

Te Pūrongo-ā-Tau

Mō te tau i mutu i te 30 o ngā rā o Pipiri 2021

Annual Report

For the year ended 30 June 2021

2021



Manatū Wāhine
Ministry for Women

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



Te Kāwanatanga o Aotearoa
New Zealand Government



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1 Overview

Chief Executive's overview



Tēnā koutou katoa

The Ministry's vision is that Aotearoa New Zealand is the best place in the world to be a woman or girl, that wāhine succeed as Māori, and that gender is not a barrier to wellbeing.

COVID-19 has impacted on the work that we do to achieve this vision. Our priority over the last year has been to mitigate the effects of the pandemic on women and girls and to plan for future shocks. Significant events have a disproportionate impact on women's lives, their employment and the livelihood of their families and communities. We began work on a cross-Government Women's Employment Action Plan to address barriers in the workforce that make women more vulnerable and ensure that, as a country, we recover and are insulated against further shock events.

Alongside this, we continued to achieve our core deliverables for women. We met the Government's goal of women comprising 50 percent of public sector boards and committees, led the Government's response to the Mana Wāhine Kaupapa Inquiry before the Waitangi Tribunal, released research on Pacific men and women in business, and

continued to support other initiatives across Government that benefit women.

I am pleased to present my first Annual Report. As we look ahead, responding to COVID-19 will remain a core priority alongside our continued focus on wāhine Māori. We are reviewing our Statement of Intent to ensure these priorities are adequately captured and guide our work over the next four years.

I would like to acknowledge Renee Graham for her leadership of the Ministry over the previous four years. Thank you to all of the Ministry staff and the stakeholders we work with. We are grateful for your ongoing commitment to improving women's and girls' lives in Aotearoa New Zealand.

Me mahi tahi tātou mō te oranga o te katoa.

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

Kellie Coombes

Acting Secretary for Women and Chief Executive
Te Tumu Whakarae mō te wahine

Highlights for the year

In response to the impact of COVID-19 on women, we sought and gained funding from Government for community support groups experiencing additional financial pressure. We allocated the \$2 million COVID-19 Community Fund across 155 community support groups, providing a wide range of support services for women and girls in Aotearoa New Zealand. Over 10,000 women and their families directly benefited from the additional funding.

We delivered the *Building Resilience for Women: COVID-19 and Beyond* Cabinet paper, in which we provided recommendations on addressing the social and economic impacts of COVID-19 on women. Cabinet agreed to monitor take-up of existing employment and training initiatives, and to develop a Women's Employment Action Plan to ensure that women are better placed in any future labour market shocks.

We began work on the Women's Employment Action Plan, particularly targeting women who are marginalised in the labour market.

Our Joint Roopū with Te Puni Kōkiri continued to lead the Government's response to the Mana Wāhine Kaupapa Inquiry before the Waitangi Tribunal. This included participation in the first three tūāpapa (contextual) hearings, seeking funding so wāhine could participate in the hearings, and setting up a group to consider what research is required.

The Joint Roopū completed an all-of-government stocktake to identify current government initiatives, policies and programmes that are relevant to, and have the potential to contribute to, outcomes for wāhine and kōtiro Māori. This stocktake will inform the further development of a cross-government policy work programme that responds to the key issues raised in the claims in the Mana Wāhine Kaupapa Inquiry.

We completed the *Pacific Women and Men in Business* report, in partnership with the National Advisory Council on the Employment of Women (NACEW) and the Ministry for Pacific Peoples. This report provided information for the first time on the economically sustainable business activity of Pacific women and men, as a benchmark of Pacific business before COVID-19.

We met the Government's goal of women comprising 50 percent of public sector boards and committees by 2021, with women occupying 50.9 percent of these roles as at 31 December 2020.

As part of the Gender Pay Taskforce Te Rōpū Whakarite Utu Ira Tangata, we supported implementation of the *Public Service Gender Pay Gap Action Plan 2018–20* by all public service departments. Departments have applied Taskforce guidance, developed in collaboration with unions, on equal pay, flexible work, and removing gender bias from recruitment, career progression and remuneration.

We represented the voice of Aotearoa New Zealand's women and girls in international fora, including United Nations Commission on the Status of Women events; upheld New Zealand's values in UN negotiations; brought gender into trade discussions; met bilaterally with officials in other countries to exchange best practices, lessons and challenges; and supported Ministers to represent New Zealand internationally.

We hosted the first Policy Partnership on Women and the Economy (PPWE) session for APEC in May 2021, which brought together the 21 members to discuss and share best practice on initiatives for women's economic empowerment.

Women in Aotearoa New Zealand 2021

Demographics

There are 2.5 million women in Aotearoa New Zealand – around

50.7%

of the total population

Ethnicity of women (Census 2018)

71% European	8% Pacific
17% Māori	1% Middle Eastern, Latin American or African
15% Asian	

Age

The **median age of women** (38.6 years) **is higher** than that of men (36.4 years), because women tend to live longer: **the older the age group, the higher the proportion of women.**

Population by age group and sex as at Census 2018



Education

83%

of girls left school with NCEA level 2 or higher,

compared with
78.8%
of boys

68.2% of Māori girls left school with NCEA level 2 or higher, compared with **65.2%** of Māori boys.

64.3%

of those who gained tertiary certificates and diplomas were women.

24%

of all female tertiary graduates were wāhine Māori.

15.5% of tertiary graduates overall were wāhine Māori.

64.3%

of those who gained bachelor degrees and above were women.

13.1%

of women who gained bachelor degrees and above were wāhine Māori.

8.5% of all those who gained bachelor degrees and above were wāhine Māori.

In the years after graduation the **earnings of men steadily outpace those for women,** even within the fields with the highest numbers of women graduates.

These statistics were sourced from releases provided by Stats NZ (Census 2018, Household Labour Force Survey June 2021, Abridged Period of Life Tables 2017-2019, Labour Market Statistics for Disability June 2021), the Ministry of Social Development (Benefit Fact Sheets June 2021), the Ministry of Education (from the Education Counts statistics pages), Te Kawa Mataaho Public Service Commission (Public Service Workforce Data 2020), and the NZX (Gender Diversity Statistics, September 2020).

Women in the labour force

As at June 2021:

- **66% of women** (1,366,000) were in the labour force – either working or looking for work – compared with 76% of men (1,528,000). This is largely because of the unequal division of caregiving responsibilities.
- **50% of working women** (617,100) were employed in:
 - Health Care and Social Assistance (238,000 women)
 - Retail Trade and Accommodation (218,300 women)
 - Education and Training (160,800 women).
- **69% of part-time workers** are women.
- **29% of all working women** work part time.
- **31% of all working women** are mothers of dependent children.

Governance and leadership

In 2020, women:

- held **53.2% of positions in the top three tiers** of leadership in the public service
- made up **50% of public service Chief Executives**
- held **22.5% of board roles on NZX-listed companies**
- held **50.9% of public sector board and committee roles** appointed through the Appointments and Honours Cabinet process and
- wāhine Māori made up **12.2% of public sector board members**, and **23.7% of all female board members**.

Benefits

Women make up the **majority of benefit recipients**.

45% of Jobseeker Support recipients are women (84,882 out of 190,260).

91% of Sole Parent Support (SPS) recipients are women (60,159 out of 65,967).

Over **200,000 dependent children** are supported by benefits, with over **134,000** being supported by SPS. However as at Census 2018, nearly 60% of sole mothers were working, with 40% working full time.

Gender pay gap

Aotearoa New Zealand's gender pay gap was

9.1%

The gender pay gap measures the difference between men's median hourly earnings and women's. In 2020:

Men's median earnings were **\$29.00** and women's **\$26.37**.

Women's ethnicity	Median hourly earnings	\$ difference from all men's earnings	% GPG from all men's earnings
All ethnicities	26.37	\$2.73	9.1%
European	\$27.33	\$1.67	5.8%
Māori	\$24.93	\$4.07	14.0%
Pacific	\$23.02	\$5.98	20.6%
Asian	\$25.50	\$3.50	12.1%

Disabled women's pay gap with disabled men was **10.6%**, and disabled women's pay gap with non-disabled men was **15.5%**.

The public service gender pay gap was **9.6%**, (down from **10.5%** in 2019).

Unemployment

4.3% of all working women are unemployed, compared with **3.8% of working men**.

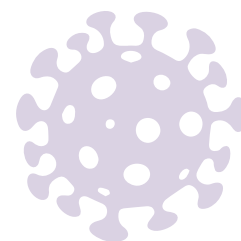
9.0% of the wāhine Māori labour force are unemployed.

