commission on the Status of Women (CSW68), the New Zealand delegation was pleased to work with inspiring wāhine, Aleisha Amohia (Te Āti Haunui-a-Pāpārangi, Cambodia, India), as the non-governmental (NGO) delegate.

Aleisha provided the New Zealand delegation with advice and was a key liaison with other NGOs from New Zealand, both in attendance at CSW68 in New York and those back home.

As President of the Wellington Branch of the National Council of Women of New Zealand, Aleisha strives to apply a gender lens to all the work she contributes to,

knowing that poverty has significant intergenerational impacts for women and girls.

Aleisha is a passionate advocate for diversity and equity, especially in the tech and STEM sectors through her career in software and studies in computer science, and artificial intelligence, management, and information systems. Aleisha believes that equal opportunity, support, and representation are key factors to ensuring more women, Māori, and other groups, look for and stay in STEM careers.

Aleisha is a strong supporter for her communities, which was one of the key drivers for her applying to this role. She said:

“Community groups hold the power in society. They connect people and influence change. The women in my communities are achieving amazing things and deserve to be celebrated. CSW unites those groups and I wanted to add my voice to that. When women and girls are empowered, they can contribute fully to society and drive development in their communities”



NGO delegate, Aleisha Amohia, sits in the UN General Assembly at CSW68, New York, 11 March 2024.

An event to bring together and celebrate representatives from a range of NGOs who were in New York attending CSW68 was co-hosted with the Permanent Mission of New Zealand to the United Nations. Organisations who attended included Maori Women's Welfare League, P.A.C.I.F.I.C.A Inc., Graduate Women New Zealand, Pacific Women's Watch, and Te Whare Tiaki Wāhine Refuge.



L – R: Gerardine Clifford-Lidstone, Repeka Lelaulu (National President – P.A.C.I.F.I.C.A Inc.), H.E. Carolyn Schwalger, Dr Hope Tupara (National President – Maori Women's Welfare League), Kellie Coombes attend an event at the New Zealand Permanent Mission to the United Nations, New York, 14 March 2024.

Coordinating New Zealand's report against the Beijing Declaration and Platform for Action

In the first half of 2024, the Ministry coordinated New Zealand's national-level review on the implementation of the Beijing Declaration and Platform for Action.

This report was submitted to the United Nations in June 2024.

Following the Fourth World Conference on Women, the Beijing Declaration was adopted at the United Nations in 1995. The Declaration is a set of principles concerning the equality of men and women and is considered to be the most comprehensive and progressive blueprint for advancing women's rights and gender equality. New Zealand is one of 189 countries who adopted the Declaration.

Every five years, States who have adopted the Declaration report to the United Nations about their progress towards implementing the principles

of the Declaration in areas such as health, justice, education, social development, and foreign policy.

The Ministry worked with a range of government agencies and NGOs to compile the report. This process ensured that the report reflected updated progress on a range of initiatives, policies, and programmes supporting improved outcomes for women and girls in New Zealand, both regionally, and internationally, and that the voice of civil society is represented.

The report expanded on New Zealand's [ninth periodic report on the Convention on the Elimination of All Forms of Discrimination against Women](#).

This report will contribute to New Zealand's participation in the 69th Commission on the Status of Women in 2025, which will focus on the 30 years of progress since the Beijing Declaration and Platform for Action was adopted.

International Women's Caucus

The Ministry convenes the International Women's Caucus, a forum for government agencies and NGOs to work collaboratively on international issues relevant to the interests and wellbeing of women and girls. Currently, over 30 organisations participate in the Caucus.

Three hybrid hui were held over the last year – the first at the Ministry for Women in October 2023 (co-hosted with community leader and advocate, Angela McLeod), the second in the Pride Rainbow Room at Parliament in February 2024 (co-hosted with P.A.C.I.F.I.C.A Inc.), and the third at the High Commission of India in May 2024 (co-hosted with the Wellington Indian Association).

Topics discussed included the 68th session of the Commission on the Status of Women, the Beijing Declaration and Platform for Action report, and issues for women and girls from different ethnic communities in New Zealand, including Pacific women and Indian women.



Members of the International Women's Caucus attend the first hui of 2024 at Parliament, 13 February 2024. L-R: Siobhan Dilly (BPW New Zealand), Mele Wendt MNZM (P.A.C.I.F.I.C.A Inc.), Repeka Lelaulu (National President, P.A.C.I.F.I.C.A Inc.), Denise Ewe (Maori Women's Welfare League).



Heads of Delegation and Ministers at the Pacific Islands Forum Women Leaders Meeting, Suva, Fiji, 31 August 2023.

Pacific Islands Forum Women Leaders Meeting

Alongside former Ambassador for Gender Equality (Pacific) – Tuia Tangata, Louisa Wall, and the Ministry of Foreign Affairs and Trade, the Ministry attended the second Pacific Islands Forum Women Leaders Meeting in Suva, Fiji, between 31 August – 1 September 2023.

This annual meeting is an opportunity for Ministers and Women Leaders to come together to raise awareness, take action, and advise the Pacific Islands Forum Leaders on gender equality issues in the region.

18 Pacific Island Forum Members attended the meeting, alongside representatives from civil society, youth, and agencies from the United Nations and the Council of Regional Organisations of the Pacific.

At the meeting, the revitalised [Pacific Leaders Gender Equality Declaration](#) was endorsed.

This Declaration is an overarching gender equality framework for the Pacific region and aims to improve collaboration and coordination and enhance the accountability and visibility of progress on gender equality throughout the region.



Tō tātou tōpūtanga Our organisation



Changemaker **Hope Cotton** talks about the importance of advocating for those who still face barriers to fully access and participate in New Zealand society.

*Suffrage Day – 19 September 2023
National Library of New Zealand, Wellington*



Kanorautanga me te kotahitanga Diversity and inclusion

Papa Pounamu

Manatū Wāhine Ministry for Women is committed to the Papa Pounamu diversity and inclusion work programme to make the wider public service a fairer, more diverse, and inclusive workplace reflective of the communities we serve.

Papa Pounamu covers five priority areas that are focused on working together to make the most positive impact on diversity.

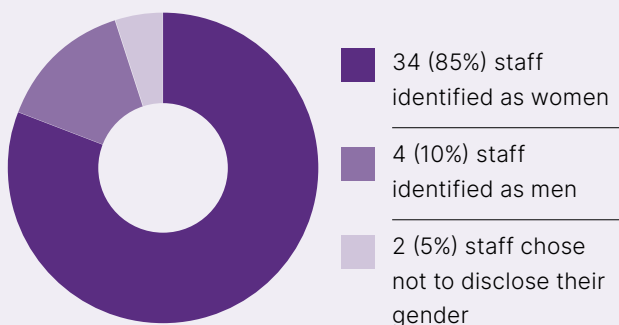
Te āheinga ā-ahurea | Cultural Competence

The Ministry continues to implement Whāinga Amorangi, our approach to improving cultural capability in our organisation and across the public sector, which enables us to build our capacity to support the Māori Crown relationship.

The Ministry is committed to empowering our staff to develop their cultural competence and knowledge of Te Ao Māori and Te Reo Māori so we can better support and effectively engage with diverse communities.

Profile of our staff

As at 30 June 2024, we have a team of
40 permanent and fixed term staff



All current members of the leadership
team are wāhine women

Ethnicity

71.1%	European
31.6%	Māori
13.2%	Asian
5.3%	Pacific
2.6%	Middle Eastern Latin American and African (MELAA)

Note: total exceeds 100% because staff can declare multiple ethnicities

We have implemented *E Tipu Te Waerenga*, our Te Reo Māori Language Plan for 2024 – 2025 and encourage the use of Te Reo Māori.

Over the past year, staff have participated in workshops and completed online learning modules on New Zealand history and Te Tiriti o Waitangi. An internal survey found that many staff felt these learning opportunities had improved their knowledge and confidence to have discussions on New Zealand history and expanded their Te Reo Māori vocabulary.

We have also continued to build on internal tikanga practices by engaging with Te Ao Māori public service colleagues to support our cultural competency, opening and closing hui and other events with karakia, and holding mihi whakatau and whakawātea.



