

# Te Pūrongo-ā-Tau

Mō te tau i mutu i te 30 o ngā rā o Pipiri 2023

## Annual Report

For the year ended 30 June 2023



2023 is a special year for women in Aotearoa New Zealand as it marks 130 years since women fought for, and secured, the right to vote. We began our Suffrage 130 commemorations in June 2023 with an event celebrating women's leadership, with commemorations continuing throughout 2023.

There are 130 petals on this hand-drawn camellia flower, the symbol of the New Zealand women's suffrage movement. One petal for each year representing the raw, emotionally charged spirit of the movement, says artist and creator Vanessa Smith.

**“This symbol isn’t about perfection; it’s about humanity, relatability, and progress. Just like the journey towards equality, it’s uniquely imperfect, yet incredibly powerful.”**

We are proud to have this symbol on our cover to recognise this important and significant milestone.

Together, we celebrate our progress, reflect on our past, and acknowledge the path that still lies ahead.



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## Our vision

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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

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**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 Aotearoa 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

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

## Wāhine Māori

Wāhine Māori have improved outcomes

## Social and economic wellbeing

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

## Participation

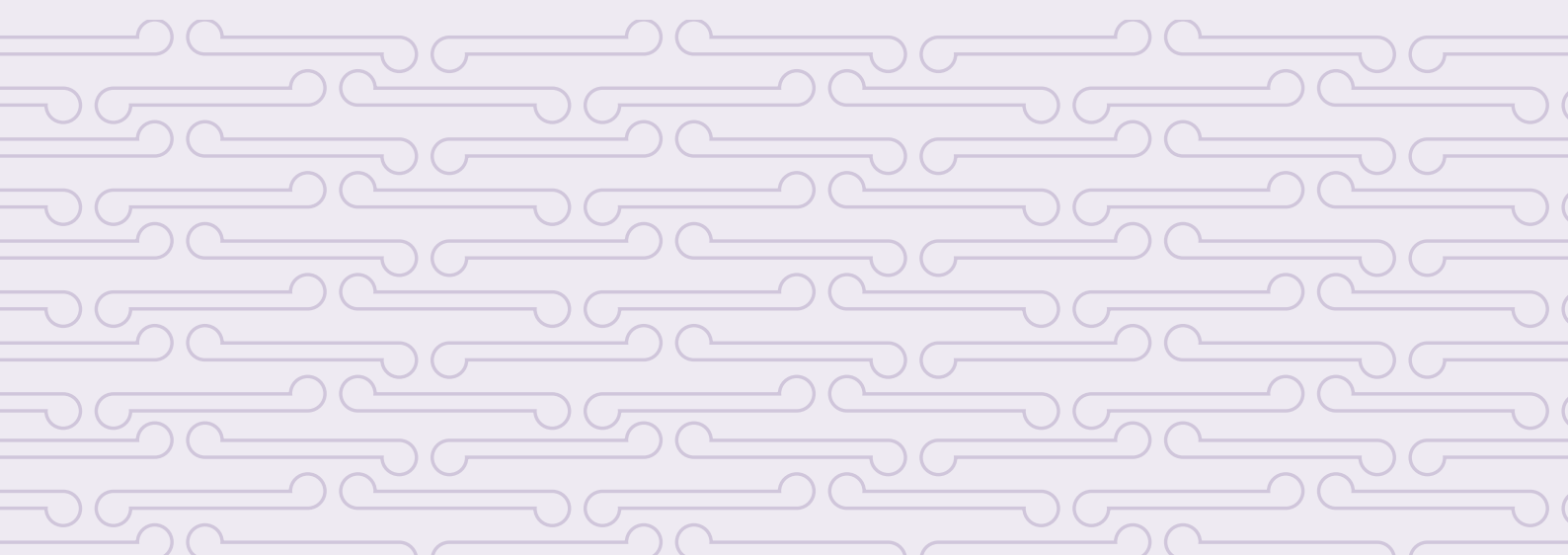
All women and girls fully participate in society

## Safety

All women and girls are safe from all forms of violence

The first outcome focused on improved outcomes for Wāhine Māori underpins the other three 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 Aotearoa New Zealand.



## Hei hoa haere

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.

## Working in partnership

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.



# 1

## Te Tirohanga Whānui Overview

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# Kupu whakataki

## Chief Executive's foreword

### Tēnā koutou katoa

I am delighted to share with you the mahi that Manatū Wāhine Ministry for Women has undertaken in the past year to make a real difference to the lives of wāhine women and kōtiro girls in Aotearoa New Zealand.

By working across government and with our partners, we have made some great inroads into gender equality – particularly in leadership, employment, health, pay equity, and closing pay gaps.

However, I know this past year was also one of many challenges for women and girls across Aotearoa New Zealand. At the beginning of 2023, many regions were devastated by flooding and Cyclones Hale and Gabrielle, and I continue to think of those affected and working on the recovery. These events had a major impact on women who are balancing the needs of their whānau, their children and others they care for, and their communities. I acknowledge your continued resilience.

30 June 2023 marked the one-year anniversary of the launch of our first ever employment plan for women, *Te Mahere Whai Mahi Wāhine Women's Employment Action Plan*. The Action Plan is a crucial component to addressing gender inequality and improving employment outcomes for all women, in particular those who are marginalised in the workforce such as wāhine Māori, Pacific women,

young and older women, disabled women, women who are former refugees and recent migrants, and the rainbow community.

In the first year of implementing *Te Mahere Whai Mahi Wāhine Women's Employment Action Plan*, we have led the development of pay transparency policy with Ministry of Business, Innovation and Employment, supported KiwiSaver changes for paid parental leave, and published research on the access to childcare and New Zealand women in export.

I am enormously proud of the mahi we carried out alongside the Treasury to expand the gender budgeting exercise to 15 government agencies, and the inclusion of a gender budgeting 'snapshot' in Budget 2023 – the first time this has featured in a Budget document. Gender budgeting is a powerful tool to help ensure funding and policy decisions work towards achieving gender equality, and can bring transformational social, economic, and wellbeing benefits for women and their whānau.

We have continued to support the Mana Wāhine Kaupapa Inquiry process, concluding the tūāpapa (contextual) hearings phase in September 2022 and moving to focus on critical research that will form the basis of evidence for the Tribunal will consider in the substantive hearings.





Bringing women's voices to decision making tables is a hugely important part of driving positive change for women and girls. I am delighted to see in the latest *Gender and Ethnic Stocktake of Public Sector Boards and Committees* that women hold 53.1% of appointed board positions as at 31 December 2022 – the highest figure to date. This figure has been steadily growing, and this is the third year in a row of continued increase over the government's target of 50%.

With New Zealand's hosting of the Rugby World Cup 2022 and the FIFA Women's World Cup Australia & New Zealand 2023, there has been an incredible platform to raise the visibility of women in sport and leave a lasting legacy for women, girls, and our communities. To maximise this opportunity, we launched the *Manatū Wāhine Physical Activity and Wellbeing Fund* to empower more women and girls into sport and recreation and support community-led initiatives focused on tackling barriers to women and girls' participation.

We have also brought our gender expertise to New Zealand's voice and presence on the international stage. We led the drafting and consultation of the ninth periodic Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) report, represented New Zealand at the Asia-Pacific Economic Cooperation (APEC) Women and the Economy Forum and the 67th session on the Commission on the Status of Women, and contributed to negotiating and including a gendered lens in two Free Trade Agreements.

Thank you to all our partners and agencies that have worked with us to drive system change to improve the lives of all wāhine women and kōtiro girls in Aotearoa New Zealand. I am proud of the commitment and focus of Manatū Wāhine kaimahi and want to acknowledge their contribution over the past year.

**Me mahi tahi tātou mō te oranga o te katoa.**

A handwritten signature in black ink, appearing to read 'Kellie Coombes'.

**Kellie Coombes**

Te Tumu Whakararae mō te Wahine  
Secretary for Women and Chief Executive  
of Manatū Wāhine Ministry for Women

# Ngā raraunga

## By the numbers

### Our mahi



**\$1m** in funding provided through the Manatū Wāhine Physical Activity and Wellbeing Fund



**53.1%** of members on public sector boards and committees are women



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



**270** applications in the Manatū Wāhine Physical Activity and Wellbeing Fund



**10 years** of continued and consistent growth in women's representation on public sector boards and committee



**2** Free-Trade Agreements negotiated to include specific references to gender



**15** government agencies applied a gender lens across 27 initiatives through gender budgeting



**10** settled pay equity claims reached, resulting in 111,549 people receiving an average pay correction of 32.4%



**4** re-appointed members and 6 new members to the National Advisory Council on the Employment of Women



**3** tūāpapa (contextual) Mana Wāhine Kaupapa Inquiry hearings held



Over **90** hours of negotiations at the 67th session on the Commission on the Status of Women



**1** Women's Health Strategy developed with the Ministry of Health, Te Aka Whai Ora Māori Health Authority, and Te Whatu Ora Health New Zealand



**6** research reports established to support the Mana Wāhine Kaupapa Inquiry

## Engagement



**20,000+**  
followers on LinkedIn



**188,820**  
website page views



**1,450** likes  
on most viral social  
media post



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



**99%**  
of participants would  
recommend one of  
our online workshops  
delivered by the  
Nominations Service



**45+**  
organisations  
or individuals  
contributed to  
the drafting of  
New Zealand's ninth  
periodic report on  
the Convention  
on the Elimination  
of All Forms of  
Discrimination  
against Women



Over **18** high-  
level meetings with  
our international  
counterparts



**2** successful  
events with the  
National Library  
of New Zealand to  
celebrate trailblazing  
wāhine in Aotearoa  
New Zealand and  
commemorate  
women's suffrage



**212** new sign-ups  
to the Nominations  
Service



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



**11** courses available  
on the new Leadership  
Learning Hub

# Ngā wāhine i Aotearoa

## Women in Aotearoa

### Population

**2.6m women and girls in Aotearoa New Zealand**

as at 30 June 2023



### Global ranking



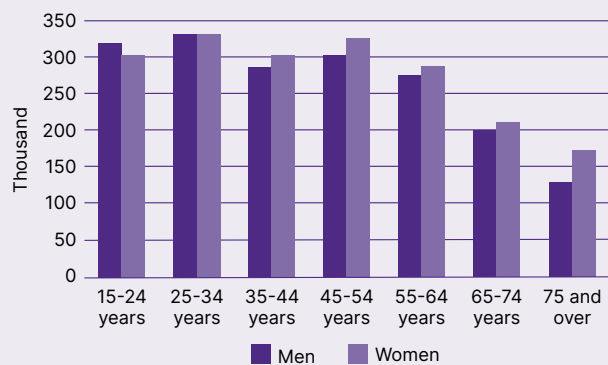
**New Zealand ranks 4th out of 156 on the World Economic Forum's Global Gender Gap Index 2023**

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 38.6 years**, compared to 36.4 years for men

### Population by age group and sex as at Census 2018



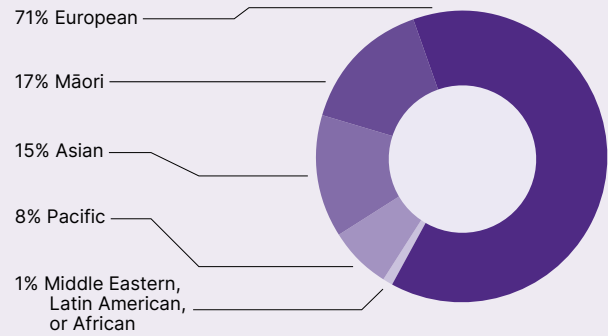
**9.7%** of New Zealand's population are (503,110) women are **under the age of 25**

**8.8%** of New Zealand's population are (453,000) women are **over the age of 65**

**1 in 3 women in New Zealand** have experienced sexual assault during their lifetime compared to **1 in 9 men**

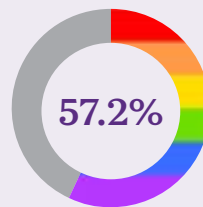
### Ethnicity

**Women in Aotearoa 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 2022, **56.0% of school leavers achieving NCEA Level 3 or above were girls**, compared to **47.6% of boys**



In 2022, **84.4% of 18-year-old girls left school with NCEA level 2 or higher**, compared with **80.6% of boys**

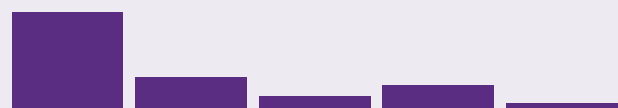


In 2022, **43,835 women enrolled in industry training (2022)**



In 2022, **65.3% of those who gained bachelor's degrees and above were women**

**In 2022, over 210,450 domestic students in tertiary education are women**



These statistics were sourced from releases provided by the World Economic Forum's Global Gender Gap Index 2023, Stats NZ (Abridged Period of Life Tables 2017-2019, Census 2018, Disability Survey 2013, Estimated Resident Population by Age and Sex (1991-) June 2023, Household Labour Force Survey June 2023, LGBT+ population of Aotearoa: Year ended June 2021, National Population Estimates June 2023), the Retirement Commission, the Ministry of Education (Education Counts – Attainment of 18-year-olds, School leaver's attainment, Tertiary achievement and attainment, Tertiary participation, Vocational education & training), Ministry for Women (2022 stocktakes of boards and committees), Te Kawa Mataaho Public Service Commission (Public Service Workforce Data 2022), Westpac New Zealand, and the NZX (Gender Diversity Statistics, September 2022).