9.3% of the Pacific women labour force are unemployed.

More than twice as many women as men say they are underemployed (not working as many hours as they'd like).

COVID-19 recovery: supporting women

The Ministry continued to focus on ensuring the effects of COVID-19 on women were at the forefront of the Government's response and the interests of women were included in recovery and revitalisation strategies.



Women, especially Māori and Pacific women, experienced disproportionate economic and social impacts as a result of COVID-19.

Household Labour Force Survey data shows that over two-thirds of the fall in employment between March and September 2020 was in female employment. While the March 2021 quarter Survey found that the gap in unemployment rates between women and men had closed, there has been an increase in underutilisation, particularly in terms of underemployment for women working part-time. Twice as many women as men are underemployed.

Sectors that have experienced the most job losses as a result of COVID-19 are in retail, accommodation, hospitality, and administration and support services – industries where over one-in-four women work.

Wāhine Māori, Pacific women, disabled women, former refugees and ethnic women, sole parents, and older women are most affected by barriers to employment. Without specific interventions targeting women, in particular wāhine Māori and Pacific women, gaps in the immediate response and recovery programme risked further entrenching, or exacerbating, existing inequalities.

Women's Employment Action Plan

In early 2021 we delivered advice to Government about the social and economic impacts of COVID-19 on women and how to address these. In the *Building Resilience for Women: COVID-19 and Beyond* Cabinet Paper we recommended a series of potential actions to address the immediate and longer-term impacts of COVID-19 on women's employment.

Cabinet agreed to the development of a Women's Employment Action Plan (WEAP), as part of the All-of-Government Employment Strategy. We are leading development of the WEAP, which will address the structural changes needed in the labour market to allow women to achieve their potential, particularly women who are marginalised in the workforce. We will identify actions to support women to participate in training and employment, with an emphasis on sustainable employment and removing barriers to women's training and employment opportunities.

Improving employment support for women is also an important way to improve wellbeing for whānau and children.

Our long-term aim is to prevent women's employment being unequally affected by future social and economic shocks, which in turn will improve the resilience of families and communities.

COVID-19 Community Fund: Helping women and girls in Aotearoa New Zealand through a time of crisis

As a result of COVID-19 and lockdown, community organisations that supported women and girls were under financial pressure, from increased demand for services or a shortfall of funding, at a time when some people needed their help more than ever. We sought and gained a total of \$2 million funding from the Government's COVID-19 response package to support these groups.

We received just under 500 applications to the COVID-19 Community Fund for funding totalling more than \$13 million. Assisted by two NGO representatives, we awarded funding to 155 community groups from across Aotearoa New Zealand. Successful applicants provided a wide range of services including support for:

- women with mental health issues
- women experiencing violence
- homeless women
- pregnant women
- community connection
- single mothers who had lost their jobs
- marginalised women and girls, providing essential supplies such as food, nappies, period products and blankets
- kaupapa Māori services
- volunteers who support women and girls.

Over 10,000 women and their families directly benefited from the funded projects. A full list of the recipient community groups and the outcomes achieved is available on the Ministry's website – [women.govt.nz](https://www.women.govt.nz).

Rachel's House Trust

In 2020 Rachel's House Trust in Canterbury was awarded \$10,000 from the COVID-19 Community Fund to provide additional support to isolated young mothers.

The funding ensured continuation of the organisation's core service by subsidising the wages of the organisation's Manager and Support Worker for 110 additional hours. This provided clients with more support, connection and advocacy services. This included provision of food, phones and fuel vouchers for many clients and their tamariki. It meant they could communicate with, and travel to connect with, staff, mentors and other young parents. They also held 17 playgroups for 'mums and minis'. This provided a safe, supportive and respectful environment for young families to experience a sense of belonging, whilst being encouraged, educated and empowered. Further 'Character Values' and parenting workshops supported young mums and parents, with childcare provided to allow the parents to attend.

The grant also supported the counselling costs of six clients for six sessions each. One-on-one counselling sessions were transformational for these clients, enabling them to identify issues, discuss how to move forward and set goals. Young parents made positive permanent changes to their lives, meaning their families have become stronger and more independent.

2

Who we are
and what
we do



Our role and purpose

We are the Government's principal advisor on improving the lives of Aotearoa New Zealand wāhine women and kōtiro girls. Our vision is that Aotearoa New Zealand is a great place to be a woman or girl, that wāhine Māori succeed as Māori, and gender is not a barrier to wellbeing.

Our focus

To achieve our vision, we focused on achieving three strategic outcomes:

- the contribution of all women and girls is valued
- all women and girls are financially secure and can fully participate and thrive
- all women and girls are free from all forms of violence and harassment.

These outcomes indicate a widening of our focus, to better serve more Aotearoa New Zealand women and girls.

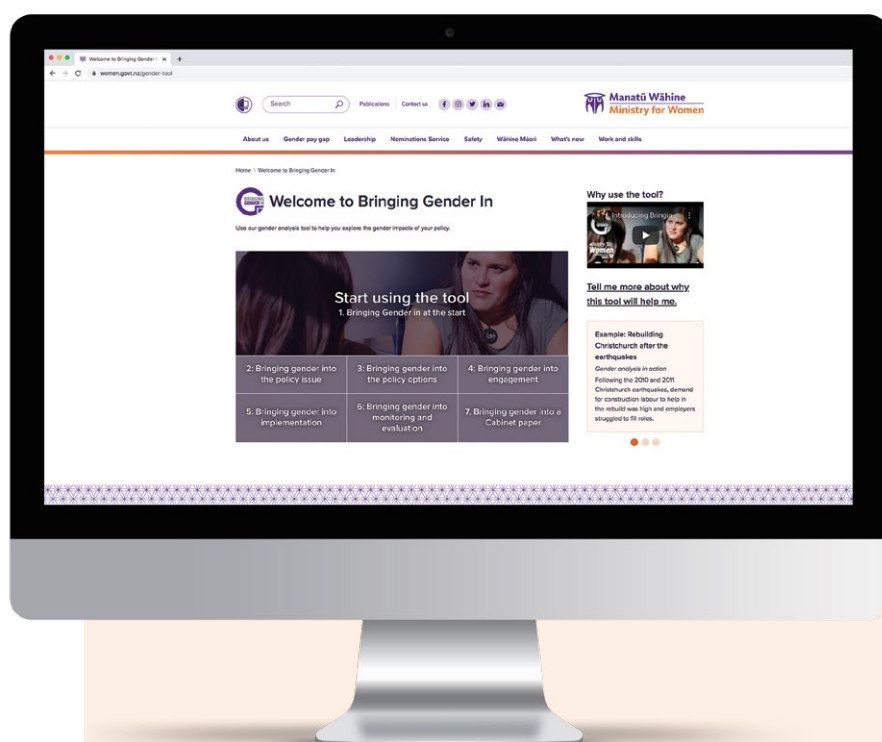
Our strategy

We have three strategies that drive our approach. We:

- lead work that improves outcomes for all women and girls
- increase our leadership and impact (in both government and wider society)
- deliver excellence and grow our reputation.

The first two strategies determined what we worked on and how we did it. The third was about building our capability to provide good advice and enhancing the service we provided to our stakeholders, partners and women of Aotearoa New Zealand.

Underpinning these strategies were our organisational behaviours and key principles. Our internal behaviours and principles complemented our public service values set out in the Public Service Act 2020.



Bringing Gender In

Bringing Gender In is an easy to use tool that allows policy makers to easily analyse whether they are including a gender perspective on their policy development. We're encouraging its use across government with training sessions with several other agencies.

3

What we did
and how well
we did it



Working across government

We are one of the smallest government agencies, so it is imperative that we partner, influence and collaborate across government.

In 2020/21 we:

- coordinated the Government's response to the Mana Wāhine Kaupapa Inquiry, together with Te Puni Kōkiri and the interdepartmental steering and working groups
- joined together with representatives from Mana Wāhine Kaupapa Inquiry claimants, claimant counsel, Crown Law office and the Waitangi Tribunal to form the Joint Research Committee – a unique collaborative model to explore research gaps as part of the inquiry process
- measured gender and ethnic diversity on public sector boards and committees, partnering with the Office of Ethnic Communities (now Ministry for Ethnic Communities) and the Ministry for Pacific Peoples
- provided advice to the Ministry of Education to assist with the implementation of free access to period products for school students
- worked with the Ministry of Business, Innovation and Employment to champion pay equity
- led work, through the Gender Pay Taskforce, with Te Kawa Maataho Public Service Commission, to address gender pay gaps and pay equity in the public service
- contributed to work on preventing family and sexual violence, with the Joint Venture Business Unit (Ministry of Justice)
- initiated development of the Women's Employment Action Plan
- mainstreamed gender into trade activity and research as well as international policy, with the Ministry of Foreign Affairs and Trade.