Participants in the Emerging Māori Leaders programme at Hinerupe marae, Te Araroa, Gisborne, 11 December 2023.

Hautūtanga Ngākau Tuwhera | Inclusive Leadership

Following the implementation of *Your Journey*, a coaching framework based on performance and development conversations, we have invested in a leadership development programme with a focus on developing self-awareness and adopting inclusive leadership practices.

The Ministry supported two wāhine Māori staff members to participate in the 2023 cohort of the Leadership Development Centre's Te Ara ki Mātangireia | Māori Emerging Leadership course.

This course supports young Māori to build their confidence and skills to lead and serve in their communities and the public service.

Two members of the Ministry's leadership team also mentored two wāhine from the programme working at Ministry of Justice and Te Arawhiti Office of Māori Crown Relations.

As part of the programme, the four mentees supported an archival project to digitise historical material and policy documents to assist the Mana Wāhine Kaupapa Inquiry research phase.

“I have gained so much from Te Ara Ki Matangireia! We had a lot of Māori guest speakers who are senior leaders in the public service and they showed us where we could be in 10-20 years. It was great to see such a range of leadership techniques and to hear how these senior Māori leaders continually strive to serve Aotearoa.”

Nicole Paul
Ministry for Women participant in the programme



Ministry for Women kaimahi celebrating Pink Shirt Day on 17 May 2024.

Te Urupare i te Mariu | Addressing Bias

We regularly review our policies and process to ensure all internal policies are free of bias. We also ensure our interview processes are free from bias, and panels include people from diverse backgrounds and experiences.

Ngā tūhononga e kōkiritia ana e ngā kaimahi | Employee-led networks

The Ministry supports staff to develop and participate in employee-led networks. Due to being a small agency, external opportunities are promoted.

The Ministry has maintained a relationship with the Government Women's Network, the cross-agency employee-led network focused on enabling women in the public sector to achieve their potential, for many years. This has included through various staff members being part of the network's Steering Committee (who organise events, develop guidance, and support the other employee-led networks).

The Ministry also promoted other employee-led networks, including Tūhono – the Māori Public Sector Network, the Cross Agency Rainbow Network, and the new Women of Colour in the Public Sector Network.

Te whakawhanaungatanga | Building relationships

Ministry staff come together through weekly staff hui and regularly connect to commemorate various events and awareness days, including Pink Shirt Day, White Ribbon Day, Matariki, and International Women's Day. This has helped strengthen relationships and created a culture focused on building positive and inclusive connections internally and externally to work to deliver better outcomes for women and girls.

The Ministry also participates in Communities of Practice across the public sector to engage with colleagues at other agencies to share good practice and support a continuous improvement model focused on best practice.



Kia Toipoto | Public Service Pay Gaps Action Plan

The Public Service Commission's [Kia Toipoto Public Service Action Plan 2021-2024](#) assists public service agencies and crown entities to close gender, Māori, Pacific, and ethnic pay gaps and create fairer workplaces for all.

The Ministry is committed to priorities that support all kaimahi to achieve their full potential by fostering a work environment that is free from bias. Our combined [Papa Pounamu and Kia Toipoto plan](#) outlines our focus areas over 2024.

The Ministry's gender pay gap is not included in public service workforce data, as our workforce size does not meet the threshold required to produce meaningful high-level gender pay gap statistics (as per the guidance in the Stats NZ guidelines). Therefore, this does not meet the required reliability and validity standards. Releasing this information could also identify individuals.

At our last measurements, our gender pay gap was -2.7% (2023) and -0.1% (2022) in favour of women.

Diversity and accessibility

The Ministry is committed to a diverse and inclusive workplace. We are a signatory to the public sector Accessibility Charter and have committed to the Global Women Champions for Change Panel Pledge to ensure there are more women and greater ethnic diversity on recruitment panels.

We continue to review our recruitment and diversity policies and processes to ensure that we have an unbiased recruitment process.

The Ministry has established a working group to build on the progress made and to support a more inclusive workplace, including through policy and guidance updates, establishing an internal information hub, and exploring employee-led networks.

Equal employment opportunities

We provide equal opportunities through recruitment and selection, career development, and employment conditions.

We have had long-standing policies and processes to support flexible working arrangements that work for the individual, their team, and the wider organisation, and align to the Public Service Commission's Flexible-by-Default guidance.

The Ministry supports approximately 38% of its employees with formal flexible work arrangements. All staff can work from home as part of their usual work patterns in line with the flexible working guidelines and policy.

We are committed to building career pathways and approaches to support progression and retention and to ensuring these opportunities are equally available to all employees.



Ko mātou me ā mātou mahi

Our people and operations

Developing our ko wai mātou

In 2023, the Ministry explored the organisation's past and present, and asked how we can best represent the women and girls of Aotearoa New Zealand into the future.

Through this work, we developed our ko wai mātou – our new ways of working together:

- **Kia Māia** – we are brave and courageous in all we do.
- **Tūia Mai** – we embrace and support wāhine from all communities.
- **Whakamanawa** – we lead with heart to achieve the best outcomes.

The ko wai mātou are visually represented by tāniko patterns on woven cloaks. This was inspired by atua wāhine, including Hine-tītama (a Māori goddess who shines light onto the world) and Hineteiwaiwa (the goddess of weaving).

Our ko wai mātou reflect who we are and what's most important to us – they guide and influence how we work as individuals, as teams, and as one Ministry to achieve the best outcomes for women and girls in New Zealand.

Kia Māia



Tūia Mai



Whakamanawa



Organisational design

In June 2024, the Chief Executive introduced a change process focused on the Tier 2 leadership team to ensure the Ministry remains financially sustainable and is best positioned to maximise its impact, delivery, partnerships, and performance. These changes were put in place in August 2024.

A matrix working approach was also introduced to enable greater collaboration across the Ministry by allowing staff to draw on their different skills and experiences in a more agile way. Through end-to-end planning, the Ministry has increased focus on delivery to improve outcomes for women and girls.

The Ministry has also implemented quarterly reporting to raise visibility across the organisation and ensure we deliver on our priorities and use resources effectively and efficiently. This approach has created a shared understanding and greater clarity of the work programme, strengthened organisational performance, and provided opportunities to celebrate success.

Savings and efficiencies exercise

As part of the response to the Government's cost savings initiative for Budget 2024, it was determined that five vacant positions would not be reappointed.

The Ministry also established a project team to identify further savings and efficiencies and engage with staff on ideas on how to meet the required savings targets. Savings were identified in areas including IT, procurement, and our facilities.

Health, safety, and wellbeing

The health, safety, and wellbeing of all our people is paramount. Our focus is on continuing to build a supportive working environment, emphasising the importance of mental and physical wellbeing, and supporting flexible working arrangements.

Some of the ways we have done this include:

- Staff attending health and safety induction courses, wellbeing-related training, and information sessions on mental health and first aid.
- Providing access to an Employee Assistance Programme (EAP) and providing access to Rongoā Māori services for kaimahi seeking support grounded in Te Ao Māori.

New Collective Employment Agreement

The Public Service Association (PSA) is the union that represents Ministry for Women staff.

The Ministry worked with the PSA from October 2023 to simplify and clarify key clauses, including remuneration and leave, and to support staff to understand their Collective Employment Agreement.

Bargaining was initiated in January 2024, with a new Collective Employment Agreement ratified on 12 June 2024.

The new Collective Employment Agreement runs from 1 May 2024 to 30 April 2027.

Embedding plain language

In April 2023, the Plain Language Act 2022 was introduced to ensure that public service agencies are using plain language to provide better and more accessible information.

The Ministry has worked to embed the principles of plain language over the past year, including developing advice and templates for all staff to use and organising agency-wide plain language workshops.

Policy advice award

Each year, the Ministry sends writing samples to New Zealand Institute of Economic Research (NZIER) to gain an external perspective on the quality of our policy advice. This ensures that our advice meets the NZIER criteria of customer focused, credible analysis, clarity and conciseness.

In November 2023, our policy team received the Best Paper NZIER Policy Advice Excellence Award for a paper that was co-written by the Ministry of Business, Innovation and Employment.

Technology resilience

The Ministry is committed to improving the efficiency, robustness, and security of our IT systems.