### Life expectancy

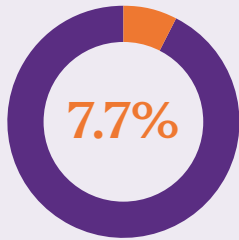


### Disability



**1 in 4 women** in New Zealand live with a disability

### Gender pay gap



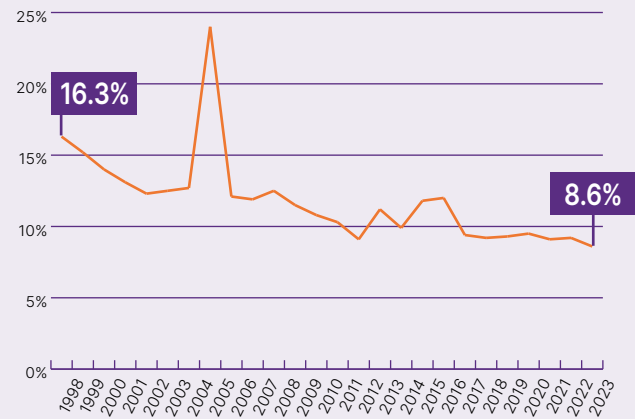
The 2022 public service gender pay gap was **7.7%**  
▼ down from **8.6%** in 2021

The gender pay gap was **8.6%** in 2023

▼ down from **9.2%** in 2022

Women's median earnings were **\$30.15**, compared to men's median earnings of **\$33.00**

### Over time



### Women's employment

Women undertake most of the unpaid work, particularly caring for children, older people, and those with disabilities, often while managing their paid work commitments. Westpac New Zealand estimates that sharing housework and care responsibilities more equally between men and women could increase the size of New Zealand's economy by **\$1.5 billion** on average every year, or 0.5% of New Zealand's GDP.

**68.0%** of women (1,443,000) were participating in the labour force (either working or looking for work) compared with **77%** of men (1,593,000)



Women have on average **25% less** retirement savings than men

**70.0%** of part-time workers are women

**35.0%** of all working women are mothers of dependent children

**82.5%** of sole parents are women



The average KiwiSaver balance as at 31 December 2022 for women was **\$25,144**

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

- Health Care and Social Assistance** (234,900 women)
- Retail Trade and Accommodation** (224,300 women)
- Professional, Scientific, Technical, Administrative and Support Services** (176,100 women)
- Education and Training** (155,000 women)

Women make up **53.1%** of public sector boards and committees as at December 2022

**55.8%** of the top three leadership tiers of the public service are women

**51.0%** of chief executives in the public service are women

**28.5%** of board roles on NZX-listed companies are held by women

**26.4%** of senior management roles in NZX listed companies are held by women

In the **2023 New Year Honours and King's Birthday Honours**, **180 women** received an honour out of all 365 recipients (49.3%)

# 2 Ngā hua i puta mā ngā wāhine me ngā kōtiro

## What we did for women and girls

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# Whakapiki huanga mā ngā wāhine Māori

## Improving outcomes for wāhine and kōtiro Māori

### As tangata whenua, wāhine Māori hold an important status in Aotearoa and play a key role in iwi, hapū, whānau, and Māori communities.

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

We support the Crown in building enduring relationships with Māori under te Tiriti o Waitangi. We do this through working collaboratively with wāhine Māori, and by adopting indigenous ways of thinking and working.

#### Wai 2700 – Mana Wāhine Kaupapa Inquiry

Manatū Wāhine are co-leading the Crown's response to Wai 2700 – Mana Wāhine Kaupapa Inquiry alongside Te Puni Kōkiri. A key role is supporting claimant participation in all areas of the Inquiry process.

The Waitangi Tribunal is hearing over 180 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. Claims are both historical and contemporary and extend across many fields of Crown policy and practice.

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 colonisation. Six regional tūāpapa hearings were held across 2021 and 2022, with the final hearing taking place in September 2022 at Ngā Hau e Whā marae in Ōtautahi Christchurch.

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 have commissioned seven research projects, and Manatū Wāhine is funding and supporting an additional six research projects commissioned by the claimant community:

1. **Anchor Report:** a standalone report which provides definitions of concepts central to Mana Wāhine.
2. **Remedies Report:** a range of remedies being sought within the Inquiry.
3. **Rangatiratanga:** focusing on the mana rangatiratanga of wāhine Māori and their leadership, exercise, and denial of their authority and status in decision-making.
4. **Whenua and Te Ao Tūroa:** explores how wāhine Māori have been treated in relation to the land their physical and metaphysical connectedness.
5. **Whakapapa and Whānau:** explores the ōhine (health) and intergenerational well-being of Māori women and their whānau.
6. **Whai Rawa:** focuses on the term of 'ohanga', the economy, and wāhine Māori enterprise and collective potential.

All reports are due to be published by December 2024.

### Supporting claimant participation in the Mana Wāhine Kaupapa Inquiry

Throughout the tūāpapa hearings phase, Manatū Wāhine used a model that reimbursed claimants for costs incurred to attend hearings where they were not giving evidence, for support people to attend hearings, and to organise hui to prepare evidence.

In February 2023, the Waitangi Tribunal released a report, *Whakatika ki Runga, a Mini-Inquiry Commencing Te Rau o te Tika: The Justice System Inquiry*, after an inquiry into the Crown’s obligations to fund claimant participation in Waitangi Tribunal proceedings.

One of the recommendations in *Whakatika ki Runga* was for all Crown agencies leading kaupapa inquiries adopt the Mana Wāhine claimant funding policy until a comprehensive claimant funding system has been co-designed with Māori.



Outside the whare at Ngā Hau e Whā marae, Ōtautahi Christchurch, site of the sixth and final Mana Wāhine Kaupapa Inquiry tūāpapa hearing between 20 – 24 September 2022.



Ripeka Evans, Joint Research Committee Chair

Manatū Wāhine is working with the Joint Research Committee, a group established to progress the research projects on behalf of the claimants. The Joint Research Committee is chaired by Ripeka Evans (Ngāpuhi, Te Aupouri, Ngāti Kahu, Ngai Takoto, Ngāti Porou) and members include wāhine Māori scholars, the claimant community, claimant and crown Counsel, Waitangi Tribunal Unit officials, and Manatū Wāhine kaimahi.

Two Request for Tender (RFT) processes have taken place to find researchers for these projects. Four of the six projects have been assigned, with an additional RFT process underway to commission researchers for the two remaining reports. All six research projects will be being undertaken by wāhine Māori researchers to ensure the mana of wāhine Māori is upheld and restored, kaupapa Māori methodologies are used, and participants are comfortable sharing their stories and knowledge in a culturally safe environment.

Manatū Wāhine has also supported researchers with collating data and information held by the Ministry and other Crown agencies. Since February 2023, we have received and actioned 18 data requests. This process has ensured there is a co-ordinated response from the Crown when working with researchers on behalf of the claimant community.



### Kōhine Māori project

Kootuitui ki Papakura, in partnership with Ngāti Tamaoho, Te Puni Kōkiri, and Manatū Wāhine, worked with kōhine (young women) in early-2022 to identify the supports they needed to thrive and achieve their full potential.

The results of this project found that kōhine Maori were disproportionately affected by the economic impact of COVID-19, and they were continuing to feel the effects into 2023.

Based on these results, Te Puni Kōkiri, the Ministry of Social Development, and the Ministry of Education set up a new project to deliver wraparound services and supports for kōhine Māori aged 18-24 in Papakura who have either left school since 2020 or who are disengaged from their current place of education or employment.

Manatū Wāhine is contributing towards the evaluation of this project as part of the implementation of *Te Mahere Whai Mahi Wāhine Women’s Employment Action Plan* to investigate the effectiveness of employment intervention programmes, improve data collection, and building stronger pathways for marginalised groups of women.

The findings of the evaluation will be used to improve the effectiveness of future programmes and wraparound services and supports.

### Ngā māreikura Māori Wāhine Māori leadership

Wāhine Māori hold important positions of leadership and authority and are involved in decision-making processes, including those relating to whenua, resources, and their communities. They also play a crucial role in passing on mātauranga Māori and practices to younger generations.

**6,500**  
wāhine Māori run their own business in Aotearoa  
(based on the 2017 tax year)

**2.4%**  
of chief executives or managing directors are wāhine Māori  
(as at 2018)

**14.1%**  
of all individual governing roles on public sector boards and committees are wāhine Māori  
(as at 31 December 2022)

**14.5%**  
of tier 1 – 3 leaders (chief executives to managers) in the public service in 2022 are wāhine and tāne Māori

**16.7%**  
of those employed in the public service in 2022 are wāhine and tāne Māori

**14.4%**  
of domestic students completing tertiary qualifications in 2022 were wāhine Māori

These statistics were sourced from the Ministry of Education (Education Counts - Tertiary achievement and attainment), Ministry for Women (*Ngā wāhine kaipakihi: he tirohanga, Māori women in business 2019*), Te Puni Kōkiri (*Te Matapaeroa 2020*), Public Service Commission (Public Service Workforce Data 2022), and the NZX (Gender Diversity Statistics, September 2022).

## Researching Māori mothers, childcare, and parental leave

Following on from the five *Access to Childcare* reports that analysed the Growing Up in New Zealand (GUINZ) longitudinal study of 6,000 mothers and their children, we released a further [research report](#) in August 2022 highlighting experiences of Māori mothers in the study.

Many Māori mothers experienced financial stress before and after birth, which often meant they returned to work sooner than they would have preferred. The mothers took an average of 49 weeks leave, but 40% took fewer than 20 weeks leave.

## Supporting wāhine into governance

Our Nominations Service has over 1,600 women on its database seeking governance roles on public sector boards and committees. We work to match their skills and experience to available roles and support their applications.

One application we supported in the past year was **Bernadette Arapere (Ngāti Raukawa ki te Tonga, Ngāti Tūwharetoa, Ngāti Maniapoto)** to become a Commissioner and board member of the Transport Accident Investigation Commission.

Bernadette is a Whanganui-based barrister specialising in public and administrative law litigation and Māori legal issues. Prior to joining the independent bar, Bernadette was Crown Counsel at the Crown Law Office in Wellington and a Director of a boutique firm in Auckland.

Alongside being a Commissioner of the Transport Accident Investigation Commission, Bernadette is also a panel member of the Hawke's Bay Independent Flood Review, a Deputy Chair of the Teachers' Disciplinary Tribunal, a Trustee of the New Zealand Law Foundation and Raukawa ki te Tonga Trust, and an active member of Te Hunga Rōia Māori o Aotearoa (the Māori Law Society).



**“I am grateful for the support from the Nominations Service in my application to the Transport Accident Investigation Commission. I have encouraged other Māori women to add their profile to the Manatū Wāhine network so that they are alerted when governance opportunities come along. Often, we don't know what opportunities are out there and Manatū Wāhine plays a key role in making sure information on governance roles is shared widely.”**

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Bernadette Arapere

# 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.**

### Gender budgeting

Gender budgeting is a tool to help ensure funding and policy decisions positively impact women and girls and work towards achieving gender equality.

2023 was the first year a gender budgeting “snapshot” was featured in the [Wellbeing Budget document](#), which highlighted a range of initiatives that are expected to have a direct positive impact on women and girls. This followed mahi undertaken by Manatū Wāhine and the Treasury to pilot gender budgeting for Budget 2022.

The 2022 Pilot included six government agencies that undertook a Gender Impact Assessment template across 19 initiatives. This required agencies to apply a gender lens to their initiatives and consider the impacts on different groups of women and girls, in particular wāhine and kōtiro Māori.

Following this Pilot, gender budgeting was expanded for the 2023 Budget cycle to include 15 government agencies across 27 Budget initiatives. In addition, several other agencies voluntarily conducted a gender analysis and considered their initiatives’ impacts on women and girls.

Over 100 initiatives throughout the Budget 2023 cycle included a gender lens.

Gender budgeting is gaining momentum globally, with 61% of Organisation for Economic Co-operation and Development (OECD) countries and several Asia-Pacific Economic Cooperation (APEC) economies introducing some form of gender budgeting measures by 2023. Gender budgeting was a key recommendation for Aotearoa New Zealand to implement by the United Nations’s Committee on the Elimination of Discrimination Against Women.

Gender budgeting can help improve women’s economic opportunities and outcomes which can generate lifetime and intergenerational benefits for women, their children, and whānau in Aotearoa New Zealand.