The contribution of all women is valued

Aotearoa New Zealand's success as a country is dependent on unlocking the contribution of all our people, both women and men, across all aspects of society.

The outcomes we seek in this area are:

- better understanding, recognition and visibility of women's contribution in paid and unpaid work
- strengths of wāhine Māori and their roles are recognised
- recognition in government policies and services of the diversity of Aotearoa New Zealand women
- women's representation in leadership and government is increased
- Aotearoa New Zealand's international reputation is enhanced.

Better understanding, recognition and visibility of women's contribution in paid and unpaid work

We continued developing policy thinking on unpaid work, advising about findings on unpaid work from recent surveys and supporting research to better understand gender norms around unpaid work in Aotearoa New Zealand.

We are focused on promoting a more equal approach to sharing unpaid care work between men and women. Aotearoa New Zealand's current parental leave system does not support specific paid leave for fathers or partners. Research shows that fathers who take paternity or parental leave are more likely to share domestic responsibilities.

We highlighted women's contributions through the New Zealand Honours system, which biannually recognises exceptional achievements or service by New Zealanders. In the 2021 Queen's Birthday Honours women received 52 percent of the awards, recognising the immense contribution women make to our community and society. Across the two rounds of nominations, 20 women proposed by our Nominations Service to the Minister for Women received an Honour.

Strengths of wāhine Māori and their roles are recognised

We continued to strengthen our focus on recognising the roles of wāhine Māori and their contributions to Aotearoa New Zealand.

The Mana Wāhine Joint Roopū, established in 2019 and led by the Ministry and Te Puni Kōkiri, provides the Ministry with resource dedicated to pursuing the dual aims of:

- coordinating the Crown's response to the Mana Wāhine Kaupapa Inquiry
- working with government agencies to improve outcomes for wāhine and kōtiro Māori and their whānau.

The Mana Wāhine Kaupapa Inquiry

The Mana Wāhine Kaupapa Inquiry examines claims alleging prejudice against wāhine Māori arising from breaches of Te Tiriti o Waitangi, in both historical and contemporary times. At the heart of all the claims is the loss of rangatiratanga and the social, economic, environmental and cultural loss that has occurred as a result.

To support the Inquiry, the Joint Roopū:

- developed (with cross-agency research and data specialists) the foundational structure for a shared research agenda, including tikanga, purpose statements and critical success factors
- agreed terms of reference with claimant coordinating counsel for a Joint Research Committee (JRC) and participated in JRC meetings with claimant representatives, claimant counsel, Waitangi Tribunal and Crown Law representatives
- developed funding frameworks to support claimant representatives to attend JRC meetings and to meet

reasonable costs of claimant witnesses presenting their evidence at hearings

- continued working with Te Arawhiti the Office of Māori Crown Relations to encourage a public sector approach to claimant funding across kaupapa inquiries
- led the government response and participation in the first three tūāpapa (contextual) hearings in February and July 2021
- coordinated the Crown response in conjunction with Crown Law to various Judicial Conferences and provided further updates to the Waitangi Tribunal and claimants.

Working with government agencies to improve outcomes for wāhine and kōtiro Māori and their whānau

The Joint Roopū completed an all-of-government stocktake to identify current government initiatives, policies and programmes that are relevant to, and have the potential to contribute to, outcomes for wāhine and kōtiro Māori. This stocktake will inform the further development of a cross-government policy work programme that responds to the key issues raised in the claims to the Mana Wāhine Kaupapa Inquiry. The Joint Roopū is leading this development work in conjunction with wider public sector agencies.

We commissioned and researched a soon to be published report on the history of the Ministry and, in particular, the Māori policy group Te Ohu Whakaturu, detailing the Ministry's involvement with wāhine Māori. This report will inform future considerations in our relationships with wāhine Māori.

Over this period we also completed the Wāhine Māori Data Sources Stocktake, which collated current government data sources relevant to wāhine Māori

across eight topics. The stocktake describes the data sources and their custodianship, and provides links to the sources for users to access. The Wāhine Māori Data Sources Stocktake is available on our website www.women.govt.nz

We began implementation of an engagement strategy to support relationships with priority groups, partners and stakeholders, including wāhine Māori and roopū wāhine, to ensure that their voices are heard and reflected in public sector work.

Recognition in government policies and services of the increasing diversity of Aotearoa New Zealand women

Using data to highlight the diversity of women

We completed the *Pacific Women and Men in Business* report, in partnership with the National Advisory Council on the Employment of Women (NACEW) and the Ministry for Pacific Peoples. This report provided information for the first time on the economically sustainable business activity of Pacific women and men, as a benchmark of Pacific business before COVID-19. It provides visibility of Pacific people in business and improves understanding of the diversity of their business activities, where they are and what they do. This information adds to government's evidence about Pacific business owners and the characteristics of their businesses.

In January 2021 we updated our *What's My Gender Pay Gap?* online tool with the latest gender pay gap data, using figures from Stats NZ's Household Labour Force Survey. Users can see how factors such as age, region, field of study and industry affect their gender pay gap, with links to resources on how to identify and close gender pay gaps.



Women on boards reach new heights

Women's representation on public sector boards and committees reached an all-time high of 50.9 percent. Wāhine Māori currently hold 54.9 percent of board roles held by Māori, while Pacific women hold 61.5 percent of board roles held by Pacific board members.

Increased representation of women in governance and leadership

Good governance is crucial to Aotearoa New Zealand's future decisions, especially as we continue to recover from COVID-19. Diversity in membership supports boards and committees to be agile, relevant, connected and better equipped to make the right decisions with longer lasting benefits for their communities.

Our Nominations Service advises women enrolled on our nominations database about vacancies on public sector boards and committees, matching specified skills, backgrounds and levels of experience with the roles advertised, and supports their applications if they decide to apply. There are more than 400 public sector boards and committees in New Zealand, with around 800 appointments made each year.

Our Nominations team received 193 requests for candidates in the period 1 July 2020 to 30 June 2021. We forwarded these vacancies to 1,362 women for their consideration.

As at 31 December 2020, women made up 50.9 percent of public sector boards and committees, with 1,340 women holding roles on public sector boards and committees. This met Government's target of women comprising 50 percent of public sector boards and committees by 2021. Women made up 40.0 percent of board chairs.

In 2020, women made up 53.2 percent of the top three tiers of the public service, and half of its chief executives.

The Ministry works collaboratively with the Champions for Change (a group of private sector organisations committed to diversity) and the Institute of Directors to encourage change in the private sector and promote diversity on boards. In September 2020, women held only 22.5 percent of board director roles and 25.4 percent of senior leadership positions in New Zealand Stock Exchange (NZX) listed companies.

Although the target of 50 percent women on public sector boards and committees has been achieved, it is critical that we do not lose the momentum that has been built in previous years. With continued support across government, we will work to maintain women's representation at a minimum of 50 percent and to specifically increase representation for wāhine Māori, Pacific women and other ethnically diverse women.

Representation of New Zealand's diverse population on public sector boards and committees

Manatū Wāhine Ministry for Women and Te Kawa Mataaho Public Service Commission led cross-government work to support diversity and inclusion on public sector boards and committees. There is still more work to be done before these boards and committees truly reflect the diverse communities they serve.

We collaborated with the Office of Ethnic Communities (now the Ministry for Ethnic Communities) and the Ministry of Pacific Peoples, to collect data and report on representation for Māori, Pacific Peoples and other ethnicities in the *2020 Stocktake of Gender, Māori, Pacific and Ethnic Diversity on Public Sector Boards and Committees*. The 2020 stocktake provided a snapshot as at 31 December 2020 and gave us better information about the gender and ethnic makeup of our boards and committees.

Board and committee members identifying as Māori held 22.3 percent of public sector boards and committee roles, (up from 21.1 percent reported in the 2019 stocktake), with wāhine Māori holding 12.2 percent of roles.

Pacific representation stood at 5.4 percent, (up from 4.6 percent in the 2019 stocktake), with 61.6 percent of these roles being held by Pacific women. Of the 50 Ministerial portfolios, 26 had no representation of Pacific people across their boards and committees.

The representation from other ethnic communities was 4.7 percent, a 0.5 percentage point increase from the 4.2 percent reported in the 2019 stocktake. These ethnicities include people from Asian, Continental European, Middle Eastern, Latin American and African descent, who represent roughly 20 percent of our population.