Technology is our critical asset. In the past year, we have simplified our technology environment by migrating our core services to cloud-based systems. These developments have supported Ministry staff to work more effectively and efficiently.

A digital workplan was developed to identify the Ministry's priorities for the year ahead, and included improving digital capability, information security, information management, and privacy workstreams. Subject matter experts drive the implementation of the workplan, overseen by our Leadership team.

Over the past year, the Ministry has focused on training staff on technology, privacy, and security requirements to improve knowledge and work practices. Staff training is a key part of the Ministry's digital workplan and will be a priority going forward.

We continue to work closely with our IT suppliers and Chief Information Security Officer to protect information and systems from cyber-attacks and to align our systems and practices with industry good practice and Government guidelines.

Carbon footprint

The Ministry has measured the emissions resulting from its operational activities, purchased energy, and selected impacts from its value chain activities, including business travel, freight, and waste sent to landfill.

The total emissions for this year (1 July 2023 to 30 June 2024) were 66.76 tCO₂e, which is 7% lower than last year's total of 71.52 tCO₂e and 50% lower than the base year total of 133.11 tCO₂e. A reduction in emissions intensity of 17.29 tCO₂e/\$M has been achieved (based upon a 5-year rolling average).

This is mostly due to reduced emission from the international travel. This is significantly lower than the 2019 base year.

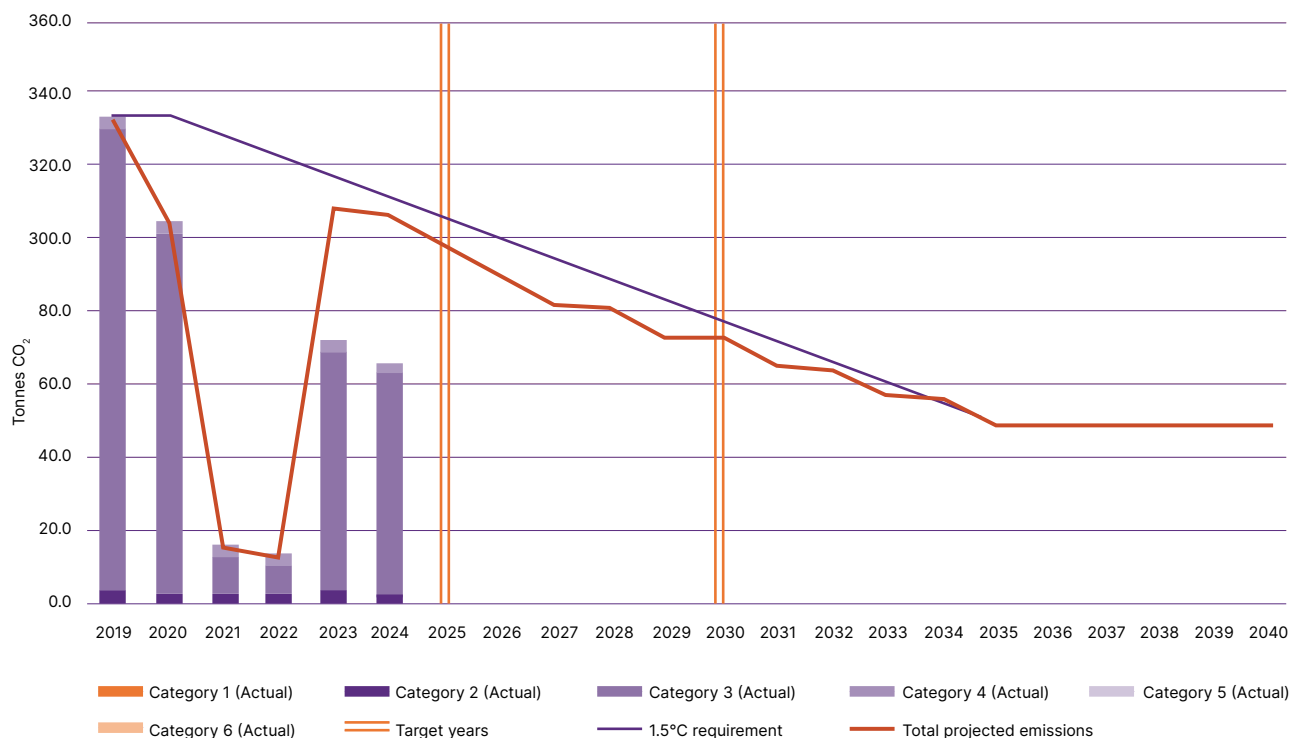
Due to international obligations, some travel is required. However, the Ministry continues, where

possible, to use technology to connect with external stakeholders rather than flying for face-to-face meetings to support managing carbon emission reduction.

When emissions are split into the different sources, as shown in the table below, it becomes clear that travel is by far the largest contributor for our organisation. Emissions from imported energy covers the electricity used in the office, and emissions from products used by the organisation covers water supply and waste management.

As our main source of carbon emissions has been from travel, our reduction plan is centred around minimising travel-related emissions. We will manage travel emissions by prioritising travel requirements within a set budget.

Absolute GHG emissions (all Categories) for Ministry for Women



We have set reduction targets in line with the Carbon Neutral Government Programme. Our reduction target is to reach emission of 105 tonnes by 2025, and 77 tonnes by 2030.

Category	2019	2020	2021	2022	2023	2024
Category 1: Direct emissions	0.00	0.00	0.00	0.00	0.00	0.00
Category 2: Indirect emissions from imported energy	3.44	2.41	2.41	3.02	3.19	2.17
Category 3: Indirect emissions from transportation	126.93	99.34	10.26	7.12	65.59	62.22
Category 4: Indirect emissions from products used by organisation	2.74	2.98	3.00	3.31	2.75	2.38
Total emissions	133.11	104.73	15.67	13.45	71.52	66.76

Emissions intensity						
Emission by FTEs (gross tCO ₂ e / per capita 12 months)	5.76	2.95	0.46	0.36	1.66	1.76
Emission by operating revenue (gross tCO ₂ e / \$Millions)	23.26	14.75	1.54	0.97	5.46	5.52



Historian **Barbara Brookes** speaks about the history of women's rights and suffrage in New Zealand.

*Suffrage Day – 19 September 2023
National Library of New Zealand, Wellington*



Pūrongo mahi Reporting on our performance

For the year ended 30 June 2024

The following section provides detailed reporting on our performance by appropriation against our targets as set out in the Information Supporting the Estimates 2023/24. Where appropriate, we have included comparative performance information for the prior year (2022/23).

Trailblazing performer and artist **Nina Nawalowalo ONZM** discusses the importance of telling your own story, especially the diverse stories of women from across the Pacific, to ensure women see themselves represented.

*Suffrage Day – 19 September 2023
National Library of New Zealand, Wellington*



Non-financial performance statements

FOR THE YEAR ENDED 30 JUNE 2024

Reporting entity

The Ministry for Women is the Government's principal policy advisor on improving the lives of wāhine women and kōtiro girls in Aotearoa New Zealand.

Statement of compliance

The service performance information for the Ministry for Women has been prepared in accordance with PBE FRS 48 Service Performance Reporting standard and the Public Finance Act 1989.

Scope of service performance information

The service performance information for the Ministry for Women is contained within this section of the Annual Report.

How we select our performance measures and standards

We use a consistent process to undertake reviews and select performance measures. This process looks at what the funding is being used for and the results we want to achieve, and then identifies potential performance measures. We assess each potential performance measure and use criteria to select the ones that are both feasible to put in place and best show the achievement of the results. This process is also used to develop performance measures when we receive new funding.

In some cases, case studies are included to show the impact of initiatives to which we contribute.

How we manage changes to our performance measures and standards

Changes to performance measures are shown in the Estimates of Appropriation and Supplementary Estimates of Appropriation documents for Vote Women. Notes are included that explain why we have made changes to performance measures.

Purpose and strategic outcomes

We are the Government's principal advisor on improving the lives of wāhine women and kōtiro girls in Aotearoa New Zealand. We provide system leadership, working across government and with stakeholders to improve outcomes.