**“In 2023 we witnessed the Treasury and the Ministry for Women working together to provide agencies with guidelines, resources, and training that supported bringing gender analysis into budget bids and impact assessments. Ensuring the lived experiences of diverse groups of women and girls counts as critical evidence for good budget processes and enables effective, equitable and economically sound investments and outcomes.”**

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Professor Jennifer Curtin, Director of the University of Auckland’s Public Policy Institute and Principal Investigator at the Gender Responsive Analysis and Budgeting Aotearoa New Zealand (GRAB-NZ) project.

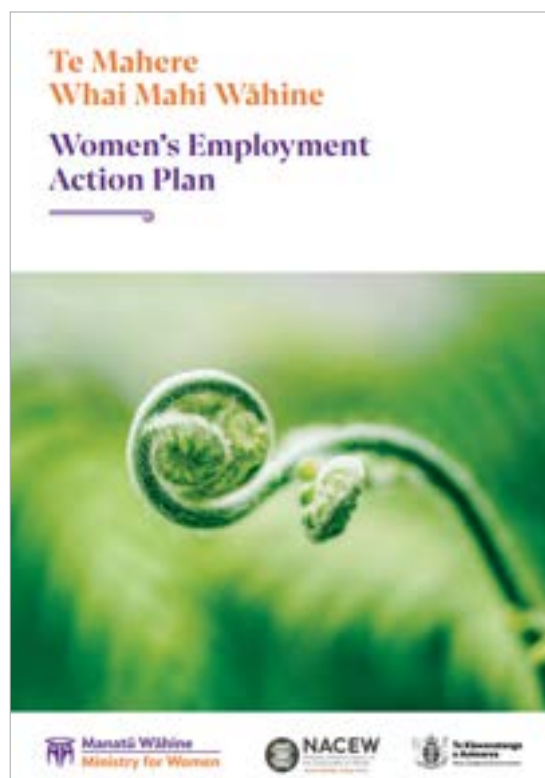
### **Te Mahere Whai Mahi Wāhine Women's Employment Action Plan – one year on**

In June 2022, Minister for Women Hon Jan Tinetti launched *Te Mahere Whai Mahi Wāhine Women's Employment Action Plan*. This was the first plan on women's employment written by women, for women, and is designed to address issues that affect women's ability to participate in the labour market and be economically resilient.

#### **Over the last year, a range of actions have progressed towards a better future for women's employment:**

- Policy development on pay transparency, starting with pay gap reporting, with the Ministry of Business, Innovation and Employment.
- \$19.6m KiwiSaver support for paid parental leave recipients introduced in Budget 2023.
- New research published looking into the barriers to accessing childcare, with a \$1.2b operating funding extension for 20 hours early childhood education to 2-year-olds being announced in Budget 2023 (for implementation in March 2024) helping to address these barriers.
- The roll-out of \$86m (over four years) support for better access to driver licenses, including for wāhine Māori and sole mothers, through a Budget 2022 initiative.
- A milestone of 10 settled pay equity claims reached, resulting in 111,549 people receiving an average pay correction of 32.4%.
- The Fair Pay Agreement Act 2022 was passed, bringing in a system for unions and employer associations to bargain for minimum employment terms. Since then, four Fair Pay Agreements applications have been assessed.
- Awareness raised of the challenges facing women in export through the launch of a new report, *New Zealand Women in Export Trade: Understanding the Barriers*.
- Projects supported that target kōhine Māori disengaged from education and employment to receive better support and find pathways back into these sectors.

Work is ongoing around the implementation of *Te Mahere Whai Mahi Wāhine Women's Employment Action Plan*. We continue to be represented on a range of advisory panels and working groups across the education, social services, and justice sectors to support the implementation of the Action Plan and these agencies' wider mahi.



## Pay transparency

Our work to progress pay transparency, which has started with pay gap reporting, has been a key focus over the past year.

Pay transparency refers to access and visibility of information about pay, and can include measures such as pay gap reporting, publishing salaries in job descriptions, and prohibiting pay secrecy clauses in employment agreements.

Pay transparency complements the pay equity initiatives already introduced by the Government, including Fair Pay Agreements, amending the Equal Pay Act in 2020, and increased paid parental leave, and is a key action to implement under *Te Mahere Whai Mahi Wāhine Women's Employment Action Plan*.

In September 2022, Minister for Women Hon Jan Tinetti and Associate Minister for Workplace Relations and Safety Hon Priyanca Radhakrishnan, made the National Advisory Council on the Employment of Women the national advisory group on pay transparency in Aotearoa New Zealand.

Our work with Ministry of Business, Innovation and Employment will continue, including providing advice to Ministers on a pay gap reporting system that is fit for purpose in Aotearoa New Zealand. We will also continue working with businesses, unions, industry groups and organisation's that support women to progress pay transparency policy.

## Closing gender and ethnic pay gaps and achieving pay equity

We are committed to closing gender and ethnicity pay gaps and achieving equal pay outcomes in the workplace.

The gender pay gap in Aotearoa New Zealand has reduced steadily from 16.3% in 1998 to 9.1% in 2011 but has remained relatively flat over the last six years. It is currently at 8.6% (as at June 2023).

Our *What's My Gender Pay Gap?* online tool is annually updated to ensure that people can 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 provides information for individuals on how to take proactive steps to ensure they are paid fairly.

Many private sector organisations are taking action to reduce their pay gaps, and we work alongside the Champion for Change group of CEOs and Chairs who aim to accelerate inclusive and diverse leadership.

## Equal Pay Taskforce

We work in partnership with the Public Service Commission to reduce pay inequities in the public service through the Equal Pay Taskforce and the Pay Equity Taskforce. The taskforces were set up to deliver on the Government's commitment to reduce gender, Māori, Pacific, and ethnicity pay inequities.

As at May 2023, 10 pay equity settlements had been reached, resulting in 111,549 people receiving an average pay correction of 32.4%. 27 claims were progressing, covering 214,468 people working in the public, private, and funded sector.

Manatū Wāhine supported the implementation of two tools to help close pay gaps and achieve pay equity across the organisation:

- *Kia Toipoto*, a comprehensive set of actions to help close gender, Māori, Pacific and ethnicity pay gaps in the Public Service.
- *Te Orowaru*, a toolkit to support the pay equity work assessment process.

These tools have helped reduce gender and ethnic pay gaps in the Public Service. *Kia Toipoto* builds on the *Gender Pay Gap Action Plan 2018-2020*, and both plans have helped reduce the Public Service gender pay gap from 12.2% in 2018 to 7.7% in 2022.



L-R: Traci Houppapa, Chantelle Cole (Dinosaur Polo Club), Karah Sutton (PikPok), Jane Korinek (OECD), Brooke Roberts (Sharsies), and Urvashi Yadav (BERL) at the Women in Export Aotearoa event at Parliament in Wellington, 5 May 2023.

In 2023, 34 departments and departmental agencies were required to publish their pay gap data and action plans under *Kia Toipoto*. For many, this was the first time they have measured or reported their gender or ethnicity pay gaps.

However more work is needed, as wāhine Māori and Pacific and ethnic women continue to experience higher pay gaps when gender and ethnicity is combined. Compared to all men, wāhine Māori experience a pay gap of 14.3% and Pacific women of 15.2%, as at June 2023.

**“The 50-year anniversary of the Equal Pay Act... provides New Zealanders a chance to reflect on the progress we’ve made and the work ahead as we strive towards equal pay for equal work... Women being paid less than men is unacceptable and needs to be consigned to the history books.”**

Kellie Coombes, Secretary for Women and Manatū Wāhine, Ministry for Women Chief Executive

20 October 2022 marked the 50-year anniversary of the passing of the Equal Pay Act 1972. Manatū Wāhine partnered with other government agencies and unions to commemorate this occasion through events, online campaigns, and a creating a new online learning module on the history of equal pay in New Zealand.

### Trade opportunities

Manatū Wāhine contributed to the development of a gender equality chapter in the United Kingdom-New Zealand Free Trade Agreement, which was negotiated by the Ministry of Foreign Affairs and Trade. This Agreement entered into force on 31 May 2023.

It is the first New Zealand bilateral Free Trade Agreement to have a standalone chapter on gender. The chapter commits both countries to implement the agreement in a way that advances women’s economic empowerment and gender equality. The agreement explicitly acknowledges wāhine Māori and aims to enhance their ability to fully benefit from trade opportunities in the agreement.

We also assisted with negotiating articles addressing gender equality in the European Union-New Zealand Free Trade Agreement. It is New Zealand’s first ever Free Trade Agreement to contain enforceable outcomes on trade and gender. Both parties are committed to ensuring women have equitable opportunities to benefit. The Free Trade Agreement also sets up structures to work with Māori partners to advance the interests of wāhine Māori. This Agreement was signed on 9 July 2023.

## Women in export

**Brooke Roberts** is a leading wāhine in New Zealand’s business and trade sectors and spoke at the launch of the Women in Export report as a participant in the study.

Brooke is an entrepreneur, business leader, and the co-founder and 3EO (co-CEO) of Sharesies, a wealth development platform with over half a million investors who’ve collectively invested over \$2 billion.

**“There’s a real focus on needing to build connections with our customers and our partners... Having these connections and being able to have strong mana when we’re having these commercial negotiations is really important.”**

Brooke Roberts



Brooke is passionate about creating equal opportunities, business being a force for good, and building relationships between companies internationally, particularly Australia and New Zealand, to support them to access capital and making sure their employees are getting access to wealth generated through the share in those companies.

**14%**

of exporting businesses in Aotearoa are owned by women.

**16%**

of exporting businesses in Aotearoa are led by women.

**28%**

of all sales for businesses owned by women were exports.

**35%**

of all businesses owned by women are in the retail trade industry.

**56.6%**

of exporting businesses with over 250 employees were owned by women.

These statistics were sourced from *New Zealand Women in Trade: Understanding the Barriers (2022)*.

### Women in Export report

Under the Government’s Trade for All Agenda, Aotearoa New Zealand is a strong advocate for an inclusive trade policy and the promotion of inclusive economic growth.

Manatū Wāhine, together with New Zealand Trade and Enterprise and the Ministry of Foreign Affairs and Trade, commissioned a report from Business and Economic Research Limited (BERL) on the trade experiences of women-led businesses, which draws on interview and survey responses from women.

*New Zealand Women in Trade: Understanding the Barriers* includes insights from women who own or lead exporting firms, collected through interviews, along with quantitative data and a literature review

on women and international trade. The report concludes with recommendations to support women entrepreneurs to succeed in international trade.

Launched in May 2023 at Parliament, the event featured successful wāhine exporters who shared their real-world journeys, and the challenges and opportunities faced in the sector. The event also featured speakers from the Organisation for Economic Co-operation and Development (OECD) and BERL researchers, who shared their insight relating to women in export.

In conjunction with the OECD’s 2022 report *Trade and Gender Review of New Zealand*, the reports provide invaluable insights on the impact of trade, and trade policies, on women as workers, consumers, and business owners and leaders in New Zealand.

## Women's Health Strategy

Over the past year, Manatū Wāhine worked with the Ministry of Health, Te Aka Whai Ora Māori Health Authority, and Te Whatu Ora Health New Zealand to support the development of the [Women's Health Strategy](#). We provided policy advice and research and helped plan the engagement with the sector and key groups of women.

The Women's Health Strategy is one of six strategies under Pae Ora | Healthy Futures for all New Zealanders, which aims to create an equitable, accessible, cohesive, and people-centred health system.

The Women's Health Strategy was published in July 2023 and sets a 10-year vision direction for improving health and wellbeing outcomes for women.

## Future of Work Tripartite Forum

As part of [Te Mahere Wahine Whai Mahi Wāhine Women's Employment Action Plan](#), we are monitoring the impact of labour market policies on the future of work for women.

In April 2023, Manatū Wāhine helped facilitate the Future of Work Tripartite Forum, a partnership between Business NZ, the New Zealand Council of Trade Unions, and the Government, on issues that impact on women's employment. The session was chaired by the Minister for Women, who presented and led a discussion at the Forum on pay transparency and access to childcare.

As the first dedicated meeting of the Forum on the future of work for women, attendees went away with learnings on the government initiatives focused on improving employment outcomes for women and possible next steps to continue this partnership and work in this area.

We continue to remain involved in the Forum to ensure future labour market policies have a positive impact to better support women and the action plan's implementation.

## Long-Term Insights Briefing

We worked with the Ministry of Business, Innovation and Employment, Ministry of Education, and Ministry of Social Development to develop the [Long-term Insights Briefing about Preparing All Young People for Satisfying and Rewarding Working Lives](#).

Long-term Insights Briefings are a new statutory process under the Public Service Act 2020. They are future-focused reports looking at the trends, risks, and opportunities for responding to long-term issues.

Ensuring that young people can navigate transitions from school to work, education or training is a key issue for our agencies, as a significant number of young people face barriers that prevent them from getting work and reaching their aspirations.

The briefing acknowledges that women have experienced higher rates of unemployment and continue to have higher rates of underutilisation and underemployment. Disadvantages experienced by young women feed into a cycle of poor labour market outcomes throughout their lifetimes and their whānau and following generation. Early intervention in education and employment pathways can improve labour market outcomes for women, particularly for Māori and Pacific women and young mothers.