We will continue to work to build capability for members of diverse communities to support them to be ready to serve on boards, and provide upskilling and networking opportunities for potential candidates.

To encourage greater diversity across the public service we support the MBIE Tupu Tai programme, which gives Pacific students work experience in the public sector. In 2020 we welcomed our fourth Tupu Tai intern, who carried out qualitative research to explore three Pacific women's experiences of leadership.

Recognition of the achievements of Aotearoa New Zealand's diverse women

We are committed to increasing recognition of the contributions of Aotearoa New Zealand's diverse women, through sponsorship of awards and conferences for women. This not only showcases the growth and achievements of New Zealand women, but also increases visibility of our work, and provides opportunities for us to partner with others to increase our impact in our strategic outcome areas.

In 2020/21 we sponsored:

- the Public Policy category of the Women of Influence Awards, recognising women leading in the public service across Aotearoa New Zealand
- the Emerging Business award for rural women entrepreneurs at the NZI Rural Women NZ Business Awards, showcasing and promoting women starting their own businesses by lifting profiles in business networks and media
- the Young Pasifika Female of Influence award at the Pacific Cooperation Foundation Pacific Youth Leadership Awards, acknowledging and encouraging the contribution and achievements of our emerging young Pacific women leaders
- the Federation of Māori Authorities' Huihuinga Wāhine Māori Women's Leadership Summit held on 11 April 2021, a showcase of Māori women leaders and decision-makers.

Enhanced international reputation of Aotearoa New Zealand

Aotearoa New Zealand is signatory to a number of international agreements on the status of women and gender equality, such as the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), Sustainable Development Goal (SDG) 5: Gender Equality, and Beijing Declaration and Platform for Action.

We lead the Government's international reporting obligations in relation to the status of women and build our expertise on gender issues through collaboration with officials in other jurisdictions, sharing our experience and learning from others. We promote and protect the interests and wellbeing of women in international fora, and promote the development of domestic policy that is consistent with international responsibilities of Aotearoa New Zealand in relation to the status of women. By demonstrating our commitment and contributing on the world stage, we enhance both our own reputation, and that of Aotearoa New Zealand overall.

We supported Aotearoa New Zealand's participation in the annual United Nations Commission on the Status of Women (CSW) session, held virtually this year and contributed to events and the formulation of the Concluding Statement. We also profiled the Mana Wāhine Kaupapa Inquiry and the indigenous impact of COVID-19 at a virtual Canadian CSW side event.

We co-led and participated in trade negotiations alongside the Ministry of Foreign Affairs and Trade (MFAT), to ensure women are specifically represented in upcoming free trade agreements. We also supported MFAT's delivery of the Global Trade and Gender Arrangement to improve gender equality and women's economic empowerment.

We met with our counterparts from Canada, Australia and the United Kingdom (the 4GE "Four Gender Equality" group) to discuss common policy issues and share insights on gender policy across jurisdictions. This group was formalised in early 2021 as a twice yearly CEO-level meeting of the four countries.

We collaborated with NGOs on international issues and convened three meetings of our International Women's Caucus,¹ a forum for government agencies, NGOs and individuals to work collaboratively on international issues relevant to the interests and wellbeing of women.

Asia-Pacific Economic Cooperation (APEC)

APEC is a regional economic forum established in 1989 to leverage the growing interdependence of the Asia-Pacific. APEC's 21 members aim to create greater prosperity for the people of the region by promoting balanced, inclusive, sustainable, innovative and secure growth and by accelerating regional economic integration.

The goal of APEC's Policy Partnership on Women and the Economy (PPWE) is to advance the economic integration of women in the APEC region for the benefit of all members and to coordinate gender activities across other APEC working groups.

1 Members of this group include over 40 organisations across Aotearoa New Zealand working on outcomes for women.

APEC 2020

In 2019, APEC endorsed development of the La Serena Roadmap for Women and Inclusive Growth (2019–2030) to encourage initiatives across all of APEC’s workstreams to advance gender equality and women’s economic empowerment.

In 2020, we led Aotearoa New Zealand’s input into the successful development of the implementation plan for the Roadmap and reported on this to the Economic Committee of Senior Officials.

We achieved APEC endorsement for a Gender data for structural reform project, focusing on internationalising our Bringing Gender In tool to support gender perspectives across public and private sectors in APEC countries. We received wide support from a number of countries to implement the project, delivery of which is scheduled for 2021/22.

Each year the APEC host works together with the PPWE and the APEC Business Advisory Council to hold the Women and the Economy Forum (WEF), during which APEC ministers, senior business leaders and experts take stock of actions underway to progress APEC’s women and the economy agenda. In September 2020, we led engagement in WEF. We presented Aotearoa New Zealand’s actions to promote economic empowerment for women and girls, with a focus on the effects of COVID-19.

The Ministry’s former Chief Executive Renee Graham was elected Chair of the PPWE programme for 2021

and 2022. She met with Australian counterparts to discuss Aotearoa New Zealand’s APEC host year, exploring areas of mutual interest within our policy programmes and opportunities to work together, and co-chaired two virtual APEC meetings.

Aotearoa New Zealand is the virtual host of APEC 2021 and we have led the women-specific meetings, including the development and hosting of the first round of official-level PPWE meetings. The first meeting was held in May 2021, when panellists shared presentations on their economies’ efforts to increase digital and financial inclusion of women and girls as part of their COVID-19 responses.

We also participated in a number of wide ranging panels, seminars and conferences related to APEC, as expert panelists or key note speakers, including discussions on public–private collaboration to empower women.

We are leading the co-ordination of the PPWE Mandate Renewal Terms of Reference, working closely with the APEC Secretariat and economies.

We have also planned, developed, and are preparing to host, the second round of meetings for officials, culminating in the Ministerial-level Women and the Economy Forum (WEF). As hosts, we are leading the development and negotiation of a Ministerial-level statement for the WEF, agreed by all 21 APEC members, to be delivered in September 2021.



The contribution of all women and girls is valued

- The Ministry’s gender and ethnicity stocktake showed that the Government’s goal of women comprising **50 percent** of public sector boards and committees has been achieved.
- The joint Roopū with Te Puni Kōkiri coordinated the response to the Mana Wāhine Kaupapa Inquiry and work to **improve outcomes for wāhine Māori**.
- The Ministry provided training to several government agencies on **Bringing Gender In**, a gender analysis tool, to increase gender advice in policy development.
- The Ministry represented Aotearoa New Zealand at **APEC Women and the Economy Forum in 2020**, held the first **2021 Policy Partnership on Women and the Economy** meeting, and prepared to host the women’s economic empowerment aspects of New Zealand host year for **APEC in 2021**.

All women and girls are financially secure and can fully participate and thrive

Women need equal opportunities to realise their strengths and participate fully in their local communities and wider society. Women are less financially secure and participate in the labour force less than men – and that is more pronounced among Māori and Pacific women.

The outcomes we seek in this area are:

- reduced disparity of outcomes for and among women through:
 - contributing towards closing the gender pay gap
 - assisting with implementing changes to address pay equity
- increased visibility of women's contribution in society through media and online channels
- dismantling of stereotypes and barriers that discourage women and girls from participating and thriving in non-traditional fields of work and study
- understanding working conditions for women, including wāhine Māori, Pacific women, disabled women, transgender women, migrant women and young women in all areas of employment
- increased access to high-quality childcare
- improved quality and accessibility of health services for women
- stronger awareness of experiences of older women.

Reduced disparity of outcomes for and among women

Contributing towards reducing the gender pay gap

The gender pay gap is a high-level indicator of the difference between women and men's earnings, comparing hourly earnings of women and men in full and part-time work.

Ensuring women's pay reflects their skills, efforts and responsibilities, and is not negatively affected by their gender, is a priority for Government, public service chief executives and State sector leaders.

The Gender Pay Taskforce Te Rōpū Whakarite Utu Ira Tangata, jointly governed and funded by the Ministry and Te Kawa Mataaho Public Service Commission, focuses on eliminating the gender pay gap in the public service and supporting the efficient progress of pay equity claims in the State sector.

As part of the Taskforce, we supported implementation of *The Public Service Gender Pay Gap Action Plan 2018-20* by all public service departments. Departments have applied Taskforce guidance, developed in collaboration with unions, on equal pay, flexible work, and removing gender bias from recruitment, career progression and remuneration. The Taskforce has also released a suite of guidance to support best practice for pay equity claims processes.