- 1. Social and economic wellbeing:** all women and girls enjoy economic security and thrive throughout their lives.
- 2. Participation:** all women and girls fully participate in society.
- 3. Safety:** all women and girls are safe from all forms of violence.
- 4. Wāhine Māori:** Wāhine Māori have improved outcomes.

Appropriations reported against in this section are listed below:

- Annual Appropriations: Improving the lives of New Zealand Women.
- Multi-year Appropriations: Wai 2700 – Mana Wāhine Kaupapa Inquiry.
- Ministry for Women Capital Expenditure.

Improving the lives of New Zealand women

Scope

This appropriation is limited to providing policy advice and services to support Ministers to discharge their portfolio responsibilities relating to improving the lives of New Zealand women, women nominees for appointment to boards and committees, and support for the National Advisory Council on the Employment of Women.

Purpose

This appropriation is intended to achieve better outcomes for New Zealand women by supporting Ministerial decision-making with high quality:

- policy advice
- timely services to enable the Minister for Women to discharge their portfolio responsibilities
- advisory and research support for the National Advisory Council on the Employment of Women
- women nominees for appointment to boards and committees.

Performance reporting

Achievement against our performance reporting requirements for 2023/24 are summarised in the following tables:

2022/23 Actuals	Key performance measure	2023/2024 Actuals	2023/2024 Target
96%	The Minister for Women is satisfied with policy advice provided by the Ministry.	80%	75%
85%	Average technical quality of policy papers provided to the Minister for Women, as assessed annually using the Policy Quality Framework.	100%	75%

Commentary

The Ministry is committed to continually improving the timeliness and quality of policy advice to ensure we meet the Minister's expectations. The Ministry uses the Policy Quality Framework (PQF) standards. The New Zealand Institute of Economic Research (NZIER) rated the technical quality of the Ministry's written policy advice at 100%.
See page 42 for information on an award received by NZIER in the past year.

2022/23 Actuals	Key performance measure	2023/2024 Actual	2023/2024 Target
Achieved	The Ministry participates in four relevant international forums per year to maintain relationships and support improved gender rights internationally.	Achieved	Achieved

Commentary

The Ministry works in partnership with the Ministry of Foreign Affairs and Trade to ensure that the Ministry and New Zealand are appropriately represented at international engagements with specific focus on gender equality. This ensures New Zealand's international commitments are upheld and our positive reputation is maintained.
The Ministry participated in four significant international forums in 2023/2024 that contributed to building international relationships and supporting improved outcomes for women.

- APEC Women and the Economy Forum 2023 in Seattle, USA
- Pacific Islands Forum Women Leaders Meeting, Suva, Fiji
- Commission on the Status of Women, New York, USA
- APEC Women and the Economy Forum 2024 in Arequipa, Peru

See pages 32 to 35 for further information on the Ministry's international engagement.

2022/23 Actuals	Key performance measure	2023/2024 Actual	2023/2024 Target
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100%	Attendees at Ministry-run board training and networking events are satisfied with the events.	99%	75%
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Commentary

The majority of attendees reported that they were “satisfied”, “very satisfied”, or “extremely satisfied” with the events they attended. The Ministry use survey results and feedback to continually improve Ministry run training and events.

See page 21 for further information on the Ministry’s board training and networking events.

2022/23 Actuals	Key performance measure	2023/2024 Actual	2023/2024 Target
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100%	The National Advisory Council on the Employment of Women (NACEW) is satisfied with the quality of information, evidence, advice, and support received.	100%	75%
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Commentary

Feedback received:

The Ministry has always delivered exemplary secretariat services and policy advice to the NACEW. The Ministry delivers well considered and well written papers, accurate minutes, and excellent presentations. Invited guests, including Ministers, are well briefed and presented succinctly in matters of interest and importance to NACEW.

Expenditure

Expenditure incurred against this appropriation for 2023/24 is summarised in the following table:

2023 actual \$000		2024 actual \$000	2024 unaudited budget \$000	2025 unaudited forecast \$000
DEPARTMENTAL OUTPUT EXPENSES APPROPRIATION				
Improving the Lives of New Zealand Women				
12,619	Crown revenue	9,868	14,869	11,572
475	Other revenue	230	250	250
13,094	Total revenue	10,098	15,119	11,822
10,166	Total expenses	8,827	15,119	11,822
2,928	Net surplus	1,271	–	–

Explanations of major variances against budget figures are provided in note 17.

Mana Wāhine Kaupapa Inquiry

Multi-year Appropriation

1 December 2023 - 30 June 2028

Scope

This appropriation is limited to providing support for wāhine Māori claimants to participate in the permanent commission of Inquiry in the Waitangi Tribunal judicial proceedings, provide evidence for the Mana Wāhine Kaupapa Inquiry, and the administration and management of the Inquiry programme.

Purpose

This appropriation is intended to support claimant participation in the Waitangi Tribunal Inquiry and to contribute to future policy development that will improve outcomes for women.

Performance reporting

Achievement against our performance reporting requirements for 2023/24 are summarised in the following tables:

2022/23 Actuals	Key performance measure	2023/2024 Actuals	2023/2024 Target
New Measure	Average technical quality of policy papers provided to the Minister for Women, as assessed using the Policy Quality Framework.	N/A	75% (results due 2027/28)
New Measure	Claimant led research reports meet Tribunal Quality Assurance Evidential Standard.	N/A	75% (results due 2027/28)

Commentary

All research drafts to date have been assessed by an independent evaluator where all research milestones have met the set quality standard requirements.

2022/23 Actuals	Key performance measure	2023/2024 Actuals	2023/2024 Target
New Measure	Mana Wāhine Kaupapa Inquiry stakeholders are satisfied with the support services provided by the Ministry.	N/A	75% (results due 2027/28)

Commentary

The Ministry has received positive informal feedback from the Joint Research Committee members. A formal survey will be provided in due course.

See pages 27 and 28 for further information on the Mana Wāhine Kaupapa Inquiry.

Expenditure

Expenditure incurred against this appropriation for 2023/24 is summarised in the following table:

2023 actual \$000	Multi-year appropriations Departmental output expenses	2024 actual \$000	2024 unaudited budget \$000	2025 unaudited forecast \$000
WAI 2700 – MANA WĀHINE KAUPAPA INQUIRY				
–	Crown revenue	1,004	2,000	2,100
–	Total revenue	1,004	2,000	2,100
–	Total expenses	1,004	2,000	2,100
–	Net surplus	–	–	–

Reconciliation of Output Expenditure to Financial Statements

The total expenditure from the two departmental outputs is \$9,831,000. This reconciles to total expenses in the financial statements on pages 58 and 81.

Capital Expenditure Appropriation Permanent Legislative Authority

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

2022/23 Actuals	Key performance measure	2023/2024 Actuals	2023/2024 Target
Achieved	Expenditure is in accordance with the Ministry's annual capital plan.	Achieved	Achieved

Expenditure

Expenditure incurred against this appropriation for 2023/24 is summarised in the following table:

2023 actual \$000		2024 actual \$000	2024 unaudited budget \$000	2025 unaudited forecast \$000
CAPITAL EXPENDITURE APPROPRIATION				
81	Property, plant, and equipment	7	40	40
81	Total capital expenditure	7	40	40



Tauākī pūtea Financial statements

Advocate **Helene Leaf** shares her drive to support women and girls to be equal, know they should be equal, and have the skills and knowledge to fight for equality and equity.

*Suffrage Day – 19 September 2023
National Library of New Zealand, Wellington*



Ministry for Women Statement of responsibility

FOR THE YEAR ENDED 30 JUNE 2024

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

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

In my opinion:

- the annual report fairly reflects the operations, progress, and the organisational health and capability of the Ministry
- the financial statements fairly reflect the financial position and operations of the Ministry as at 30 June 2024 and its operations ended on that date
- the forecast financial statements fairly reflect the forecast financial position of the Ministry as at 30 June 2024 and its operations for the year ending on that date.