The briefing was developed to reflect the views, aspirations, and experiences of young people and their whānau. Consultation was held in 2021 and 2022 with young people, youth advisory groups, education and employment service providers, iwi and Māori organisations, the disability sector, employers, unions, and industry groups to capture this.

Those consulted were strongly supportive of the future directions set out in the briefing, particularly on inclusive education and employment and improving pathways to sustained employment for disabled young people.

While the briefing is not government policy, it will inform future policy development, along with research and public discussion helping us to collectively think, and plan, for the future.



# Whai wāhitanga

## Participation

**Our participation workstream is focussed on supporting women into leadership and governance roles and to be recognised for their contributions. This year we also introduced a fund aligned with the FIFA Women’s World Cup Australia & New Zealand 2023 aimed at increasing women’s participation in sport.**

### Increasing women’s representation

Good governance in Aotearoa New Zealand means that women are present in leadership and governance roles at all levels. Having diverse board members enables boards and committees to be better equipped to make the right decisions for their communities.

Our Nominations Service has over 1,600 women on its database. In the past year, we advised our database members about 103 public sector board and committee vacancies. We matched their skills and experience to the roles and supported their applications.

The *2022 Stocktake of Gender, Māori, Pacific and Ethnic Diversity* found women’s representation in Minister-appointed positions on public sector boards and committees was 53.1% as at December 2022, the highest level ever achieved.

This meets the Government’s target of 50% representation for women for the third year in a row. With continued support across government, we will work to maintain gender representation and increase ethnic representation.

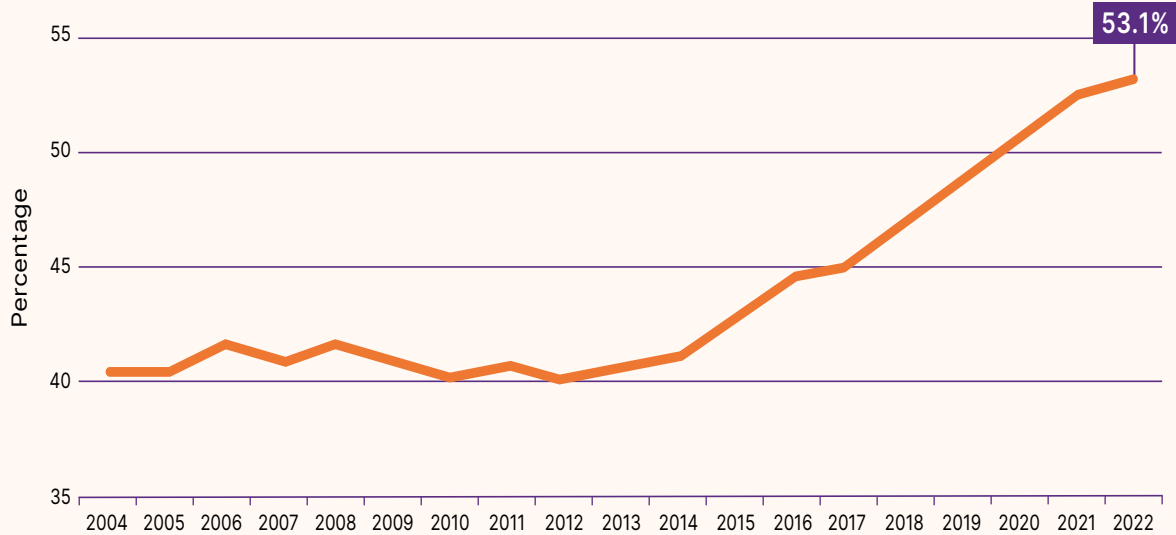
The *2022 stocktake* also shows 10 years of continued and consistent growth in women’s representation on public sector boards and committees.

**“Encourage those wāhine who are out there doing the work on the ground in their communities to join boards. Those ones that are working hard at the coalface, have experienced a number of situations, have had to develop relationships across really challenging situations – those are the ones we want. They are the ones that have the ability to problem solve at a high level, they are the ones who are multi-skilled.”**

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Nicole Anderson (Ngāpuhi, Te Roroa, Te Aupōuri),  
experienced governance professional

### Women’s representation on public sector boards and committees 2004 – 2022



#### Increasing diversity

Manatū Wāhine continues to lead work with other nominating government agencies to increase representation for wāhine Māori, Pacific women, and other ethnically diverse women in Minister-appointed positions on public sector boards and committees.

The *2022 Stocktake* showed the increasing diversity of members being appointed.

41.9% of board chairs were women. Of these women board chairs, 71.3% were NZ European or European women, 27.3% were wāhine Māori, 5.3% were Pacific women, and 2.0% were Asian women.

We will continue to support members of diverse communities to serve on boards and provide upskilling and networking opportunities for potential candidates.

### Diversity of woman sector boards and committees

**65.4%**

**NZ European or European**

▼ down from 67.5% in 2021

**26.8%**

**Māori**

▲ up from 25.3% in 2021

**7.2%**

**Pacific**

▲ up from 6.4% in 2021

**6.1%**

**Asian**

▲ up from 4.9% in 2021

**0.8%**

**Middle Eastern, Latin American, and African (MELAA)**

▼ down from 0.9% in 2021



A panel of some of Aotearoa New Zealand's leading women at an event with the National Library of New Zealand, 6 June 2023. L-R: Qiane Matata-Sipu, Professor Rawinia Higgins, Caren Rangī, Brooke Roberts, Nurain Janah.

### Supporting women into governance

To support more women into governance, a new online learning hub was developed and launched on our website in June 2023. We undertook this project with support from the Department of Internal Affairs' Digital Innovation Fund.

The *Leadership Learning Hub* displays a range of available courses on leadership, finance, mentoring, and practical skills to support people in their governance journey in Aotearoa New Zealand.

We collaborated with the Ministry for Ethnic Communities, Ministry for Pacific Peoples, Te Puni Kōkiri, Whaikaha Ministry of Disabled People, and an external advisory group, to develop the Hub and conduct user-testing.

Courses included on the Hub include three workshops facilitated by our Nominations Service:

- *Governance CV Training*
- *LinkedIn for Governance Professionals*
- *Introduction to public sector board appointments (also delivered in conjunction with other nominating government agencies).*

We have delivered five workshops in the past year, with 99% of participants saying they would recommend one of our online workshops and 78% of participants noting they were 'very satisfied' with a workshop.

**“This session has helped a great deal with opening this world up to me.”**

Participant in the *Introduction to public board appointments* workshop.

### Celebrating women's sport

With several major women's sporting events being held in Aotearoa New Zealand between 2022 and 2023, there was a huge opportunity to showcase and celebrate women's sport and deliver better opportunities, experiences, and development pathways for women and girls.

The 2022 Rugby World Cup was a great success with the Black Ferns taking home a historic sixth World Cup title. Over 150,000 fans attended the 26 matches, and the tournament captured the attention of the nation as symbolised by the record-setting crowd of more than 42,000 fans in attendance for the final and young women across the motu inspired by the Fern's success.



We were honoured to have organisations dedicated to supporting women and girls participate in sport and recreation activities at the launch of the Manatū Wāhine Physical Activity and Wellbeing Fund, Wellington, 1 May 2023.

L-R: Prabha Ravi (YWCA), Jacqueline Wilton (ChangeMakers Resettlement Forum), Diane Goldsbury (Ignite), Nicola Fleming (Ignite).

### Fund to empower women and girls in sport

New Zealand’s co-hosting of the FIFA Women’s World Cup Australia & New Zealand 2023 (July – August 2023) was a further opportunity to showcase a commitment to raising the value and visibility of women’s sport, growing participation of women and girls, and highlighting new sporting heroes and leaders.

On 1 May 2023, we launched the *Manatū Wāhine Physical Activity and Wellbeing Fund* as part of the government’s leverage and legacy programme for the tournament. Investment for the \$1 million fund has come from Ministry of Business, Innovation and Employment as part of its work to maximise the impacts and benefits of New Zealand hosting the tournament.

The fund is one of many initiatives dedicated to celebrating and empowering women and girls in sport, active recreation, and other activities to support their wellbeing and to create ongoing benefits for our communities. A key criteria of the fund was that initiatives needed to focus on providing support to women and girls who may face barriers to participation or who are not well supported by mainstream programmes.

270 applications were assessed in late June by an external evaluation panel. The panel had a range of experience in governance, sport, disability, community, and working with iwi Māori.

Initiatives funded through the *Manatū Wāhine Physical Activity and Wellbeing Fund* will run between July and December 2023.

**“Aotearoa’s hosting of three women’s World Cup tournaments will be a huge boost for the growth and visibility of women in sport. It’s also an opportunity to deliver real legacy outcomes for women and girls. This fund adds to that legacy piece by helping ensure more women and girls who experience barriers to participation can engage in sport and physical activity in a meaningful and positive way, benefitting their wider wellbeing and connection to their communities.”**

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Nicky van den Bos  
Chief Executive, Women in Sport Aotearoa



L-R: Tania Simpson, Susan Doughty, Mele Wendt, Hon Jan Tinetti, Elle Archer, Wyndi Tagi, Meleane Burgess, and Sally Morrison at the 2022 Women in Governance Awards at Parliament, Wellington, on 4 August 2022. Photo credit: Governance New Zealand.

### Awards and events sponsorship

We are committed to increasing recognition of the contributions of New Zealand's women through sponsorship of awards and events.

#### In the past year we sponsored the:

- **People & Capability Award** at the Māori Women's Development Inc. Māori Businesswomen's Awards 2022, presented to Holly Bennett, founder and Principal Consultant of Awahi, a government relations and communications firm.
- **Not-for-Profit Governance Leader Award** at the Women in Governance Awards 2022. This award was presented to Mele Wendt, Chair of Community Governance NZ, in recognition of her remarkable contribution to championing gender diversity and equity in the not-for-profit, sport or charity sectors.
- **Islamic Women's Council Leadership Forum** as part of their July 2022 National Conference in partnership with the Ministry of Ethnic Communities and the Department of the Prime Minister and Cabinet. This event created an opportunity for around 70 Muslim women to meet with women leaders from a range of sectors (public, business, legal, and not-for-profit) to network and discuss their leadership experiences and challenges.
- **Cross-agency commemoration of the 50th anniversary of the passing of the Equal Pay Act 1972** alongside the Public Service Commission, National Library, Ministry of Culture and Heritage, Ministry of Business, Innovation and Employment, and the New Zealand Council of Trade Unions. A panel event took place on 20 October 2022 exploring the history of equal pay in Aotearoa and launched a new online learning module.



Sisters Prue (left) and Kate (right) of Foxtrot Homes accepting Rural Women New Zealand's 2022 Emerging Business Award, Public Trust Hall, Wellington, 18 November 2022.

## Successful rural business recognised through award

Rural women are the backbone of their communities with their innovation, resilience, and community focus. We are proud to support Rural Women New Zealand through an ongoing sponsorship of their annual awards ceremony, recognising trailblazing women in business.

Manatū Wāhine was proud to sponsor the 2022 Taonga mō te Pākihi Hou the Emerging Business award at the Rural Women New Zealand Business Awards. This award was presented to Kate Cullwick of Foxtrot Homes.

Having grown up on a beef and sheep farm, Kate and her sister, Prue, created their online homewares business, Foxtrot Home, five years ago after identifying a niche in the homewares market.

They began sourcing and importing ethically made, sustainably produced natural French linen products. When the sisters started to think about diversifying their product range, Kate looked to her Central Hawke's Bay farm to source strong wool to produce baby blankets and throws.

They determined that living rurally would not be an impediment to sourcing their products nor prevent them operating a successful online business. Kate is a champion of the New Zealand wool and farming industry, the rural sector, and has a strong focus on a positive customer experience.

**“We are so honoured to receive this recognition and are so grateful for your sponsorship of this award. Not only that, we applaud you for the incredible work you do for wāhine o Aotearoa! Thank you so much.”**



Students from Queen Margaret's College and Wellington Girls College who submitted videos responding to the prompt 'Are We There Yet?' being celebrated at the Suffrage 129 event at the National Library of Wellington, 19 September 2022.

### Commemorating women's suffrage

When the Electoral Act was signed into law on 19 September 1893, Aotearoa 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 in Aotearoa New Zealand, we mark Suffrage Day to commemorate this milestone and 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 Aotearoa New Zealand today.

#### **To commemorate Suffrage 129 on 19 September 2022, we partnered with the National Library of New Zealand to hold two events:**

1. Witnessing the page turning of 270m-long Suffrage Petition housed in the He Tohu exhibition at the National Library.
2. Launching a new workbook for rangatahi to learn more about the fight for suffrage, the key figures and organisations in the movement, and the importance of having a voice in society. We also heard from kōtiro from three high schools providing video kōrero on how far we've come with gender equality in Aotearoa New Zealand and where we still need to go.

2023 is a special year for women and girls in Aotearoa New Zealand as we mark the 130th anniversary of the enduring legacy of women's suffrage.