In combination, *The Public Service Gender Pay Gap Action Plan*, pay equity settlements and lifting low pay in the public service have seen the public service gender pay gap fall to 9.6 percent – the lowest gap since measurement began 20 years ago. In 2020, the proportion of women in the top three tiers of leadership in the public service rose to 53 percent, its highest ever. While the public service gender pay

gap has been falling, the national gender pay gap has been around 9.5 percent since 2017.

Importantly, in the public service and national workforces, gender pay gaps are much larger for wāhine Māori, Pacific women and women of non-European ethnicities than for European women. Closing these gaps will be the focus of the Taskforce's future work with Departments and the wider public service.

We initiated the *Skill up for Pacific women in the Public Service* project, which investigated the barriers to advancement for Pacific women in the public service. The project is now at its implementation phase with the Ministry of Social Development (MSD) as the lead agency. The Ministry will be part of the officials' advisory group.

Implementing changes to address pay inequity

Pay inequity stems from the segregation of work into 'typically male' occupations and the roles considered to be 'women's work', and the differences in pay between these types of roles.

The Equal Pay Amendment Act (2020), passed by Parliament in August 2020, is a significant achievement for Aotearoa New Zealand women. The Act improves the process for raising and progressing pay equity claims, and prevents discrimination in the pay and employment terms and conditions for work done within female-dominated jobs. Moving pay equity discussions from the court room to the bargaining table will make it easier for women to ensure they are paid fairly for their work.

We supported the Minister for Women on the passage of the Act and prepared for the implementation of the Act that came into force on 6 November 2020.

We developed guidance, in partnership with the Ministry for Business, Innovation and Employment (MBIE), about the new requirement for agencies to consider how procurement decisions can be used to create quality employment opportunities for New Zealanders. Women were identified as a group agencies must consider.

Increased visibility of women's contribution in society through online channels

The Ministry uses social media and online channels to showcase the work we do, promote Government announcements related to women, and highlight significant contributions and success of Aotearoa New Zealand's women. Our follower numbers continue to grow steadily, and we recently celebrated reaching 16,000 followers on LinkedIn.

The Ministry uses its website for tools to illustrate evidence and show progress for women of Aotearoa New Zealand. The CEDAW monitoring tool and the *What's My Gender Pay Gap?* tool are examples where users can explore a topic and find out more detail. The Ministry also uses the website and social media to create discussions on key topics, for example, on approaches to unpaid work, and on solutions for women in the COVID-19 recovery.



Dismantling stereotypes and barriers that discourage women and girls participating and thriving in non-traditional fields of work and study

We collaborated with partners in the construction industry to develop booklets to attract more women into trades and to encourage employers to hire women. The booklets were distributed to trade membership organisations, trade groups and schools across Aotearoa New Zealand.

Supporting increasing access to high-quality childcare

We commissioned research from Motu, a research agency, into the long-term employment impacts for mothers unable to access affordable childcare. We have shared initial findings from this research with EET and MSD and it informs our work on the Women's Employment Action Plan (WEAP).

Contributing to measures that improve quality and accessibility of health services for women

In the last year, we continued work with the Ministry of Education to contribute to its period poverty initiatives. Improving menstrual health management can substantially improve girls' education, health and wellbeing. In June 2020, the Prime Minister and Minister for Women jointly announced a \$2.6 million programme with the Ministry of Education providing free period products to schools. The roll-out began in Term 3 2020 at 15 Waikato schools and was expanded to all state and state-integrated schools on an opt-in basis in June 2021. The Ministry used its social media channels to create awareness of this scheme and invite schools to opt-in.

Global gender gap report

The World Economic Forum's Global Gender Gap Report benchmarks 156 countries on their progress towards gender parity in: Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment. The 2020 report ranked Aotearoa New Zealand fourth, up from sixth position the year before.



**STRATEGIC
OUTCOME**

02

All women and girls are financially secure and can fully participate and thrive

- The Ministry co-developed with the Ministry of Business, Innovation and Employment (MBIE) the **pay equity legislation** that was enacted in November 2020.
- As part of the Gender Pay Taskforce, the Ministry continued implementing the **action plan to eliminate the gender pay gap** in the public sector and this contributed to a public sector gender pay gap (using the median) of 9.6 percent as at 30 June 2020 – its lowest level since measurement began in 2000.

All women and girls are free from all forms of violence and harassment

Despite a focused effort across government for a number of years in this outcome area, rates of family violence and sexual violence remain high and unacceptable. Women are more likely than men to suffer abuse from a partner, including repeat victimisation, and are more likely to suffer sexual violence.

The outcomes we seek in this area are:

- all women and girls feel safer and there is a reduction in gender-based violence
- increased awareness of those disadvantaged or at greater risk of harm.

All women and girls feel safer and there is a reduction in gender-based violence

The Government has invested significantly in family violence prevention. To tackle this issue, we work with the Government's Joint Venture for Family Violence and Sexual Violence (the JV), a collaboration between 10 government agencies and based within the Ministry of Justice. We are an associate member of the JV's Chief Executives Group and Deputy Chief Executives Group.

The JV is developing a national strategy and action plan to eliminate family violence and sexual violence. A Ministry official has supported the national Family Violence Prevention Engagement process, in particular, with engagement with migrant and ethnic communities, and the provision of gendered advice for addressing family violence and sexual violence.

We have worked with the JV on its COVID-19 messaging and participated in its pandemic working group.

We contributed to the JV's Data and Insights Hui Whakakotahi, a project which aims to improve data collection on family and sexual violence. The Ministry will contribute to the JV's ongoing stocktakes of existing research and share research with government agencies.

The Ministry also works across government outside the JV to prevent family violence. Across the year these initiatives have included:

- working with the New Zealand Family Violence Death Review Committee reviewing family violence death cases
- providing training on family violence to Family Harm Specialists and NZ Police, and advice to MBIE on its work on bullying and harassment and migrant visas
- meeting with the Taeaomanino Trust with the Ministry of Social Development (MSD) to discuss how MSD and the Ministry can support the Trust's 'keeping yourself safe' programme for young women and girls
- advising MBIE on the impact on women for their issues paper and consultation on bullying and harassment (including sexual harassment) at work in New Zealand and the Draft Plan of Action against Forced Labour, People Trafficking and Slavery
- providing input into MBIE paper on bullying and harassment at work and shared the final discussion paper with our stakeholders
- working as a member of the Welfare Overhaul group and Child and Young People Wellbeing Strategy
- co-hosting the '16 Days of Activism against Gender-Based Violence' event on Human Rights Day, with the Ministry for Foreign Affairs and Trade (MFAT)'s Pacific Development Group, and the MFAT Women's Network.



Suffrage Day celebration

We hosted, with the National Library of New Zealand and the Government Women's Network, an event to celebrate Suffrage Day and launch a new display about the suffragists at the National Library.

All women and girls are free from all forms of violence and harassment

- The Ministry **supported the JV in the development** of its Family Violence and Sexual Violence strategy and engagement with the sector.
- A Ministry staff member was an agent for the **Family Violence Death Review Committee (FVDR)** reviewing its cases.
- The Ministry partnered with the New Zealand Police to deliver training to its **Family Harm Coordinators course** on family violence and its impacts on cultural and linguistically diverse communities especially South Asian women. The information was shared with family harm coordinators to help **make a difference to the reporting of domestic violence in migrant communities**.
- The Ministry worked with MBIE to look at how **immigration family violence visas** are being accessed by victims of violence.
- The Ministry worked with the MFAT Pacific Development Group on its planned work on the **prevention of sexual exploitation in aid delivery** and developing a good practice framework for their contractors and suppliers to **safeguard women from harm**.



**STRATEGIC
OUTCOME**

03

Are we making a difference?

The Ministry undertakes an annual stakeholder survey, through Research First. Given the number of stakeholders for this survey is fewer than 50, care must be taken with the overall percentage figures. The value from the survey is the insights to be gained from the survey for the Ministry's stakeholder engagement.

The survey split stakeholders into two groups: main stakeholders and Nominations Service stakeholders. The results of the 2021 Stakeholder Survey showed that overall 83 percent of stakeholders rate the quality of information, evidence, analysis or advice received as excellent. This is an increase from the 2020 score (67 percent). Of those surveyed in the 2021 survey, 78 percent stated that the information, evidence, analysis or advice provided by the Ministry had informed their actions.

The information most widely sought by stakeholders was around equal pay/gender pay gap, governance and leadership, the gender analysis tool and domestic violence issues. In these areas we received some really positive comments.

Eighty-nine percent of stakeholders surveyed who used the Nominations Service found the information given by the Ministry to be useful to them.

The feedback from the 2021 participants suggested areas for improvement, including being more proactive, broadening the Ministry's expertise, increasing the Ministry's reach into ethnic communities and increasing the diversity of women on the Nominations Service database.