Kellie Coombes

Te Tumu Whakarae mō te Wāhine
Secretary for Women and Chief Executive
Manatū Wāhine Ministry for Women

27 September 2024



Independent Auditor's Report

TO THE READERS OF MINISTRY FOR WOMEN'S ANNUAL REPORT
FOR THE YEAR ENDED 30 JUNE 2024

The Auditor-General is the auditor of Ministry for Women ("the Ministry"). The Auditor-General has appointed me, Ed Loudon, using the staff and resources of KPMG, to carry out, on his behalf, the audit of:

- the financial statements of the Ministry on pages 58 to 77, that comprise the statement of financial position, statement of commitments, statement of contingent liabilities and contingent assets as at 30 June 2023, the statement of comprehensive revenue and expense, statement of changes in equity, and statement of cash flows for the year ended on that date and the notes to the financial statements that include accounting policies and other explanatory information;
- the performance information for the appropriations administered by the Ministry for the year ended 30 June 2024 on pages 46 to 51; and
- the statements of expenses and capital expenditure of the Ministry for the year ended 30 June 2024 on pages 78 to 82.
- the schedules of non-departmental activities which are managed by the Ministry on behalf of the Crown on pages 76 to 80 that comprise:
 - the schedules of assets; liabilities; commitments; and contingent liabilities and assets as at 30 June 2024.
 - the schedules of expenses; and revenue for the year ended 30 June 2024.
 - the schedules of payments to non-governmental organisations for the year ended 30 June 2024.
 - the notes to the schedules that include accounting policies and other explanatory information.

Opinion

In our opinion:

- the financial statements of the Ministry:
 - present fairly, in all material respects:
 - > its financial position as at 30 June 2024; and
 - > its financial performance and cash flows for the year ended on that date; and
 - comply with generally accepted accounting practice in New Zealand in accordance with Public Benefit Entity Standards Reduced Disclosure Regime.
- the performance information for the appropriations administered by the Ministry, for the year ended 30 June 2024 on pages 46 to 51:
 - presents fairly, in all material respects:
 - > what has been achieved with the appropriation; and
 - > the actual expenses or capital expenditure incurred as compared with the expenses or capital expenditure that were appropriated or forecast to be incurred; and
 - complies with generally accepted accounting practice in New Zealand.
- the statements of expenses and capital expenditure of the Ministry are presented, in all material respects, in accordance with the requirements of section 45A of the Public Finance Act 1989.

- the schedules of non-departmental activities which are managed by the Ministry on behalf of the Crown, present fairly, in all material respects, in accordance with Treasury Instructions:
 - the schedules of assets; liabilities; commitments; and contingent liabilities and assets as at 30 June 2024.
 - the schedules of expenses; and revenue for the year ended 30 June 2024.

Our audit was completed on 27 September 2024. This is the date at which our opinion is expressed.

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

Basis for our opinion

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

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

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

Responsibilities of the Chief Executive for the information to be audited

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

- financial statements that present fairly the Ministry's financial position, financial performance, and its cash flows, and that comply with generally accepted accounting practice in New Zealand.
- performance information that presents fairly what has been achieved with each appropriation, the expenditure incurred as compared with expenditure expected to be incurred, and that complies with generally accepted accounting practice in New Zealand.
- statements of expenses and capital expenditure of the Ministry, that are presented fairly, in accordance with the requirements of the Public Finance Act 1989.
- schedules of non-departmental activities, in accordance with the Treasury Instructions, that present fairly those activities managed by the Ministry on behalf of the Crown.

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

In preparing the information to be audited, the Chief Executive is responsible on behalf of the Ministry for assessing the Ministry's ability to continue as a going concern. The Chief Executive is also responsible for disclosing, as applicable, matters related to going concern and using the

Independent Auditor's Report continued

going concern basis of accounting, unless there is an intention to merge or to terminate the activities of the Ministry, or there is no realistic alternative but to do so.

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

Responsibilities of the auditor for the information to be audited

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

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit carried out in accordance with the Auditor-General's Auditing Standards will always detect a material misstatement when it exists. Misstatements are differences or omissions of amounts or disclosures, and can arise from fraud or error. Misstatements are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of readers, taken on the basis of the information we audited.

For the budget information reported in the information we audited, our procedures were limited to checking that the information agreed to the Ministry's Strategic Intentions 2021-2025 and relevant Estimates and Supplementary Estimates of Appropriations 2023/24 and the 2023/24 forecast financial figures included in the Ministry's 2022/23 Annual Report.

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

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

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

- We conclude on the appropriateness of the use of the going concern basis of accounting by the Chief Executive and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Ministry's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the information we audited or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Ministry to cease to continue as a going concern.
- We evaluate the overall presentation, structure and content of the information we audited, including the disclosures, and whether the information we audited represents the underlying transactions and events in a manner that achieves fair presentation.

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

Our responsibilities arise from the Public Audit Act 2001.

Other information

The Chief Executive is responsible for the other information. The other information comprises the information included on pages 1 to 46, but does not include the information we audited, and our auditor's report thereon.

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

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

Independence

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

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



Ed Loudon

KPMG

On behalf of the Auditor-General
Wellington, New Zealand

Statement of comprehensive revenue and expense

FOR THE YEAR ENDED 30 JUNE 2024

2023 actual \$000		Note	2024 actual \$000	2024 unaudited budget \$000	2025 unaudited forecast \$000
REVENUE					
12,619	Revenue Crown	2	10,872	14,869	13,672
475	Other revenue	2	230	250	250
13,094	Total revenue		11,102	15,119	13,922
EXPENSES					
6,840	Personnel costs	3	7,105	8,567	8,025
3,160	Operating costs	5	2,614	6,454	5,807
17	Capital charge	4	17	17	17
149	Depreciation/amortisation expense	7	95	81	73
10,166	Total expenses		9,831	15,119	13,922
2,928	Net surplus		1,271	-	-
-	Other comprehensive revenue and expenses		-	-	-
2,928	Total comprehensive revenue and expenses		1,271	-	-

Explanations of major variances against budget figures are provided in note 17.
The accompanying notes form part of these financial statements.

Statement of financial position

AS AT 30 JUNE 2024

2023 actual \$000		Note	2024 actual \$000	2024 unaudited budget \$000	2025 unaudited budget \$000
ASSETS					
Current assets					
4,407	Cash and cash equivalents		3,888	1,510	1,421
2	Receivables	6		50	50
33	Prepayments		32	–	–
4,442	Total current assets		3,920	1,560	1,471
Non-current assets					
187	Property, plant, and equipment	7	99	204	113
187	Total non-current assets		99	204	113
4,629	Total assets		4,019	1,764	1,584
LIABILITIES					
Current liabilities					
803	Payables and deferred revenue	8	1,707	933	733
2,928	Return of operating surplus	9	1,271	–	–
–	Provisions	10	156	–	–
535	Employee entitlements	11	517	470	490
2	Lease incentive liability	12	–	–	–
4,268	Total current liabilities		3,653	1,403	1,223
Non-current liabilities					
25	Employee entitlements	11	30	25	25
25	Total non-current liabilities		30	25	25
4,293	Total liabilities		3,683	1,428	1,248
336	Net assets		336	336	336
EQUITY					
336	General funds	13	336	336	336
336	Total equity		336	336	336

Explanations of major variances against budget figures are provided in note 17.
The accompanying notes form part of these financial statements.

Statement of changes in equity

FOR THE YEAR ENDED 30 JUNE 2024

2023 actual \$000		2024 actual \$000	2024 budget \$000	2025 forecast \$000
GENERAL FUNDS				
336	Balance at 1 July	336	336	336
2,928	Total comprehensive revenue and expense	1,271	–	–
(2,928)	Repayment of operating surplus to the Crown	(1,271)	–	–
336	Balance at 30 June	336	336	336

Explanations of major variances against budget figures are provided in note 17.
The accompanying notes form part of these financial statements.