We launched our Suffrage 130 commemorations on 6 June 2023 with a panel event at the National Library of New Zealand featuring inspiring wāhine who are building their own legacies, pushing boundaries, and demonstrating true leadership in Aotearoa New Zealand. It was a thought-provoking kōrero reflecting on the question 'Are We There Yet?' where the panellists discussed how women still face many barriers to become leaders and when in leadership positions, including bias and discrimination and juggling whānau responsibilities.

Manatū Wāhine is proud to partner with Te Puna Mātauranga o Aotearoa National Library of New Zealand to support their fantastic mahi, bring to life women's stories in Aotearoa New Zealand, and promote the taonga of Te Petihana Whakamana Pōti Wāhine Women's Suffrage Petition that is housed in the He Tohu Exhibition.

More commemoration activities are planned in the latter-half of 2023 to commemorate 130 years of women's suffrage.

# Haumarutanga

## Safety

### The prevention of family violence and sexual violence will significantly improve the wellbeing of all women in Aotearoa New Zealand.

One in three women in Aotearoa New Zealand have experienced physical, sexual, or coercive violence from an intimate partner in their lifetimes. This is even higher for wāhine Māori, Pacific women, disabled women, and the rainbow community. Each year, New Zealand Police conduct more than 100,000 investigations related to family violence.

The causes for violence against women are complex and the impacts are serious, long-lasting, and often fatal. But violence against women can be prevented. Preventing violence against women and girls will be an effective way of ensuring that they are free from violence throughout their lives.

#### Supporting Te Puna Aonui and Te Aorerekura



Manatū Wāhine supports Te Puna Aonui, the Joint Venture for Family Violence and Sexual Violence. Te Puna Aonui brings together government agencies to work together, and with Māori, communities and the wider family violence and sexual violence sectors, to improve the way government works to prevent and respond to family violence and sexual violence.

Te Puna Aonui and member agencies are committed to implementing *Te Aorerekura: the National Strategy and Action Plan to Eliminate Family Violence and Sexual Violence*. This strategy outlines key shifts needed over the next 25 years to eliminate family violence and sexual violence.

As a member of Te Puna Aonui, Manatū Wāhine provides gendered advice, supports engagement with groups of women and girls, and participates in the data and insights group.

Under *Te Aorerekura*, we lead the implementation of **Action 4: Wāhine Māori leadership succession**. As part of this work, we commissioned educator Dr Kathie Irwin MNZM to wānanga with wāhine Māori leaders and organisations to explore a tuakana-teina based approach grounded in te ao Māori to support wāhine Māori leadership development in the family and sexual violence sectors. Key themes identified during the wānanga included the need to strengthen mātauranga Māori and te ao Māori worldviews, sector resourcing, and a focus on supporting those in the sector to foster positive whānau relationships.

We will work with Te Puna Aonui to share the findings with other member agencies and identify how to collectively address these.

We have also contributed to the implementation of five other actions of *Te Aorerekura* related to leadership, framework development, evidence and data collection, and the annual hui.



### Keeping women and girls safe online

Increasingly, online harm is having a negative effect on women, and there is strong evidence linking online violence with offline, real-world violence

Manatū Wāhine is working with the Christchurch Call Unit at the Department of the Prime Minister and Cabinet, which aims to eliminate terrorist and violent extremist content online, to ensure that gendered analysis is embedded across their work.

We also support the Global Partnership for Action on Gender-Based Online Harassment and Abuse which focuses on broader types of online gender-based violence.

As part of International Women’s Day 2023, we shared a social media series as part of the UN Women theme: *“DigitALL: Innovation and technology for gender equality.”* The social media series looked at how technology can empower women and address online gender-based violence, which is an increasing form of violence against women, girls, and gender-diverse people all over the world. This series included sharing key statistics, tips to address online harm and violence, and resources from organisations such as Netsafe who are dedicated to combatting all forms of online abuse and harassment.

This area is an emerging priority for Manatū Wāhine. As technology continues to develop rapidly, we are working to consider what these developments mean for women and girls.



# 3 Te mahi ngātahi

## Working with others

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### Working across government

As the Government's principal advisor on improving the lives of New Zealand women and girls, we work closely with other government agencies to influence and advise on policy development and provide gender data and analysis.

#### In the past year this work has included:

- Working with agencies to **apply a gendered lens over their budget initiatives** to consider the needs and experiences of women and girls.
- Collaborating across government **to support the organisation, promotion, and success of the FIFA Women's World Cup Australia & New Zealand 2023.**
- Collaborating with agencies to **progress actions outlined in *Te Mahere Whai Mahi Wāhine Women's Employment Action Plan***, and supporting wider mahi underway against the six other employment action plans.
- Working to **progress policy advice on pay transparency** with the Ministry of Business, Innovation and Employment.
- **Co-leading the Crown's response to the Mana Wāhine Kaupapa Inquiry** with Te Puni Kōkiri, and working with the Waitangi Tribunal and the Crown Law Office on the hearing process and establishing six research projects.
- Working with the Ministry of Business, Innovation and Employment, Ministry of Education, and Ministry of Social Development to **develop the *Long-term Insights Briefing about Preparing All Young People for Satisfying and Rewarding Working Lives.***
- Supporting **the launch of a new research report on women in export** with the Ministry of Foreign Affairs and Trade and New Zealand Trade and Enterprise.
- Supporting the **development of the Women's Health Strategy** with the Ministry of Health, Te Aka Whai Ora Māori Health Authority, and Te Whatu Ora Health New Zealand.
- **Providing gender analysis** for Te Puna Aonui to support the implementation of *Te Aorerekura National Strategy for the Elimination of Family Violence and Sexual Violence.*
- Leading work with the Equal Pay Taskforce at the Public Service Commission to **close gender pay gaps and progress pay equity in the public service.**
- Working with the Ministry for Ethnic Communities, Ministry for Pacific Peoples, Te Puni Kōkiri and Whaikaha Ministry of Disabled People to **provide training and networking opportunities to build the pipeline of diverse candidates for public sector board and committee roles.**
- **Engaging and consulting** with a range of agencies on work underway to **progress gender equality in Aotearoa New Zealand to prepare the ninth periodic report on the Convention on the Elimination of All Forms of Discrimination against Women.**
- Working with Te Puni Kōkiri on **wellbeing initiatives for kōhine Māori.**



Representatives from non-governmental organisations and the New Zealand delegation who attended the 67th session of the Commission on the Status of Women. Photo taken at the Permanent Mission of New Zealand to the United Nations in New York City in March 2023.

- Collaborating with the National Library of New Zealand to **host events that celebrate and recognise the achievements of women** as leaders and changemakers throughout Aotearoa New Zealand's history, in particular women's suffrage.
- Collaborating with the National Library, Ministry of Culture and Heritage, Ministry of Business, Innovation and Employment, Public Service Commission, and the New Zealand Council of Trade Unions to **commemorate the anniversary of 50 years since the passing of the Equal Pay Act 1972.**



### Working with partners

Working with iwi, hapū, whānau, non-governmental organisations, community groups, and other organisations is an important aspect of our work.

#### This year that has included:

- Providing administration and policy support to, and working with, the National Advisory Council on the Employment of Women to implement *Te Mahere Whai Mahi Wāhine Women's Employment Action Plan*, specifically around pay transparency.
- Working with Business NZ and the New Zealand Council of Trade Unions on the Future of Work Tripartite Forum.
- Supporting wāhine Māori claimants in the Mana Wāhine Kaupapa Inquiry to participate in hearings.
- Working with union representatives on progressing pay equity and closing gender and ethnic pay gaps in conjunction with the Equal Pay Taskforce.
- Collaborating with non-governmental organisations on international issues, including attending the 67th session of the Commission on the Status of Women and convening meetings of our International Women's Caucus.



Traci Houpapa, Chair

### National Advisory Council on the Employment of Women membership

In January 2023, Minister for Women Hon Jan Tinetti confirmed the ten members who will sit on the National Advisory Council on the Employment of Women for the next three-year term. Four members were re-appointed and six new members joined the Council.

#### Members:

- **Traci Houpapa, Chair:** experienced governance professional and industry leader, specialising in strategic and economic development advice to Māori, iwi, primary industries, and the public and private sector.
- **Bernadette Pereira:** community leader and champion for Pacific women and communities. She has worked with the community, academic, business, and government sectors.
- **David McLean:** governance and business leader, particularly in the banking sector, and a strong advocate for reducing the gender pay gap.
- **Theresa Gattung:** business leader, philanthropist, and investor with experience in companies from large corporates to successful start-ups.
- **Naomi Hughes:** small-business owner, founder, and director, with expertise in managing and delivering employment and business support, education, and mentoring programmes.
- **Minnie Baragwanath:** social entrepreneur, independent consultant, author, and coach who has spent much of her life advancing an accessible Aotearoa for people living with disability or access needs.
- **Theresa Rongonui:** Director of Learning and Organisation Development at New Zealand Trade and Enterprise where she contributes to work on reducing gender and ethnic pay gaps, te ao Māori strategy, and wāhine Māori retention.
- **Nurain Janah:** professional director, consultant, executive coach, and founder of social enterprises and charities working to innovate leadership by centring collectivist cultures and indigenous knowledge and empowering women of colour to express their authentic selves and working to create inclusive workplaces.
- **Melissa Ansell-Bridges (NZCTU):** National Secretary of the New Zealand Council of Trade Unions focused on improving the working lives of New Zealanders, with a particular focus on workers in precarious work, women, and young people.
- **Lyn McMorran (BusinessNZ):** Executive Director of the Financial Services Federation, the industry body representing responsible and ethical finance and leasing providers. She is President of the Australasian Society of Association Executives and a member of the Insurance and Financial Services Ombudsman Scheme.

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We thank outgoing members – Katherine Rich, Alison Mau, Jade Tang-Taylor, and Angela McLeod – for their service on the National Advisory Council on the Employment of Women over the last few years and for their dedication to improving women’s employment in Aotearoa New Zealand.



Delegates pose for a photo at the APEC Women and the Economy Forum 2022 High-Level Policy Dialogue, 7 September 2022, Bangkok, Thailand. 2021-22 Chair of the Policy Partnership on Women and the Economy group, Renee Graham is second from left; Secretary for Women Kellie Coombes is third from left. Photo credit: APEC.

## Working globally

Manatū Wāhine has worked to represent the interests of New Zealand women and to promote gender equality for all women in international arenas over the past year.

### Asia-Pacific Economic Cooperation (APEC) Women and the Economy Forum

The annual Ministerial-level APEC Women and the Economy Forum was held in September 2022 in Bangkok, Thailand.

Secretary for Women and Chief Executive of Manatū Wāhine, Kellie Coombes, attended as New Zealand's Head of Delegation, delivering New Zealand's national statement in the meeting and highlighting the launch of *Te Mahere Whai Mahi Wāhine Women's Employment Action Plan* and the need for inclusive and gender responsive pandemic recovery.

Bilateral meetings were held with Australia, the United States, Chile, Thailand, and the Philippines, helping to build relationships and gather useful insights for domestic policy development.

### 67th session of the Commission on the Status of Women (CSW67)

CSW67 was held in March 2023 at the United Nations in New York. This was the first time Manatū Wāhine had attended in person since 2019.

We were proud to be part of the New Zealand delegation alongside the Her Excellency Ms. Carolyn Schwalger, the New Zealand Permanent Representative to the United Nations and colleagues from the Ministry of Foreign Affairs and Trade.

The priority theme at CSW67 focused on innovation, technological change, and education in the digital age for achieving gender equality and the empowerment of all women and girls. There was a particular focus on online safety at CSW67, which aligned with our International Women's Day 2023 social media campaign focusing on online gender-based violence and keeping women safety online.

The delegation was successful in negotiating important language inclusions in the Agreed Conclusions, including about indigenous women and equal pay and women's economic empowerment.

We also had bilateral meetings with representatives from Fiji, Finland, Sweden, Germany, Canada, the United Kingdom, Australia, Japan, and Tonga.



The New Zealand delegation to CSW67 in the United National General Assembly, New York, March 2023. Front centre: Her Excellency Ms. Carolyn Schwalger, New Zealand Permanent Representative to the United Nations. Front right: Kellie Coombes, Secretary for Women and Chief Executive.

We also co-hosted an event with the Permanent Mission of New Zealand to the United Nations to bring together representatives from a range of non-governmental organisations and civil society who were in New York attending CSW67. Organisations included Maori Women's Welfare League, UN Women Aotearoa, Soroptimist International, Graduate Women, Pacific Women's Watch, Rape Prevention Education, Te Whare Tiaki Wāhine Refuge, Tauranga Women's Refuge, and the Human Rights Commission.

It was great to see so many advocates for women's rights who brought the voices and perspectives of New Zealand women and girls, in particular wāhine and kōtiro Māori, to the world stage.

There was also a range of parallel events at CSW67 that connected like-minded organisations from other countries with each other to build and strengthen international relationships and partnerships.



## Women in tech on the world stage

This year, we were pleased to work with an inspiring wāhine, Norie Ape, as the non-governmental delegate for the sixty-seventh session of the Commission on the Status of Women (CSW67).

Norie provided the New Zealand delegation with advice and was a key liaison with other non-governmental organisations from Aotearoa in attendance at CSW67 in New York and those back home.