“They’ve been able to provide me with the type of information I need, but also they have been able to provide me with people that I can go to and speak to as well.”

“The person we got the information from is extremely knowledgeable in that field. The information that was given and the advice given was really good quality.”



Pacific People in Business dataset

Partnering with NACEW and the Ministry for Pacific Peoples, we published the report *Pacific Women and Men in Business*, which provided qualitative information on Pacific business men and women.

National Advisory Council on the Employment of Women

The Ministry provides administrative and policy support for the National Advisory Council on the Employment of Women (NACEW), which has a long history of addressing issues of concern for women in employment. NACEW provides advice that will assist the Government in planning action to deliver tangible results for Aotearoa New Zealand women, their families and communities.

The Ministry supported NACEW in its work such as:

- working alongside the Ministry for Pacific Peoples and Manatū Wāhine Ministry for Women to publish the report *Pacific Women and Men in Business*
- working with the Champions for Change on the report, *Addressing the gender pay gap and driving progress for women's representation in senior leadership roles*
- hosting a webinar forum *Addressing the Gender Pay Gap Post-COVID-19* in partnership with the Federation of Māori Authorities

- commissioning the report *The Experience of Pacific Women in Auckland during and post the COVID-19 pandemic*
- commissioning stories from eight private sector organisations (Westpac, Fonterra, FrankAdvice, Chorus, Enspirial Dev Academy, Lion, Xero, and Yellow) that are successfully implementing diversity and inclusion policies and measures within their organisations. The stories were published on the Ministry's website and promoted via social media, to inspire other private sector organisations to do more to address diversity in their work places.

More recently NACEW has provided the Minister for Women with advice on the impact of COVID-19 on women's employment.

These services provided by the Ministry were rated as excellent by the NACEW Chair.

Our people and operations

Over the last year we have supported our people to manage the continued response to COVID-19 and working in temporary accommodation. Through the use of a flexible approach to work the Ministry has been able to support our people in their continued focus on delivery.

Diversity and inclusion

We have 85 percent female staff and 15 percent male staff, similar to 2020 figures. Our staffing make-up is diverse with 18 percent of our staff identifying as Māori, 15 percent identifying as Asian, and just under 5 percent as Middle Eastern, Latin American and African. Nearly 70 percent identify as European, which is a slight increase on the percentage for 2020.

We are committed to the Panel Pledge (ensuring more women and greater ethnic diversity on recruitment panels) and to the public sector Accessibility Charter. We continue to review our recruitment and diversity policies and processes to ensure that diverse candidates have an unbiased recruitment process.

Papa Pounamu (the Chief Executive governance group for the public service diversity and inclusion work programme) adopted five mandatory priority focus areas to develop greater connection between diversity and inclusion and social inclusion in 2020-2021. The five mandatory areas are those most likely to have positive impacts across all diversity dimensions.

Te āheinga ā-ahurea | Cultural Competency

Three senior staff attended the externally-run Courageous Conversations workshop during this year. This workshop focused on developing strategies, knowledge and skills to identify and address policies, programmes and practices that put up barriers to equitable inclusion and cultural responsiveness.

We submitted our Whāinga Amorangi high-level cultural capability plan, covering phase one, *Empowering People 2021-2022* to Te Arawhiti for review. We have started with an action plan related to Aotearoa New Zealand History, (Te Tiriti o Waitangi and Tikanga/Kawa), and have developed outcome statements for the other cultural capability components. Associated action plans for year 2 (2022-2023) will be developed.

We submitted our te reo plan to Te Taura Whiri i te Reo Māori and used Te Wiki o te Reo Māori Māori Language Week to encourage staff to focus on building language capability. We also supported five staff on their own personal te reo journey.

Te Urupare i te Mariu | Addressing Bias

All our leaders have completed unconscious bias training. Over the last twelve months 19 of our staff also undertook unconscious bias training to support their work.

We promoted the *Bringing Gender in Tool* to support other agencies to address gender bias in policy development and used this tool and its frameworks in our own work.

We continued to review our recruitment processes with a focus on reducing bias.

Hautūtanga Ngākau Tuwhera | Inclusive Leadership

We developed the *Your Journey* performance management framework, in partnership with an internal Public Service Association working group. *Your Journey* is based on a coaching model that embraces the fundamental principle of inclusive leadership. It will complement our new step-based pay system that we are developing.

Your Journey focuses on developing open and honest manager–staff relationships, working closely together to build employees' skills and capability and to support them in bringing their best to the workplace every day. Evidence shows employees deliver better performance and are more engaged with their work and colleagues in this type of environment. All our leaders completed training on *Your Journey* and are using the coaching conversations tools supporting this new inclusive approach. We will complete implementation of *Your Journey* in mid 2021/22.

Te whakawhanaungatanga | Building relationships

The coaching training for all our leaders focused on improving the quality of conversations within the workplace and we have started 'giving and receiving feedback' workshops. We will continue building inclusive relationships within the workplace over the coming year.

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

The Ministry is fully supportive of our staff developing employee-led networks. To facilitate this in our small organisation, we provided connections with other agencies' networks, so our employees can join networks with wider memberships.

Health and safety and wellbeing

Over the last year we invested significantly in health and safety. Our Health and Safety Committee developed a range of policies and supporting staff communication to improve awareness. All our staff representatives attended Health and Safety Induction courses, with particular emphasis on both earthquake and COVID-19 related issues.

The COVID-19 pandemic and the associated changes in alert levels and working requirements affected all New Zealanders. We supported our people through the changing external environment using both public health and Te Kawa Maataho Public Service Commission advice to guide our response. Our focus was managing the safety and wellbeing of staff alongside our organisational commitments. Our Health and Safety staff representatives attended a number of wellbeing-related training and information sessions – particularly focusing on mental first aid and building a work environment that supports proactive mental-wellbeing action.

Property

The Ministry has been housed in temporary accommodation over the current year while its office building at 22 The Terrace was earthquake strengthened. During this time the Ministry worked closely with the Government Property Group on a range of possible longer-term property solutions with a strong focus on cross agency co-location. At the end of the 2020/21 year the Ministry finalised its return to 22 The Terrace, scheduled for late 2021. The Ministry will continue to work with the Government Property Group on longer-term property options.

Technology transformation

We started simplification of our information technology environment, migrating a range of key information technology services to cloud-based environments. We upgraded and migrated our email environment to Microsoft 365, providing a more robust and secure service than our previous Exchange environment. We are also migrating our Microsoft CRM database environment to a cloud-based solution. We expect this to be completed in 2021/22.

We embraced more mobile and remote working arrangements during 2020/21, accelerated by the impact of COVID-19. All staff have laptops, which enable mobile working. We also removed our existing trunk-line-based phone system and moved to mobile phones for all staff.

We are mid-way through upgrading and redeveloping our website, www.women.govt.nz, to be more customer-focused, making key policy and performance information easier to access. The redeveloped website will be implemented in the 2021/22 year.

COVID-19 Community Fund

We allocated \$2 million emergency funding to 155 community support groups experiencing additional financial pressure arising from the effects of COVID-19. These groups provided a wide range of support services for women and girls in Aotearoa New Zealand.

COVID-19 Community Fund

Administered by: Manatū Wāhine: Ministry for Women

Overview

Total funding: \$2 million in Budget 2020

Organisations funded: 155

Median grant: \$10,000

Lowest grant: \$5,000. Highest grant: \$40,000.

Purpose: to help NZ NGOs and community organisations that serve women and girls, and experienced increased demand or reduced funding due to the pandemic.

Manatū Wāhine received reports from organisations

The initiatives included poverty relief, mental health support, helping women learn to drive, and family and sexual violence services.

34 organisations supported women with mental health and wellbeing.

7 organisations provided increased financial support for their clients.

33 organisations targeted support to Wāhine Māori or Pacific women.

3 organisations supported disabled women and women caring for disabled children.