Statement of cash flows

FOR THE YEAR ENDED 30 JUNE 2024

2023 actual \$000		2024 actual \$000	2024 budget \$000	2025 forecast \$000
CASH FLOW FROM OPERATING ACTIVITIES				
12,619	Receipts from Crown	11,869	14,869	13,672
237	Receipts from departmental revenue	2	250	250
53	Receipts from other revenue	–	–	–
(3,214)	Payments to suppliers	(2,465)	(8,025)	(6,400)
(6,746)	Payments to employees	(6,961)	(6,990)	(7,470)
(17)	Payments for capital charge	(17)	(17)	(17)
(69)	Goods and services tax (net)	(12)	(100)	–
2,863	Net cash flow from operating activities	2,416	(13)	35
CASH FLOWS FROM INVESTING ACTIVITIES				
(81)	Purchase of property, plant, and equipment	(7)	(40)	(40)
(81)	Net cash flow from investing activities	(7)	(40)	(40)
CASH FLOWS FROM FINANCING ACTIVITIES				
(2,770)	Return of operating surplus to Crown	(2,928)	–	–
(2,770)	Net cash flow from financing activities	(2,928)	–	–
12	Net increase/(decrease) in cash	(519)	(53)	(5)
4,395	Cash at the beginning of the year	4,407	1,563	1,426
4,407	Cash at the end of the year	3,888	1,510	1,421

Explanations of major variances against budget figures are provided in note 17.
The accompanying notes form part of these financial statements.

Statement of commitments

AS AT 30 JUNE 2024

Capital commitments

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

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

The Ministry has no capital commitments as at 30 June 2024 (2023: Nil).

Non-cancellable operating lease commitments

The Ministry leases property in the normal course of its business. The Ministry entered a lease for premises commencing 1 September 2014. The lease had a non-cancellable leasing period of nine years, with a right of renewal for a further six years.

In October 2022, the Ministry agreed for a variation to the lease for two years with a final expiry date of 31 August 2025 including an option to surrender the lease at any time after 1 March 2025 with three months' notice. There are no restrictions placed on the Ministry by any of its leasing arrangements.

2023 actual \$000		2024 actual \$000
OPERATING LEASE AS A LESSEE		
The future aggregate minimum lease payments to be paid under non-cancellable operating leases are as follows:		
238	Not later than one year	245
210	Later than one year and not later than five years	–
448	Total non-cancellable operating lease commitments	245
448	Total commitments	245

The accompanying notes form part of these financial statements.

Statement of contingent liabilities and contingent assets

AS AT 30 JUNE 2024

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 2024 (2023: Nil).

Contingent assets

The Ministry has no contingent assets at 30 June 2024 (2023: Nil).

The accompanying notes form part of these financial statements.

Notes to the financial statements

FOR THE YEAR ENDED 30 JUNE 2024

1. Statement of accounting policies

Reporting entity

The Ministry for Women (the Ministry) is a government department as defined by section 5 of the Public Service Act 2020 and is domiciled and operates in New Zealand. The relevant legislation governing the Ministry's operations includes the Public Finance Act 1989 and the Public Service Act 2020. The Ministry's ultimate parent is the New Zealand Crown.

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

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

The financial statements of the Ministry are for the year ended 30 June 2024 and were approved for issue by the Chief Executive on 27 September 2024.

Basis of preparation

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

Statement of compliance

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

The financial statements have been prepared in accordance with and comply with PBE Standards reduced disclosure regime (RDR) on the basis that the Ministry is neither publicly accountable nor large as defined by XRB A1 Application of the Accounting Standards Framework.

Notes to the financial statements continued

1. Statement of accounting policies cont...

Presentation currency and rounding

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

Changes in accounting policies

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

Summary of significant accounting policies

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

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

Cash and cash equivalents

Cash and cash equivalents include cash in the bank.

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

Goods and services tax (GST)

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

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

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

Commitments and contingencies are disclosed exclusive of GST.

Income tax

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

Critical accounting estimates and assumptions

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

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

Critical judgements in applying accounting policies

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

Notes to the financial statements continued

1. Statement of accounting policies cont...

Budget and forecast figures

Basis of the budget and forecast figures

The 2024 budget figures are for the year ended 30 June 2024 and were published in the Ministry's 2022/23 Annual Report.

The 2025 forecast figures are for the year ending 30 June 2025, which are consistent with the best estimate financial forecast information submitted to Treasury for the Budget and Economic Fiscal Update (BEFU) for the 2024/25 year. This forecast information may not be appropriate for purposes other than those prescribed.

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

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

The 30 June 2025 forecast figures have been prepared in accordance with and comply with PBE FRS 42 Prospective Financial Statements.

The forecast financial statements were approved for issue by the Chief Executive on 18 April 2024.

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

While the Ministry regularly updates its forecasts, updated forecast financial statements for the year ending 30 June 2025 will not be published.

Significant assumptions used in preparing the forecast financials

The forecast figures contained in these financial statements reflect the Ministry's purpose and activities and are based on a number of assumptions on what may occur during the 2024/25 year. The forecast figures have been compiled based on existing government policies and ministerial expectations at the time the Main Estimates were finalised.

The main assumptions, which were adopted as at 18 April 2024, were as follows:

The Ministry's activities will remain substantially the same as the previous year focusing on the Government's priorities.

- Personnel costs were based around 50 full-time equivalent staff.
- Operating costs were based on historical experience and other factors believed to be reasonable in the circumstances and are the Ministry's best estimate of future costs that will be incurred.
- Remuneration rates were based on current wages and salary costs, adjusted for anticipated remuneration changes.
- Estimated year-end information for 2023/24 was used as the opening position for the 2024/25 forecasts.
- The actual financial results achieved for the period ending 30 June 2025 are likely to vary from the forecast information presented but are not likely to be material.
- There have been no significant changes since the forecasts were approved that would have a material impact on the forecast figures.

Notes to the financial statements
continued

2. Revenue

Accounting policy

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

Revenue Crown

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

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

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

2023 actual \$000	2024 actual \$000
12,619 Revenue Crown	10,872

Breakdown of other revenue and further information

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

2023 actual \$000	2024 actual \$000
422 Revenue from other Departments	229
53 Other	1
475 Total other revenue	230

Notes to the financial statements continued

3. Personnel costs

Accounting policy

Salaries and wages

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

Superannuation schemes

Defined contribution schemes

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

Breakdown of personnel costs

2023 actual \$000		2024 actual \$000
6,671	Salaries and wages	6,898
166	Employer contributions to defined contribution plans	166
(3)	Increase/(decrease) in employee entitlements	34
6	ACC levy	7
6,840	Total personnel costs	7,105

4. Capital charge

Accounting policy

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

Further information

The Ministry pays a capital charge to the Crown on its taxpayers' funds (equity) as at 30 June and 31 December each year. The capital charge rate for the year ended 30 June 2024 was 5 percent (2023: 5 percent).

Notes to the financial statements continued

5. Operating costs

Accounting policy

Operating leases

An operating lease is a lease that does not transfer substantially all the risks and rewards incidental to ownership of an asset to the lessee.

Lease payments under an operating lease are recognised as an expense on a straight-line basis over the lease term.

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

Operating costs

Operating costs are recognised as goods and services are received.

2023 actual \$000		2024 actual \$000
52	Audit fees for audit of financial statements	52
226	Operating lease expense	364
121	Training and development	115
156	Travel expenses	113
829	Professional Fees	551
118	Information and communications	53
770	IT expenses	440
93	External relations	48
364	Research and development	627
431	Other expenses	251
3,160	Total operating costs	2,614

Notes to the financial statements continued

6. Receivables

Accounting policy

Short-term receivables are recorded at the amount due, less an allowance for credit losses.

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

In relation to the receivables as at 30 June 2024, no allowance for credit losses was considered necessary (2023: \$2,000).

7. Property, plant, and equipment

Accounting policy

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

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

Individual assets, or group of assets, are capitalised if their cost is greater than \$2,000.

Additions

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

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

Disposals

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

Subsequent costs

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

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

Notes to the financial statements
continued

7. Property, plant, and equipment cont...

Depreciation

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

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

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

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

Impairment

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

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

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

If an asset's carrying amount exceeds its recoverable service amount, the asset is regarded as impaired and the carrying amount is written down to the recoverable amount. The total impairment loss is recognised in the surplus or deficit.