Norie Ape is a Samoan born, Auckland raised, Digital Product Manager at Te Pūkenga. Norie has a focus on utilising technology to enable better outcomes in vocational education in New Zealand with priority groups including Māori, Pasifika, and disabled learners.

Norie's expertise as a wāhine in tech was a valuable contribution to the New Zealand delegation as CSW67 was focused on innovation, technological change, and education in the digital age for achieving gender equality and the empowerment of all women and girls.

Her passion for increasing the number of Pasifika and Māori women in tech was a key driver for her applying for the CSW67 delegate role, as she is working to diversify the process and provide her expertise, lived experience, and passion to help with this mahi.



Members of the New Zealand delegation to the 67th session of the Commission on the Status of Women meet with Lord Vaea, Tonga Minister of Internal Affairs, and other members of the Tongan delegation in March 2023.

### Consulting on New Zealand's ninth periodic report on the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

Aotearoa New Zealand must report every four years to the United Nation's CEDAW Committee about progress on a range of issues facing women and girls, including health and wellbeing, peace and security, harassment in the workplace, gender budgeting, and gender-based violence.

A draft CEDAW report was developed by Manatū Wāhine, with support from a range of government agencies and non-governmental organisations for public consultation in January 2023. Public consultation is an important part of the CEDAW monitoring process to ensure a range of voices and perspectives are reflected in the final report.

The public were invited to provide feedback on the draft report for two months between January to March 2023, and feedback was received through five online hui and 24 written submissions.

New Zealand submitted the ninth periodic CEDAW report to the United Nation's CEDAW Committee in July 2023.

### International engagements

Manatū Wāhine engages regularly with our global counterparts at both international gatherings – such as APEC, the Pacific Islands Forum, and the United Nations – and in standalone discussions to share information on best practice in gender policy and analysis and delivering for women and girls.

In the past year we have met with representatives from countries in Europe, Southeast Asia, the Pacific, and North and South America. In addition, we also supported the Minister for Women to meet with high level international counterparts from Canada, Ireland, France, the Republic of Korea, Japan, and the United Kingdom.

### International Women's Caucus

Manatū Wāhine convenes the International Women's Caucus, a forum for government agencies and non-government organisations to work collaboratively on international issues relevant to the interests and wellbeing of women.

Currently, over 30 organisations participate in the International Women's Caucus, with membership growing each year.

Three hui were held over the last year – November 2022 in Dunedin with Graduate Women New Zealand, February 2023 in Wellington, and a virtual hui in May 2023.

Topics discussed in these hui included the Convention on the Elimination of All Forms of Discrimination against Women report, preparing for the 67th session of the Commission on the Status of Women, the FIFA Women's World Cup and the *Manatū Wāhine Physical Activity and Wellbeing Fund*, plans to refresh the Women, Peace and Security National Action Plan, and finalisation of the Caucus Terms of Reference.



# 4 Tō Tātou Tōpūtanga

## Our organisation

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# Kanorautanga me te kotahitanga

## Diversity, equity, and inclusion

### Profile of our staff

As at 30 June 2023, we have a team of

**46**

permanent and fixed term staff



**37** (80.4%) staff identified as women

**4** (8.7%) staff identified as men

**5** (10.9%) staff did not disclose their gender



All current members of the leadership team are wāhine women

### Ethnicity

**59.0 %**  
European

**15.4 %**  
Māori

**5.1 %**  
Middle Eastern Latin American and African (MELAA)

**15.4 %**  
Asian

**7.7 %**  
Pacific

### Papa Pounamu

Manatū Wāhine is committed to the Papa Pounamu diversity and inclusion work programme to make the wider Public Service a fairer, and 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 across all diversity dimensions.

### Te āheinga ā-ahurea | Cultural Competence

Our Hautū Māori continues to lead the implementation of Whāinga Amorangi, our approach to improve Māori capability in our organisation and across the public sector.

We uphold our Te Tiriti o Waitangi obligations by supporting our people to have the capability to engage confidently and effectively with wāhine and kōtiro Māori and build effective partnerships with Māori. We have begun to implement an engagement strategy to support relationships with partners, including wāhine Māori and roopū wāhine, to ensure their voices are heard and reflected in our work. A key roopū we are working to build stronger connections and partnerships with is the claimant community within the Mana Wāhine Kaupapa Inquiry.

We focus on growing and strengthening the skills and knowledge of our kaimahi in te reo Māori, tikanga, Te Tiriti o Waitangi and the history of Aotearoa. This is building our capacity to support the Māori Crown relationship and to ensure that te ao Māori values and the needs of wāhine Māori are reflected in all our mahi.



Manatū Wāhine kaimahi attending the 50-year commemoration of the Māori Language Petition at Parliament, Wellington, 14 September 2022.

Our priorities in the plan include (but are not limited to):

- **Aotearoa New Zealand history and Te Tiriti o Waitangi literacy:** we are continuing to actively support a safe environment to encourage deep and honest exploration and knowledge sharing of dual histories. Kaimahi have visited the He Tohu exhibition at the National Library and Te Papa to learn more about our history and participated in a range of workshops on Te Tiriti o Waitangi education, Māori Crown engagements, and te ao Māori.
- **Te Reo Māori:** we have implemented our Te Reo Māori Tuatahi Māori Language Plan. We continue to build a supportive learning environment that encourages ongoing participation, learning, and reflection by:
  - facilitating te reo Māori classes to ensure kaimahi can learn te reo together
  - consistently using kupu Māori in communications, publications, job titles, and daily conversation
  - hosting mihi whakatau to welcome new staff to the organisation, and whakawatea to farewell existing kaimahi, which includes waiata, karakia, pepeha and kaikōrero support from Public Sector leaders.

- **Tikanga and Kawa:** we continue to build on our existing internal tikanga practices that reflect te ao Māori values to raise our cultural capability through actions including holding daily karakia, engaging with te ao Māori experts on our strategic frameworks, commemorating key anniversaries including Matariki and 50 years of the Māori Language Petition, and participating in marae visits and the Mana Wāhine Kaupapa Inquiry hearings.

#### Te Urupare i te Mariu | Addressing Bias

We have a policy review programme underway to ensure all internal policies are free of bias. We continue to review our processes to ensure interview panels include people from a diverse range of backgrounds and experiences.

Our staff continue to engage in addressing bias through training. We are currently developing an online tool for delivering this training.

#### 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.



Secretary for Women Kellie Coombes in discussion with Anneliese Parkin, Deputy Chief Executive Policy at the Department of the Prime Minister and Cabinet for a session at the Government Women's Network's Women in the Public Service Summit, Wellington, 14 June 2023.

In addition, we have undertaken a series of wānanga for staff to discuss ways of working at Manatū Wāhine. One of the themes that emerged was the desire to work inclusively by embracing and supporting women and girls from all communities. This work will be embedded by the end of 2023.

Two members of our leadership team are mentors in the Leadership Development Centre's Māori Emerging Leaders Programme, which is grounded in whakaaro Māori and te reo me ōna tikanga. This programme supports young Māori in the Public Service who want to move into leadership and governance roles to develop their skills and confidence.

The two mentees are supporting the mahi of the Mana Wāhine Kaupapa Inquiry for their leadership service project. Our kaimahi mentors are gaining insights into the opportunities and challenges that young Māori public servants experience and learning how to better support Māori kaimahi and leadership aspirations.

#### **Te whakawhanaungatanga | Building relationships**

Internally, over the last six months, we unified the team through a series of kōrero to reflect on our past, present, and future direction. As a result, we have strengthened relationships across the Ministry, creating a culture focused on building positive and inclusive connections internally and externally.

We have continued to connect with kaumatua and kuia across the public sector to assist us in building our tikanga and kawa in the Ministry and supported kaimahi Māori experienced in engaging with Māori communities to lead out on building relationships.

We participate in Communities of Practice across public sector, and engage with colleagues at other population agencies to share good practice and gain a greater understanding of their challenges and goals. This supports a continuous improvement model focused on best practice.

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

Manatū Wāhine supports staff to develop and participate in employee-led networks. As a smaller agency, we have promoted this opportunity and provided connections with other agency networks, such as the Māori network at Ministry of Justice.

Manatū Wāhine has a close relationship with the Government Women's Network, the professional employee-led network working to create a step change that will enable all women in the public sector to achieve their potential. Secretary for Women and Chief Executive, Kellie Coombes, is a member of the Steering Group to help organise the national Women in the Public Service Summit and other key professional development and networking events.

## 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.

Manatū Wāhine is committed to ensuring all our people can achieve their full potential, by fostering a work environment which is free from all gender-based inequalities.

### Gender pay gap at Manatū Wāhine

Our gender pay gap data is not included in public service workforce data, because it does not meet the threshold required to produce meaningful high-level gender pay gap statistics as specified in the Stats NZ guidelines (our workforce is 80.4% women and does not meet the measurement's requirement of having a minimum of 20 men).

We annually release our gender pay gap figures proactively, but due to our small size, minor changes in staffing can significantly affect our gender pay gap and make the number volatile. We use other information, such as trends, workforce profile, people data, and recruitment statistics, to indicate our progress.

Our gender pay gap was **-2.7%** in favour of women as at 30 June 2023. The previous years it has been: -0.1% (2022) in favour of women and 8.5% (2021) in favour of men.

We ensure that our *Kia Toipoto* plan remains up to date and we are always tracking that employees in the same or similar roles are paid equitably.

## Diversity and accessibility

Manatū Wāhine continues to be committed to a diverse and inclusive workplace. We are a signatory to the public sector Accessibility Charter, and all our people leaders and a significant number of our staff have attended accessibility training early in the 2022/23 year.

We have committed to the Global Women Champions of Change Panel Pledge, ensuring 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.

## Equal employment opportunities

We provide equal opportunities through recruitment and selection, career development and employment conditions. We have had long-standing policies offering formal and informal flexible working arrangements that work for the individual, their team, and the wider organisation. The flexible working policy is aligned to the Public Service Commission's Flexible-by-Default Guidance and will be reviewed to align with its recent Hybrid working guidance.

Manatū Wāhine supports approximately 20% of its employees with formal arrangements, which includes working remotely. However, all staff can work remotely 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

### Organisational design

We consulted with staff on a change proposal regarding the policy function in July 2022, with a new structure stood up on 31 October 2022.

The intended outcomes of the change proposal were to have an integrated approach across the organisation to continue to improve outcomes for wāhine and kōtiro Māori and have greater role clarity.

This brought together the policy resource within the Ministry into one group, including the Mana Wāhine Kaupapa Inquiry and Data and Research. A new leadership position was also established, Kaihautū Te Puna Kaupapahere Deputy Secretary – Policy, to focus on strategy, stewardship, and the integration of our policy work.

### 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 that benefit all our people.

#### 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).
- Introducing access to two Rongoā Māori services for kaimahi seeking support grounded in te ao Māori.

### Carbon footprint

In line with the Carbon Neutral Government Programme, we have been working with Toitū Envirocare to collect data to report our carbon emissions for the past four years. The data shows travel is the main emissions factor for Manatū Wāhine. The total emissions for 2022/23 were 71.52 tonnes (compared to 133.03 tonnes in the base year of 2018/19).

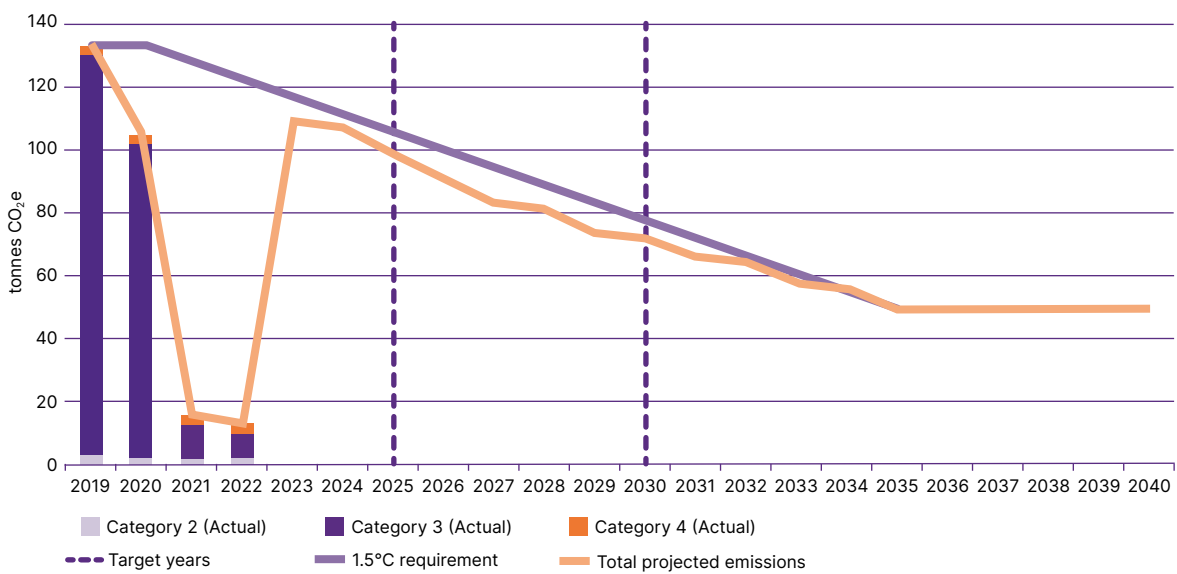
This graph shows how the reduction in travel during the COVID-19 pandemic significantly reduced our carbon emission. The blue line shows our reduction target in line with the Carbon Neutral Government Programme, and the grey line indicates our expected post-COVID emissions as well as our projected emissions for the coming years.