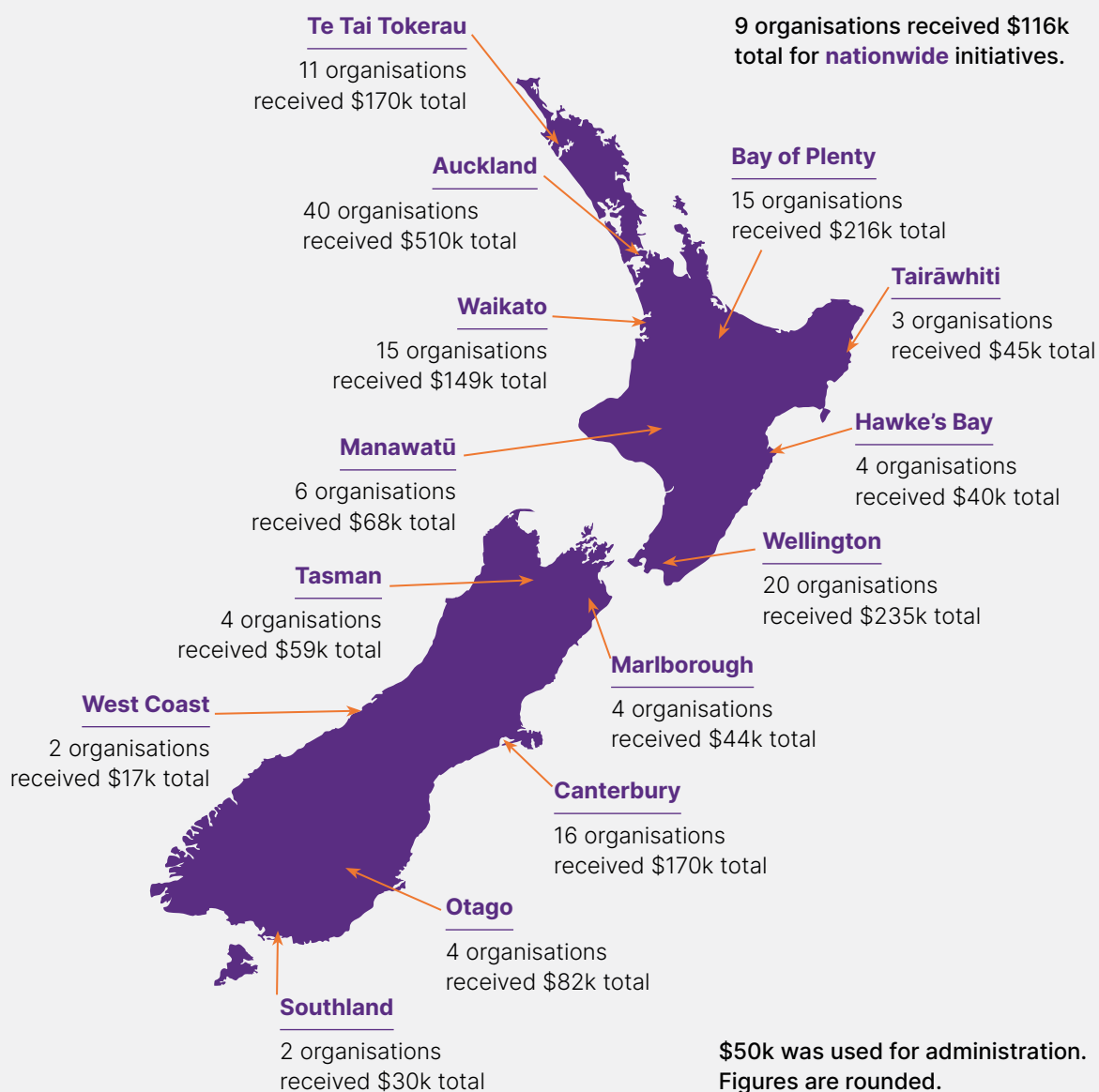
26 organisations needed support due to an increase in family/sexual violence.

1 organisation supported young people from the Rainbow community.

9 organisations supported women and girls to participate in sports.

4 organisations provided targeted support for homeless women.

We funded organisations across Aotearoa New Zealand



4

Reporting on our performance

For the year ended 30 June 2021

The following section provides detailed reporting on our performance by appropriation against our targets as set out in the Information Supporting the Estimates 2020/21. Where appropriate, we have included comparative performance information for the prior year (2019/20 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 Aotearoa 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 Aotearoa New Zealand women and girls. During the year, we were funded to provide:


- policy advice to support decision-making by Ministers on government policy matters that improve the lives of Aotearoa New Zealand women, including managing New Zealand's international obligations with respect to the status of women
- 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
- support services to the Minister for Women.

WHAT WE INTENDED TO ACHIEVE WITH THIS APPROPRIATION


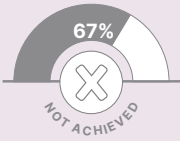
This appropriation is intended to achieve better outcomes for Aotearoa New Zealand women by supporting ministerial decision-making with high-quality:

- 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>Percentage of key stakeholders that report that the Ministry for Women's evidence, analysis and advice has informed their actions and been incorporated in their policies and practices to improve outcomes for women.</p> <p><i>Target: 75%</i></p>		<p>Target of 75% not achieved. 69 percent of the stakeholders reported that the Ministry's evidence, analysis and advice have informed their actions and been incorporated in their policies and practices to improve outcomes for women².</p> <p>(2019/20 actuals: 54 percent)</p>

² Research First Limited, Ministry for Women Stakeholder Feedback, July 2021.

Key performance measure		Actual performance
Average quality of policy papers to the Minister for Women, as assessed annually using a consistent assessment process with a score of at least 75%.		Target achieved. 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 100% percent ³ . (2019/20 actuals: 80 percent.)
Level of Ministerial confidence with the Ministry for Women's advice using the common satisfaction survey for policy advice ⁴ . <i>Target: 75% rated as 'Most of the time' or 'Always'</i>		Target of 75% not achieved. The Minister rated the Ministerial confidence satisfaction at 67% satisfied most of the time. (2019/20 actuals: 100%, the Minister rated her satisfaction as 'more than met requirements'.)

FINANCIAL PERFORMANCE

	2020 actual \$000		2021* unaudited budget \$000	2021 actual \$000	2022 unaudited forecast \$000
DEPARTMENTAL OUTPUT EXPENSES APPROPRIATION*					
Improving the Lives of New Zealand Women					
7,052	Crown revenue		9,842	9,859	9,969
240	Other revenue		-	257	250
7,292	Total revenue		9,842	10,116	10,219
6,322	Total expenses		9,842	8,610	10,219
970	Net surplus		-	1,506	-

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

* 2021 onwards consolidated into a single Output Expense Appropriation "Improving the Lives of New Zealand Women".

³ Annual survey as carried out by the NZIER, July 2021.

⁴ Common Ministerial survey using scale of 1 to 5, where 1 = Did not meet requirements, 2 = Partly met requirements, 3 = Meet requirements, 4 = More than meets requirements, 5 = Excellent).


Capital Expenditure Appropriation

(PERMANENT LEGISLATIVE AUTHORITY)

WHAT WE INTENDED TO ACHIEVE

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.

MEASURING OUR PERFORMANCE AGAINST OUR TARGETS

Key performance measure		Actual performance
Expenditure is in accordance with the Ministry's annual capital plan.		Target achieved.
<i>Target of 100 percent of expenditure in accordance with the Ministry's annual capital plan.</i>		(2019/20 Target: Achieved.)

FINANCIAL PERFORMANCE

		2021 unaudited budget \$000	2021 actual \$000	2022 unaudited forecast \$000
CAPITAL EXPENDITURE APPROPRIATION				
32	Property, plant and equipment	35	25	35
-	Intangibles	5	-	5
32	Total capital expenditure	40	25	40



Financial statements

FOR THE YEAR ENDED
30 JUNE 2021

Statement of responsibility

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

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

In my opinion:

- the 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 2021 and its operations ended on that date
- the forecast financial statements fairly reflect the forecast financial position of the Ministry as at 30 June 2022 and its operations for the year ending on that date.

Kellie Coombes

Acting Secretary for Women and Chief Executive
Te Tumu Whakarae mō te wahine

29 September 2021

To the readers of Ministry for Women's annual report for the year ended 30 June 2021

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

- the financial statements of the Ministry on pages 36 to 55, that comprise the statement of financial position, statement of commitments, statement of contingent liabilities and contingent assets as at 30 June 2021, 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 2021 on pages 28 to 31; and
- the statements of expenses and capital expenditure for the year ended 30 June 2021 on pages 56 to 57.

OPINION

In our opinion:

- the financial statements of the Ministry on pages 36 to 55:
 - present fairly, in all material respects:
 - » its financial position as at 30 June 2021; 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 28 to 31:
 - presents fairly, in all material respects, for the year ended 30 June 2021:
 - » 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 56 to 57 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 29 September 2021. 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.

For the budget information reported in the information we audited, our procedures were limited to checking that the information agreed to the Strategic Intentions 2018-2022 and relevant Estimates and Supplementary Estimates of Appropriations 2020/21 and the 2020/21 forecast financial figures included in the Ministry's 2019/20 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 27, 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.