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

Notes to the financial statements continued

7. Property, plant, and equipment cont...

Breakdown of property, plant, and equipment and further information

	Computer equipment \$000	Office equipment \$000	Furniture and fit-out \$000	Total \$000
Cost or valuation				
Balance at 1 July 2022	234	108	695	1,037
Additions	61	20	–	81
Balance at 30 June 2023/1 July 2023	295	128	695	1,118
Additions	–	7	–	7
Balance at 30 June 2024	295	135	695	1,125
Accumulated depreciation and impairment losses				
Balance at 1 July 2022	152	65	565	782
Depreciation expense	57	24	68	149
Balance at 30 June 2023/1 July 2023	209	89	633	931
Depreciation expense	51	24	20	95
Balance at 30 June 2024	260	113	653	1,026
Carrying amounts				
At 1 July 2022	82	43	130	255
At 30 June and 1 July 2023	85	39	63	187
At 30 June 2024	35	22	42	99

Notes to the financial statements
continued

8. Payables and deferred revenue

Accounting policy

Short-term payables are recorded at the amount payable.

Breakdown of payables and deferred revenue

2023 actual \$000		2024 actual \$000
83	Creditors	246
311	Income in advance for cost recovered services	82
–	Deferred revenue Crown*	996
237	Accrued expenses	223
172	GST payable	160
803	Total payables and deferred revenue	1,707

* This relates to the Crown revenue received in advance for the Mana Wāhine Kaupapa Inquiry Multi-year Appropriation.

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

GST is payable under non-exchange transactions.

9. Return of operating surplus

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

The Ministry has a provision for return of the operating surplus to the Crown of \$1,271,000 (2023: \$2,928,000).

10. Provisions

Accounting policy

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

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

A provision for restructuring is recognised when an approved detailed formal plan for the restructuring has been announced to those affected or implementation has already begun.

Notes to the financial statements continued

11. Employee entitlements

Accounting policy

Short-term employee entitlements

Employee benefits that are due to be settled within 12 months after the end of the year in which the employee provides the related service are measured based on accrued entitlements at current rates of pay. These include salaries and wages accrued up to balance date, annual leave earned but not yet taken at balance date, long service leave entitlements expected to be settled within 12 months, and sick leave.

The Ministry recognises the 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.

Long-term employee entitlements

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

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

Presentation of employee entitlements

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

Breakdown of employee entitlements

2023 actual \$000		2024 actual \$000
Current portion		
257	Accrued salaries and wages	211
267	Annual leave	290
4	Sick leave	4
7	Long service leave	12
535	Total current portion	517
Non-current portion		
25	Long service leave	30
560	Total employee entitlements	547

Notes to the financial statements
continued

12. Lease incentive liability

The Ministry received a contribution of \$124,000 towards the fit-out of its new premises from the landlord. The value of this contribution is being written down over the term of the lease against the rental cost of the lease. Further information about the Ministry’s leasing arrangements is disclosed in the statement of commitments. 2024: Nil (2023: \$2,000).

13. Equity

Accounting policy

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

2023 actual \$000		2024 actual \$000
336	Balance as at 1 July	336
2,928	Surplus	1,271
(2,928)	Repayment of operating surplus to the Crown	(1,271)
336	Balance as at 30 June	336

14. Related-party transactions

The Ministry is a wholly owned entity of the Crown.

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

Key management personnel compensation

2023 actual		2024 actual
Leadership Team, including the Chief Executive		
\$1,617,389	Remuneration	\$1,338,573
6.0	Full-time equivalent staff	5.0

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

Notes to the financial statements continued

15. Events after balance date

There have been no significant events after balance date.

16. Financial instruments

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

Financial assets held as loans and receivables comprise cash at bank and receivables. The total value of financial assets is \$3,888,000 (2023: \$4,409,000).

Financial liabilities measured at amortised cost comprise payables (excluding income in advance and GST payable). The total value of financial liabilities is \$469,000 (2023: \$320,000).

17. Explanations of major variances against budget

Explanation for major variances from the Ministry's original 2023/24 budget figures are as follows:

Statement of comprehensive revenue and expense

Revenue Crown

Revenue Crown was lower than budgeted by approximately \$4.0 million due to funding transferred at the Supplementary Estimates process to outer years to establish a new Multi-year Appropriation for the Mana Wāhine Inquiry programme.

Personnel costs

Personnel costs were lower than budgeted by approximately \$1.5 million due to unfilled positions during the year. The unfilled positions were a planned move to manage outyear fiscal risks by reducing future FTE positions.

Other expenses

Other expenses were lower than budgeted by approximately \$3.8 million due to carry forward of expenditure for the Mana Wāhine Inquiry programme into outer years to establish a new four-year Multi-year Appropriation.

Net Surplus

The surplus of \$1.271 million is largely due to under spend against budgeted personnel costs.

Statement of financial position

Current assets

Current assets were higher than budgeted by \$2.4 million due to increased cash balances resulting from the underspend against personnel costs and revenue in advance received for the Mana Wāhine Inquiry programme Multi-year Appropriation.

Current liabilities

Current liabilities are above budget by approximately \$2.3 million largely due to \$1.3 million provision for repayment of surplus and creditor Crown balances of \$1.0 million for the deferred revenue against the Mana Wāhine Inquiry programme Multi-year Appropriation.

Statement of cash flows

The net increase in cash from operating activities was higher by approximately \$2.4 million due to the cash received in advance for the Mana Wāhine Kaupapa Inquiry programme Multi-year Appropriation and surplus from lower personnel costs. Consequently, leading to a higher cash balance as of 30 June 2024.

Non-departmental statements and schedules

FOR THE YEAR ENDED 30 JUNE 2024

The following non-departmental statements and schedules record the revenue, capital receipts, expenses, assets, liabilities, commitments, contingent liabilities, contingent assets and trust accounts that the Ministry manages on behalf of the Crown.

Schedule of non-departmental revenue for the year ended 30 June 2024

No revenue was received by the Ministry on behalf of the Crown during the year ended 30 June 2024 (2023: Nil).

Schedule of non-departmental capital receipts for the year ended 30 June 2024

No capital receipts were received by the Ministry on behalf of the Crown during the year ended 30 June 2024 (2023: Nil).

Schedule of non-departmental expenses for the year ended 30 June 2024

The schedule of non-departmental expenses summarises what the Ministry administers on behalf of the Crown. Further details are provided in the statement of expenses and capital expenditure against appropriations on pages 76 to 80.

Actual 2023 \$000	Actual 2024 \$000	Unaudited Budget 2024 \$000
– Grant expenses	1,000	1,000
– GST input expenses	111	150
– Total non-departmental expenses	1,111	1,150

Schedule of non-departmental assets as at 30 June 2024

Actual 2023 \$000	Actual 2024 \$000	Unaudited Budget 2024 \$000
Current assets		
– Cash and cash equivalents	39	–
– Total current assets	39	–
Non-current assets		
– Receivables	–	–
– Total non-current assets	–	–
– Total non-departmental assets	39	–

* There are no significant variances against the budget.

The accompanying notes form part of these financial statements.

For a full understanding of the Crown's financial positions and the results of the operations for the year, refer to the consolidated Financial Statements of the Government for the year ended 30 June 2024.

Non-departmental statements and schedules continued

Schedule of non-departmental liabilities as at 30 June 2024

Actual 2023 \$000	Actual 2024 \$000	Unaudited Budget 2024 \$000
Current liabilities		
– Creditors and payables	39	–
– Total liabilities	39	–

The accompanying notes form part of these financial statements.

For a full understanding of the Crown's financial positions and the results of the operations for the year, refer to the consolidated Financial Statements of the Government for the year ended 30 June 2024.

Schedule of non-departmental commitments as at 30 June 2024

The Ministry, on behalf of the Crown, has no non-cancellable capital or lease commitments (2023: Nil)

Schedule of non-departmental contingent liabilities as at 30 June 2024

The Ministry, on behalf of the Crown, has no contingent liabilities (2023: Nil)

Schedule of non-departmental contingent assets as at 30 June 2024

The Ministry, on behalf of the Crown, has no contingent assets (2023: Nil)

Statement of trust monies for the year ended 30 June 2024

The Ministry, on behalf of the Crown, did not administer any trust accounts (2023: Nil)

The accompanying notes form part of these financial statements.

For a full understanding of the Crown's financial positions and the results of the operations for the year, refer to the consolidated Financial Statements of the Government for the year ended 30 June 2024.

Non-departmental statements and schedules continued

Statement of service performance

Non-departmental expenditure

This section provides end-of-year performance information, as is required under section 19B (2) of the Public Finance Act 1989. Included are those appropriations where the Minister for Women has been identified as the performance reporter in the supporting information for the Appropriation Act.