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.

Agencies are asked to set targets and reduction plans in line with the Government's pathway to no more than 1.5 degrees of warming. This equates to 21% reduction by 2025 and 42% by 2030 for all agencies.

As our main source of carbon emissions has been from travel (pre-pandemic), our reduction plan is centred around minimising travel-related emissions. We will establish a travel emissions budget, which members of the leadership team will manage alongside their financial travel budget. When international travel recommences, we will attend both virtual and face-to-face meetings to achieve a significant carbon reduction while still delivering impactful engagements for women.

### Reduction plan



Now that we have finalised our collection and reporting process, we are developing an emission mitigation plan and assessing what climate risks, if any, would impact our work. 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. Our expected post-COVID emissions, as well as our projected emissions for the coming years, are slightly below the set targets. For the 2022/23 year, although the total emission has increased for 2023 it is still significantly lower than 2019 base year.

Category	2019	2020	2021	2022	2023
Category 1: Direct emissions	0.00	0.00	0.00	0.00	0.00
Category 2: Indirect emissions from imported energy	3.41	2.41	2.41	2.69	3.19
Category 3: Indirect emissions from transportation	126.93	99.34	10.26	7.12	65.59
Category 4: Indirect emissions from products used by organisation	2.69	2.98	3.00	3.26	2.75
Category 5: Indirect emissions associated with the use of products	0.00	0.00	0.00	0.00	0.00
Category 6: Indirect emissions from other sources	0.00	0.00	0.00	0.00	0.00
<b>Total emissions</b>	<b>133.03</b>	<b>104.73</b>	<b>15.67</b>	<b>13.07</b>	<b>71.52</b>

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

## Progression policy

In April 2023, a new policy was implemented to enable kaimahi to progress into more senior roles, with the first progression round taking place in May 2023. This policy allows us to grow our people internally and ensure they get the development, coaching, and experiences needed to progress in their careers. Progression under this policy is available to staff from co-ordinator/graduate advisor level through to Principal Advisor.

The progression policy is connected to the *Your Journey* coaching framework to support employees' building their skills and capability throughout the year to be ready for progression.

## Technology developments

We continue to improve the agility, robustness, and security of our IT systems, and have simplified our technology environment by migrating our core services to cloud-based systems. These developments support our people to work remotely.

We work closely with our IT providers to protect data and operations against cyberattacks and have taken steps to improve the security for web-facing services by using RedShield cybersecurity services.

Manatū Wāhine has an Information Security Policy and a Certification and Accreditation Standard that clearly outlines roles and responsibilities for ensuring

information is secure and protected. We have also contracted a virtual Chief Information Security Officer who is focused on refreshing the Information Systems Strategic Plan.

We continue to review and, where appropriate, upgrade our IT security systems to address emerging risks on an ongoing basis as part of our business-as-usual IT operations.

## New website

Manatū Wāhine has one website (<https://women.govt.nz/>). The website underwent a refresh and was relaunched in May 2023.

### The purpose of the website is to:

- highlight and support the work of Manatū Wāhine and provide access to online tools relating to gender analysis
- enable easy access to our research reports, corporate publications, Official Information Act requests, and proactively released information
- provide information about topics of interest and importance to women and girls in Aotearoa New Zealand
- provide information and resources to help women who are interested in serving on boards.

The website will continue to be updated, and have new content published throughout the rest of the 2023.



# 5 Pūrongo mahi

## Reporting on our performance

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### For the year ended 30 June 2023

The following section provides detailed reporting on our performance by appropriation against our targets as set out in the Information Supporting the Estimates 2022/23. Where appropriate, we have included comparative performance information for the prior year (2021/22 actuals).



# Improving the lives of New Zealand women

## (Departmental Output Expenses)

**The overarching purpose of this appropriation is to provide 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 Employment of Women.**

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

### During the year, we were funded to provide:






- support services to the Minister for Women
- policy advice to support decision-making by Ministers on government policy matters that improve the lives of New Zealand women and girls
- gender advice and analysis across government to support other agencies' work to have a positive impact on women and girls
- management and advice on New Zealand's international obligations and commitments with respect to the status of women
- implementation of *Te Mahere Whai Mahi Wāhine Women's Employment Action Plan*
- cross-agency leadership of the Equal Pay Taskforce with the Public Service Commission
- support for the Mana Wāhine Kaupapa Inquiry and claimant engagement
- support to provide suitable women nominees for appointment to public sector boards and committees
- administrative, advisory, and research support for the National Advisory Council on the Employment of Women.

### What we intended to achieve with this appropriation

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

- policy advice
- 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.

## Measuring our performance against our targets

Key performance measure		Actual performance
<p>The Minister for Women is satisfied with policy advice provided by the Ministry.</p> <p><i>Target: 75% rated as 'Most of the time' or 'Always'</i></p>		<p><b>Target achieved.</b> The Minister rated the Ministerial confidence satisfaction at 96% satisfied most of the time.</p> <p>(2021/22 actuals: 88%)</p>
<p>Average technical quality of policy papers provided to the Minister for Women, as assessed annually using the Policy Quality Framework.</p> <p><i>Target: 75%</i></p>		<p><b>Target achieved.</b> Using 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 85%.</p> <p>(2021/22 actuals: 100%)</p>
<p>The Ministry participates in four relevant international forums per year to maintain relationships and support improved gender rights internationally (see Note 1).</p>		<p><b>Target achieved.</b> The Ministry participated in four international forums in 2023 that contributed to building international relationships to support improved outcomes for women:</p> <ul style="list-style-type: none"> <li>• Pacific Islands Forum Women Leaders Meeting</li> <li>• APEC Women and the Economy Forum</li> <li>• Commission on the Status of Women</li> <li>• Commonwealth Women's Machinery of Government Meeting</li> </ul>
<p>Attendees at Ministry-run board training and networking events are satisfied with the events (see Note 2).</p> <p><i>Target: 75% rated as satisfied</i></p>		<p><b>Target achieved.</b> 100% reported as satisfied with the training sessions provided.</p>
<p>The National Advisory Council on the Employment of Women is satisfied with the quality of information, evidence, advice, and support received (see Note 3).</p> <p><i>Target: 75% rated as satisfied</i></p>		<p><b>Target achieved.</b> Survey feedback results shows 100% as very satisfied with the support provided by the Ministry.</p>

**Note 1** – this is a new performance measure for 2022/23, which has been included to add a broader representation of our activities in relation to the appropriation.

**Note 2** – this is a new performance measure for 2022/23, which has been included to add a broader representation of our activities in relation to the appropriation. This will be measured through satisfaction feedback from the participants attending the relevant training/networking events.

**Note 3** – this new performance measure for 2022/23 is replacing the previous stakeholder satisfaction measure to give a more accurate and relevant indication of the Ministry's performance in relation to key stakeholders. This will be measured through satisfaction feedback from the National Advisory Council on the Employment of Women Chair and members.

## Financial performance

				2023 unaudited budget \$000	2024 unaudited forecast \$000
2022 actual \$000		2023 actual \$000			
<b>DEPARTMENTAL OUTPUT EXPENSES APPROPRIATION</b>					
<b>Improving the Lives of New Zealand Women</b>					
12,468	Crown revenue	12,619		12,619	14,869
234	Other revenue	475		250	250
<b>12,702</b>	<b>Total revenue</b>	<b>13,094</b>		<b>12,869</b>	<b>15,119</b>
<b>9,932</b>	<b>Total expenses</b>	<b>10,166</b>		<b>12,869</b>	<b>15,119</b>
<b>2,770</b>	<b>Net surplus</b>	<b>2,928</b>		<b>-</b>	<b>-</b>

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

# Capital Expenditure Appropriation


(Permanent Legislative Authority)

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

## What we intended to achieve

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

## Measuring our performance against our targets

Key performance measure	Actual performance
Expenditure is in accordance with the Ministry’s annual capital plan.  <i>Target of 100% of expenditure in accordance with the Ministry’s annual capital plan.</i>	 <p><b>Target achieved.</b> (2021/22 Target: Achieved)</p>

## Financial performance

2022 actual \$000		2023 actual \$000	2023 unaudited budget \$000	2024 unaudited forecast \$000
<b>CAPITAL EXPENDITURE APPROPRIATION</b>				
195	Property, plant, and equipment	81	120	40
–	Intangibles	–	–	–
<b>195</b>	<b>Total capital expenditure</b>	<b>81</b>	<b>120</b>	<b>40</b>

# 6 Tauākī pūtea

## Financial statements

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# Ministry for Women Statement of responsibility

FOR THE YEAR ENDED 30 JUNE 2023

## 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 2023 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 Wahine  
Secretary for Women and Chief Executive  
of Manatū Wāhine Ministry for Women

28 September 2023

## Independent auditor's report

### To the readers of Ministry for Women's annual report for the year ended 30 June 2023

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 76, 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 prepared by the Ministry for the year ended 30 June 2023 on pages 47 to 51; and
- the statements of expenses and capital expenditure for the year ended 30 June 2023 on 77 to 78.

### Opinion

In our opinion:

- the financial statements of the Ministry:
  - present fairly, in all material respects:
    - » its financial position as at 30 June 2023; and
    - » its financial performance and cash flows for the year ended on that date; and
  - comply with generally accepted accounting practice in New Zealand in accordance with Public Benefit Entity Standards Reduced Disclosure Regime.
- the performance information of the Ministry on pages 47 to 51:
  - presents fairly, in all material respects, for the year ended 30 June 2023:
    - » what has been achieved with the appropriation; and
    - » the actual expenses or capital expenditure incurred compared with the appropriated or forecast expenses or capital expenditure; and
  - complies with generally accepted accounting practice in New Zealand.
- the statements of expenses and capital expenditure on pages 77 to 78 are presented fairly, in all material respects, in accordance with the requirements of section 45A of the Public Finance Act 1989.
- Our audit was completed on 28 September 2023. 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.

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

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

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

### Responsibilities of the auditor for the information to be audited

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

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

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

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

## Independent auditor's report continued

For the budget information reported in the information we audited, our procedures were limited to checking that the information agreed to the Statement of Intent 2021-2025 and relevant Estimates and Supplementary Estimates of Appropriations 2022/23 and the 2022/23 forecast financial figures included in the Ministry's 2021/22 Annual Report.

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

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

- We identify and assess the risks of material misstatement of the information we audited, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- We obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Ministry's internal control.
- We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Chief Executive.
- We evaluate the appropriateness of the reported performance information within the Ministry's framework for reporting its performance.
- We conclude on the appropriateness of the use of the going concern basis of accounting by the Chief Executive and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Ministry's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the information we audited or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Ministry to cease to continue as a going concern.
- We evaluate the overall presentation, structure, and content of the information we audited, including the disclosures, and whether the information we audited represents the underlying transactions and events in a manner that achieves fair presentation.

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

Our responsibilities arise from the Public Audit Act 2001.

### Other information

The Chief Executive is responsible for the other information. The other information comprises the information included on pages 1 to 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: Code of Ethics for Assurance Practitioners issued by the New Zealand Auditing and Assurance Standards Board.