Appropriation reported against in this section is non-departmental other expenses:

Payments to non-governmental organisations

Scope

This appropriation is limited to payments made to non-governmental organisations for initiatives

targeted at improving the lives of wāhine women and kōtiro girls in Aotearoa New Zealand.

Purpose

This appropriation is intended to support community-led initiatives that improve women and girls’ access to sport and active recreation activities to support their wider wellbeing.

Expenditure

A grant of \$1.0 million was approved as part of the 2024 Supplementary Estimates of Appropriation for Vote Women. This funding was established to leverage from the FIFA Women’s World Cup Australia & New Zealand 2023™ activities to increase women and girls’ participation in sports and recreational activities.

Actual 2023 \$000		Actual 2024 \$000	Unaudited Budget 2024 \$000	Unaudited Forecast 2025 \$000
Non-departmental other expenses				
–	Payment to non-governmental organisations	1,000	1,000	–
–	Total Appropriation	1,000	1,000	–

Measuring our performance against our targets

2022/23 Actuals	Key performance measure	2023/2024 Actual	2023/2024 Target
New Measure	Summary report that shows the recipients have utilised the grant payments to fund activities which supported improving women and girls’ access to sports and recreational activities to promote their wellbeing	Achieved	Achieved

Commentary

A total of \$999,763.79 was paid to 120 community organisations.

Of the 120 funded organisations:

- 105 submitted reports demonstrating how they promoted women and girls’ well-being by addressing barriers to participation in sports and recreational activities.
- 9 have extensions with due dates ranging from 31 July to 13 December 2024.
- 6 have overdue reports being followed up.

Please read more about the Physical Activity and Wellbeing Fund on page 15.

Non-departmental statements and schedules continued

Notes to the non-departmental statements and schedules

Statement of accounting policies

Reporting entity

These non-departmental statements and schedules record the expenses, revenue and receipts, assets and liabilities that the Ministry manages on behalf of the Crown.

The non-departmental balances are consolidated into the Financial Statements of the Government for the year ended 30 June 2024 with comparative figures for the year ended 30 June 2023. For a full understanding of the Crown's financial position, results of operations and cash flows for the year, refer to the Financial Statements of the Government for the year ended 30 June 2024.

Basis of preparation

The non-departmental schedules and statements have been prepared in accordance with the accounting policies of the Financial Statements of the Government, Treasury Instructions, and Treasury Circulars.

Measurement and recognition rules applied in the preparation of these non-departmental schedules and statements are consistent with New Zealand generally accepted accounting practice (Tier 1 Public Entity Accounting Standards) as appropriate for public benefit entities.

Budget figures

The 2024 unaudited budget figures are for the year ended 30 June 2024 and are consistent with the Ministry's best estimate financial forecast information submitted to the Treasury for the Budget Economic Fiscal Update (BEFU) for the year ending 30 June 2024. In addition, the financial statements also present the updated budget information from the Supplementary Estimates of Appropriation 2023/24 (Unaudited Supps Estimates 2024). The budget figures are consistent with the best estimate financial information submitted to the Treasury.

Significant Accounting policies

The accounting policies adopted have been applied consistently to all years presented in these schedules. Crown accounting policies are detailed in the Financial Statements of the Government of New Zealand.

Presentation currency and rounding

The financial statements are presented in New Zealand dollars, and all values are rounded to the nearest thousand dollars (\$000).

Measurement base

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

Revenue

Revenue is measured at the fair value of consideration received or receivable.

Goods and services tax (GST)

Items in the non-departmental statements and schedules are stated exclusive of GST, except for receivables and payables, which are stated on a GST-inclusive basis. GST is returned on revenue received on behalf of the Crown, where applicable. However, an input tax deduction is not claimed on non-departmental expenditure. Instead, the amount of GST applicable to non-departmental expenditure is recognised as a separate expense in the schedule of non-departmental expenses and is eliminated against GST revenue on consolidation of the Financial Statements of the Government.

Cash and cash equivalents

Cash and cash equivalents include cash on hand, cash in transit, and funds held in bank accounts that the Ministry administers. All cash held in bank accounts is held in on demand accounts, and no interest is payable to the Ministry.

Non-departmental statements and schedules continued

Grant expenditure

Non-discretionary grants are those grants awarded if the grant application meets the specified criteria. They are recognised as an expense when an application that meets the specified criteria for the grant has been received.

The Ministry's non-discretionary grants have no substantive conditions (that is, use for restricted purposes or repay).

Discretionary grants are those grants where the Ministry has no obligation to award the grant after receiving an application.

For discretionary grants without substantive conditions, the total committed funding over the life of the funding agreement is recognised as an expense when the Grants Approvals Committee approves the grant, and the approval has been communicated to the applicant.

Grants with substantive conditions are recognised as an expense at the earlier of the grant payment date or when the grant conditions have been satisfied.

Appropriation statements

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

End-of-year performance information for each appropriation can be found on pages 46 to 51, 78.

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

FOR THE YEAR ENDED 30 JUNE 2024

2023 actual \$000		2024 actual \$000	2024 Approved appropriation* \$000	2025 Estimates** \$000
VOTE WOMEN				
Appropriation for departmental output expenses				
Departmental Annual Appropriations				
10,166	Improving the Lives of New Zealand Women	8,827	10,119	11,822
Departmental Non-Annual Appropriations				
–	Wai 2700 – Mana Wāhine Kaupapa Inquiry MYA	1,004	2,000	2,100
10,166	Total appropriations for output expenses	9,831	12,119	13,922
Appropriation for capital expenditure				
81	Ministry for Women permanent legislative authority	7	40	40
Non – Departmental Annual Appropriations				
–	Other Expenses:	1,000	1,000	–
Payments to Non-Governmental Organisations				
10,247	Total Appropriation	10,838	13,159	13,962

* Approved appropriation as updated in the Vote Women Supplementary Estimates of Appropriation 2023/24.

** 2025 Estimates as updated in the Vote Women Budget and Economic Fiscal Update (BEFU) for the year 2024/25.

Statement of cost allocation policies

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

All direct costs are charged directly to the outputs and captured against the specific output cost centre.

The corporate overhead costs are allocated based on proportion of the personnel budget.

In the past the Ministry had a single output expenses appropriation so there was no requirement for any cost allocation. For this financial year 2023/24 the Ministry established a new Multi-year Appropriation for the Mana Wāhine Kaupapa Inquiry programme for the period 1 December 2023 to 30 June 2028. The overhead for this new appropriation is allocated as a fixed proportion of the personnel budget.

**Appropriation statements
continued**

**Statement of departmental and non-departmental
expenses and capital expenditure incurred without,
or in excess of appropriation, or other authority**

FOR THE YEAR ENDED 30 JUNE 2024

The Ministry has not incurred any departmental, non-departmental or capital expenditure without, or in excess of appropriation, or other authority for the year ended 30 June 2024 (2023: Nil).

Expenses and capital expenditure incurred without appropriation or other authority.

Nil

Statement of capital injections

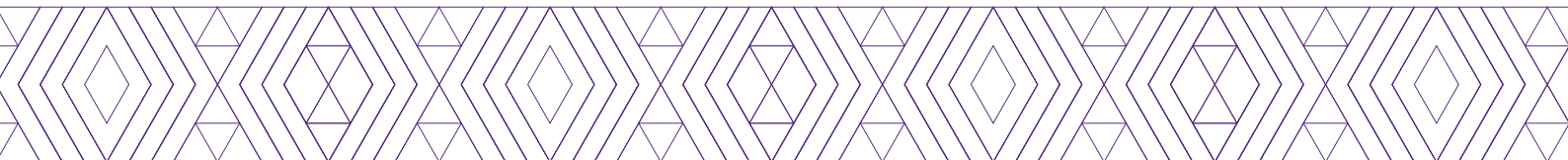
FOR THE YEAR ENDED 30 JUNE 2024

Capital injections

No capital injections were received during the year (2023: Nil).

Capital injections without, or in excess of, authority

No capital injections were received during the year without, or in excess of, authority (2023: Nil).



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