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



**Ed Loudon**  
KPMG

On behalf of the Auditor-General  
Wellington, New Zealand

## Statement of comprehensive revenue and expense

FOR THE YEAR ENDED 30 JUNE 2023

2022 actual \$000		Note	2023 actual \$000	2023 unaudited budget \$000	2024 unaudited forecast \$000
<b>REVENUE</b>					
12,468	Revenue Crown	2	12,619	12,619	14,869
234	Other revenue	2	475	250	250
<b>12,702</b>	<b>Total revenue</b>		<b>13,094</b>	<b>12,869</b>	<b>15,119</b>
<b>EXPENSES</b>					
5,807	Personnel costs	3	6,840	6,215	8,567
3,997	Operating costs	5	3,160	6,554	6,454
17	Capital charge	4	17	17	17
111	Depreciation/amortisation expense	7	149	83	81
<b>9,932</b>	<b>Total expenses</b>		<b>10,166</b>	<b>12,869</b>	<b>15,119</b>
<b>2,770</b>	<b>Net surplus</b>		<b>2,928</b>	-	-
-	<b>Other comprehensive revenue and expenses</b>		-	-	-
<b>2,770</b>	<b>Total comprehensive revenue and expense</b>		<b>2,928</b>	-	-

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 2023

2022 actual \$000		Note	2023 actual \$000	2023 unaudited budget \$000	2024 unaudited forecast \$000
<b>ASSETS</b>					
<b>Current assets</b>					
4,395	Cash and cash equivalents		4,407	860	1,510
66	Receivables	6	2	50	50
54	Prepayments		33	–	–
<b>4,515</b>	<b>Total current assets</b>		<b>4,442</b>	<b>910</b>	<b>1,560</b>
<b>Non-current assets</b>					
255	Property, plant, and equipment	7	187	336	204
<b>255</b>	<b>Total non-current assets</b>		<b>187</b>	<b>336</b>	<b>204</b>
<b>4,770</b>	<b>Total assets</b>		<b>4,629</b>	<b>1,246</b>	<b>1,764</b>
<b>LIABILITIES</b>					
<b>Current liabilities</b>					
1,184	Payables and deferred revenue	8	803	413	933
2,770	Return of operating surplus	9	2,928	–	–
440	Employee entitlements	11	535	470	470
14	Lease incentive liability	12	2	2	–
<b>4,408</b>	<b>Total current liabilities</b>		<b>4,268</b>	<b>885</b>	<b>1,403</b>
<b>Non-current liabilities</b>					
24	Employee entitlements	11	25	25	25
2	Lease incentive liability	12	–	–	–
<b>26</b>	<b>Total non-current liabilities</b>		<b>25</b>	<b>25</b>	<b>25</b>
<b>4,434</b>	<b>Total liabilities</b>		<b>4,293</b>	<b>910</b>	<b>1,428</b>
<b>336</b>	<b>Net assets</b>		<b>336</b>	<b>336</b>	<b>336</b>
<b>EQUITY</b>					
336	General funds	13	336	336	336
<b>336</b>	<b>Total equity</b>		<b>336</b>	<b>336</b>	<b>336</b>

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 2023

2022 actual \$000		2023 actual \$000	2023 budget \$000	2024 forecast \$000
<b>GENERAL FUNDS</b>				
<b>336</b>	<b>Balance at 1 July</b>	<b>336</b>	<b>336</b>	<b>336</b>
2,770	Total comprehensive revenue and expense	2,928	–	–
(2,770)	Repayment of operating surplus to the Crown	(2,928)	–	–
<b>336</b>	<b>Balance at 30 June</b>	<b>336</b>	<b>336</b>	<b>336</b>

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 2023

2022 actual \$000		2023 actual \$000	2023 budget \$000	2024 forecast \$000
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>				
12,468	Receipts from Crown	12,619	12,619	14,869
304	Receipts from departmental revenue	237	250	250
–	Receipts from other revenue	53	–	–
(4,156)	Payments to suppliers	(3,214)	(6,565)	(8,025)
(5,799)	Payments to employees	(6,746)	(6,185)	(6,990)
(17)	Payments for capital charge	(17)	(17)	(17)
(79)	Goods and services tax (net)	(69)	(100)	(100)
<b>2,721</b>	<b>Net cash flow from operating activities</b>	<b>2,863</b>	<b>2</b>	<b>(13)</b>
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>				
(195)	Purchase of property, plant, and equipment	(81)	(120)	(40)
–	Purchase of intangible assets	–	–	–
<b>(195)</b>	<b>Net cash flow from investing activities</b>	<b>(81)</b>	<b>(120)</b>	<b>(40)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>				
(1,506)	Return of operating surplus to Crown	(2,770)	–	–
<b>(1,506)</b>	<b>Net cash flow from financing activities</b>	<b>(2,770)</b>	<b>–</b>	<b>–</b>
<b>1,020</b>	<b>Net increase/(decrease) in cash</b>	<b>12</b>	<b>(118)</b>	<b>(53)</b>
3,375	Cash at the beginning of the year	4,395	978	1,563
<b>4,395</b>	<b>Cash at the end of the year</b>	<b>4,407</b>	<b>860</b>	<b>1,510</b>

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 2023

### 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 2023 (2022: 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.

2022 actual \$000		2023 actual \$000
	<b>OPERATING LEASE AS A LESSEE</b>	
	The future aggregate minimum lease payments to be paid under non-cancellable operating leases are as follows:	
171	Not later than one year	238
28	Later than one year and not later than five years	210
–	Later than five years	–
<b>199</b>	<b>Total non-cancellable operating lease commitments</b>	<b>448</b>
<b>199</b>	<b>Total commitments</b>	<b>448</b>

The accompanying notes form part of these financial statements.



## Statement of contingent liabilities and contingent assets

AS AT 30 JUNE 2023

### 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 2023 (2022: Nil).

### Contingent assets

The Ministry has no contingent assets at 30 June 2023 (2022: Nil).

*The accompanying notes form part of these financial statements.*

## Notes to the financial statements

FOR THE YEAR ENDED 30 JUNE 2023

### 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 2023 and were approved for issue by the Chief Executive on 28 September 2023.

#### 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.

#### 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 IRD 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.

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

The 2023 budget figures are for the year ended 30 June 2023 and were published in the Ministry's 2021/22 Annual Report.

The 2024 forecast figures are for the year ending 30 June 2024, which are consistent with the best estimate financial forecast information submitted to Treasury for the Budget and Economic Fiscal Update (BEFU) for the 2023/24 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 2024 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 6 April 2023.

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 2024 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 2023/24 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 6 April 2023, 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 60 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 2022/23 was used as the opening position for the 2023/24 forecasts.

The actual financial results achieved for the period ending 30 June 2024 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.

2022 actual \$000		2023 actual \$000
12,468	Revenue Crown	12,619

#### Breakdown of other revenue and further information

##### *Departmental contributions for staff secondments*

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

2022 actual \$000		2023 actual \$000
234	Departmental contributions for staff secondments	422
–	Other	53
<b>234</b>	<b>Total other revenue</b>	<b>475</b>

### 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*

2022 actual \$000		2023 actual \$000
5,621	Salaries and wages	6,671
135	Employer contributions to defined contribution plans	166
46	Increase/(decrease) in employee entitlements	(3)
5	ACC levy	6
<b>5,807</b>	<b>Total personnel costs</b>	<b>6,840</b>

### 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 2023 was 5 percent (2022: 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.

2022 actual \$000		2023 actual \$000
40	Audit fees for audit of financial statements	52
193	Operating lease expense	226
67	Training and conference costs	121
21	Travel expenses	156
490	Professional Fees	829
128	Information & communications	118
384	IT expenses	770
1,974	External relations and grant payments	93
700	Other expenses	795
<b>3,997</b>	<b>Total operating costs</b>	<b>3,160</b>

## 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 2023, no allowance for credit losses was considered necessary.

2022 actual \$000		2023 actual \$000
32	Current	2
34	Past due 1-30 days	–
<b>66</b>	<b>Total</b>	<b>2</b>

## 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.

## Notes to the financial statements continued

### Subsequent costs

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

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

### Depreciation

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

Asset class	Years	Depreciation rate
Computer equipment	3	33%
Office equipment	5	20%
Furniture	5–10	10%–20%
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.



*Breakdown of property, plant, and equipment and further information*

	Computer equipment \$000	Office equipment \$000	Furniture and fit-out \$000	Artwork \$000	Total \$000
<b>COST OR VALUATION</b>					
Balance at 1 July 2021	143	69	628	2	<b>842</b>
Additions	91	39	65	–	<b>195</b>
<b>Balance at 30 June 2022/ 1 July 2022</b>	<b>234</b>	<b>108</b>	<b>693</b>	<b>2</b>	<b>1,037</b>
Additions	61	20	–	–	<b>81</b>
<b>Balance at 30 June 2023</b>	<b>295</b>	<b>128</b>	<b>693</b>	<b>2</b>	<b>1,118</b>
<b>ACCUMULATED DEPRECIATION AND IMPAIRMENT LOSSES</b>					
Balance at 1 July 2021	119	51	501	–	<b>671</b>
Depreciation expense	33	14	64	–	<b>111</b>
<b>Balance at 30 June 2022/ 1 July 2022</b>	<b>152</b>	<b>65</b>	<b>565</b>	<b>–</b>	<b>782</b>
Depreciation expense	57	24	68	–	<b>149</b>
<b>Balance at 30 June 2023</b>	<b>209</b>	<b>89</b>	<b>633</b>	<b>–</b>	<b>931</b>
<b>CARRYING AMOUNTS</b>					
At 1 July 2021	24	18	127	2	<b>171</b>
At 30 June and 1 July 2022	82	43	128	2	<b>255</b>
At 30 June 2023	85	39	61	2	<b>187</b>

## 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

2022 actual \$000		2023 actual \$000
268	Creditors	83
561	Income in advance for cost recovered services	311
115	Accrued expenses	237
240	GST payable	172
<b>1,184</b>	<b>Total payables and deferred revenue</b>	<b>803</b>

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 \$2,928,000. (2022: \$2,770,000).

### 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.

As at 30 June 2023 there are no provisions required to be recognised (2022: Nil).

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

#### 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.

## Notes to the financial statements continued

### Breakdown of employee entitlements

2022 actual \$000		2023 actual \$000
<b>CURRENT PORTION</b>		
159	Accrued salaries and wages	257
270	Annual leave	267
4	Sick leave	4
7	Long service leave	7
<b>440</b>	<b>Total current portion</b>	<b>535</b>
<b>NON-CURRENT PORTION</b>		
24	Long service leave	25
<b>464</b>	<b>Total employee entitlements</b>	<b>560</b>

## 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.

2022 actual \$000		2023 actual \$000
14	Lease incentive liability (current portion)	2
2	Lease incentive liability (non-current portion)	–
<b>16</b>	<b>Total lease incentive liability</b>	<b>2</b>

## 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.

2022 actual		2023 actual
366	Balance as at 1 July	366
2,700	Surplus	2,928
(2,770)	Repayment of operating surplus to the Crown	(2,928)
<b>366</b>	<b>Balance as at 30 June</b>	<b>366</b>

## 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

2022 actual		2023 actual
<b>LEADERSHIP TEAM, INCLUDING THE CHIEF EXECUTIVE</b>		
\$1,645,972	Remuneration	\$1,617,389
7.0	Full-time equivalent staff	6.0

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. The figure reported in 2022 only included the base remuneration and excluded other personnel related costs. The 2022 amount has been re-instated from \$1,431,217 to \$1,645,972 to make it comparable to the total personnel related costs disclosures in 2023.

## 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 \$4,409,000 (2022: \$4,461,000).

Financial liabilities measured at amortised cost comprise payables (excluding income in advance and GST payable). The total value of financial liabilities is \$320,000 (2022: \$383,000).

### 17. Explanations of major variances against budget

Explanation for major variances from the Ministry's original 2022/23 budget figures are as follows:

#### Statement of comprehensive revenue and expense

##### Revenue

Total revenue was higher by \$0.225 million compared to the original budget. This was due to additional departmental funding carried forward from 2021/22.

##### Expenditure

Total expenditure was lower largely due to the underspend against the Mana Wāhine Kaupapa Inquiry programme due to the timing of the scheduling of inquiry processes.

##### Surplus

The surplus of \$2,928 million is largely from the underspend against the Mana Wāhine Kaupapa Inquiry programme.

#### Statement of financial position

##### Current assets and current liabilities

Current assets were higher due to increased cash balances resulting from the underspend against the Mana Wāhine Kaupapa Inquiry programme. Consequently, the current liabilities are higher, representing the provision for repayment of surplus.

#### Statement of cash flows

The net increase in cash from operating activities was higher due to operating surplus arising from delays within the Mana Wāhine Kaupapa Inquiry programme. Consequently, it led to a higher cash balance at 30 June 2023.

## 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 47 to 51.

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

FOR THE YEAR ENDED 30 JUNE 2023

2022 actual \$000		2023 actual \$000	2023 *Approved appropriation \$000	2024 Estimates** \$000
<b>VOTE WOMEN</b>				
<b>Appropriation for departmental output expenses</b>				
9,932	Improving the Lives of New Zealand Women	10,166	13,319	15,119
<b>9,932</b>	<b>Total appropriations for output expenses</b>	<b>10,166</b>	<b>13,319</b>	<b>15,119</b>
<b>Appropriation for capital expenditure</b>				
195	Ministry for Women permanent legislative authority	81	120	40
<b>10,127</b>	<b>Total appropriations</b>	<b>10,247</b>	<b>13,439</b>	<b>15,159</b>

\* Approved appropriation as updated in the Vote Women Supplementary Estimates of Appropriation 2022/23.

\*\* 2024 Estimates as updated in the Vote Women Budget and Economic Fiscal Update (BEFU) for the year 2023/24.

### Statement of cost allocation policies

From financial year 2021 the Ministry had consolidated its appropriation into a single output expenses appropriation. All costs are now directly attributed to this single output appropriation.

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

FOR THE YEAR ENDED 30 JUNE 2023

### Expenses and capital expenditure incurred in excess of appropriation

Nil

### Expenses and capital expenditure incurred without appropriation or other authority

Nil

## Statement of capital injections

FOR THE YEAR ENDED 30 JUNE 2023

### Capital injections

No capital injections were received during the year (2022: Nil).

### Capital injections without, or in excess of, authority

No capital injections were received during the year without, or in excess of, authority (2022: Nil).



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