Rehan Badar

Audit New Zealand

On behalf of the Auditor General
Wellington, New Zealand

Statement of comprehensive revenue and expense

FOR THE YEAR ENDED 30 JUNE 2021

2020 actual \$000		Note	2021 actual \$000	2021 unaudited budget \$000	2022 unaudited forecast \$000
REVENUE					
7,052	Revenue Crown	2	9,859	9,842	9,969
240	Other revenue	2	257	-	250
7,292	Total revenue		10,116	9,842	10,219
EXPENSES					
4,370	Personnel costs	3	5,082	4,921	5,483
1,801	Operating costs	5	3,399	4,846	4,666
20	Capital charge	4	17	20	17
131	Depreciation/amortisation expense	7,8	112	55	53
6,322	Total expenses		8,610	9,842	10,219
970	Net surplus		1,506	-	-
-	Other comprehensive revenue and expenses		-	-	-
970	Total comprehensive revenue and expense		1,506	-	-

Explanations of major variances against budget figures are provided in note 18.
The accompanying notes form part of these financial statements.

Statement of financial position

AS AT 30 JUNE 2021

2020 actual \$000		Note	2021 actual \$000	2021 unaudited budget \$000	2022 unaudited forecast \$000
ASSETS					
Current assets					
2,030	Cash and cash equivalents		3,375	1,136	752
26	Receivables	6	39	-	-
2,056	Total current assets		3,414	1,136	752
Non-current assets					
258	Property, plant and equipment	7	171	238	227
-	Intangible assets	8	-	5	3
258	Total non-current assets		171	243	230
2,314	Total assets		3,585	1,379	982
LIABILITIES					
Current liabilities					
583	Payables and deferred revenue	9	1,257	808	425
970	Return of operating surplus	10	1,506	-	-
368	Employee entitlements	12	438	196	196
14	Lease incentive liability	13	14	14	-
1,935	Total current liabilities		3,215	1,018	621
Non-current liabilities					
13	Employee entitlements	12	19	10	10
30	Lease incentive liability	13	15	15	15
43	Total non-current liabilities		34	25	25
1,978	Total liabilities		3,249	1,043	646
336	Net assets		336	336	336
EQUITY					
336	General funds	14	336	336	336
336	Total equity		336	336	336

Explanations of major variances against budget figures are provided in note 18.
The accompanying notes form part of these financial statements.

Statement of changes in equity

FOR THE YEAR ENDED 30 JUNE 2021

2020 actual \$000		2021 actual \$000	2021 budget \$000	2022 forecast \$000
GENERAL FUNDS				
336	Balance at 1 July	336	336	336
970	Total comprehensive revenue and expense	1,506	-	-
(970)	Repayment of operating surplus to the Crown	(1,506)	-	-
336	Balance at 30 June	336	336	336

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

The accompanying notes form part of these financial statements.

Statement of cash flows

FOR THE YEAR ENDED 30 JUNE 2021

2020 actual \$000		2021 actual \$000	2021 budget \$000	2022 forecast \$000
CASH FLOW FROM OPERATING ACTIVITIES				
7,052	Receipts from Crown	9,859	9,842	9,969
222	Receipts from departmental revenue	709	-	250
7	Receipts from other revenue	-	-	-
(1,763)	Payments to suppliers	(3,367)	(4,661)	(4,779)
(4,150)	Payments to employees	(5,007)	(5,039)	(5,421)
(20)	Payments for capital charge	(17)	(20)	(17)
87	Goods and services tax (net)	163	-	150
1,435	Net cash flow from operating activities	2,430	122	152
CASH FLOW FROM INVESTING ACTIVITIES				
(32)	Purchase of property, plant and equipment	(25)	(35)	(35)
-	Purchase of intangible assets	-	(5)	(5)
(32)	Net cash flow from investing activities	(25)	(40)	(40)
CASH FLOW FROM FINANCING ACTIVITIES				
(21)	Return of operating surplus to Crown	(970)	(976)	(1,000)
(21)	Net cash flow from financing activities	(970)	(976)	(1,000)
1,382	Net increase/(decrease) in cash	1,345	(894)	(888)
648	Cash at the beginning of the year	2,030	2,030	1,640
2,030	Cash at the end of the year	3,375	1,136	752

Explanations of major variances against budget figures are provided in note 18.
The accompanying notes form part of these financial statements.

Statement of commitments

AS AT 30 JUNE 2021

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 2021 (2020: Nil).

NON-CANCELLABLE OPERATING LEASE COMMITMENTS

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

The Ministry signed a temporary lease from June 2020 for 20 Ballance St while the property at 22 The Terrace is being strengthened for earthquakes. This lease can be cancelled by either party by giving one month's notice.

2020 actual \$000		2021 actual \$000
OPERATING LEASE AS A LESSEE		
The future aggregate minimum lease payments to be paid under non-cancellable operating leases are as follows:		
177	Not later than one year	177
334	Later than one year and not later than five years	180
-	Later than five years	-
511	Total non-cancellable operating lease commitments	357
511	Total commitments	357

The accompanying notes form part of these financial statements.

Statement of contingent liabilities and contingent assets

AS AT 30 JUNE 2021

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 2021 (2020: Nil).

CONTINGENT ASSETS

The Ministry has no contingent assets at 30 June 2021 (2020: Nil).

The accompanying notes form part of these financial statements.

Notes to the financial statements

FOR THE YEAR ENDED 30 JUNE 2021

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 2021, and were approved for issue by the Chief Executive on 30 September 2021.

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 includes cash in the bank.

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

Goods and services tax (GST)

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

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

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

Commitments and contingencies are disclosed exclusive of GST.

Income tax

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

Critical accounting estimates and assumptions

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

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

Critical judgements in applying accounting policies

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

Budget and forecast figures

Basis of the budget and forecast figures

The 2021 budget figures are for the year ended 30 June 2021 and were published in the Ministry's 2019/20 Annual Report. They are consistent with the Ministry's best estimate financial forecast information submitted to Treasury for the Pre-election Economic and Fiscal Update (PREFU) for the 2020/21 year.

The 2022 forecast figures are for the year ending 30 June 2022, which are consistent with the best estimate financial forecast information submitted to Treasury for the Budget and Economic Fiscal Update (BEFU) for the 2021/22 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 2022 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 12 April 2021.

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 2022 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 2021/22 year. The forecast figures have been compiled on the basis of existing government policies and ministerial expectations at the time the Main Estimates were finalised.

The main assumptions, which were adopted as at 12 April 2021, were as follows:

- The Ministry's activities will remain substantially the same as the previous year focusing on the Government's priorities.
- For 2021/2022 the Ministry received funding for new initiatives for supporting Mana Wāhine Inquiry Kaupapa Inquiry Claimant Engagement (\$1.250M), strengthening Ministry for Women Infrastructure (\$0.5M) and funding for the Gender Pay Taskforce (\$0.4M).
- The 2022 forecast assumes at least \$0.5 million of expense transfer from 2021 under expenditure from delays with the implementation of the Mana Wāhine Kaupapa Inquiry programme and delays caused by the COVID-19 pandemic.

Notes to the financial statements

- Personnel costs were based on up to 46 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 2020/21 was used as the opening position for the 2021/22 forecasts.
- The actual financial results achieved for the period ending 30 June 2022 are likely to vary from the forecast information presented, but are not likely to be material.
- There have been no significant changes since the forecasts were approved that would have a material impact on the forecast figures.

2. Revenue

ACCOUNTING POLICY

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

Revenue Crown

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

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

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

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.

2020 actual \$000		2021 actual \$000
233	Departmental contributions for staff secondments	257
7	Other	-
240	Total other revenue	257

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

2020 actual \$000		2021 actual \$000
4,131	Salaries and wages	4,916
107	Employer contributions to defined contribution plans	131
126	Increase/(decrease) in employee entitlements	30
6	ACC levy	5
4,370	Total personnel costs	5,082

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 2021 was 5 percent (2020: 6 percent).

Notes to the financial statements

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.

2020 actual \$000		2021 actual \$000
34	Audit fees for audit of financial statements	35
218	Operating lease expense	253
16	Training and conference costs	43
72	Travel expenses	31
487	Consultants and contractors	438
74	Publications	95
314	IT expenses	328
266	External relations and events	1,710
320	Other expenses	466
1,801	Total operating costs	3,399

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 2021, no allowance for credit losses was considered necessary.

7. Property, plant and equipment

ACCOUNTING POLICY

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

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

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

ADDITIONS

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

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

DISPOSALS

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

SUBSEQUENT COSTS

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

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

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.

Notes to the financial statements

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
COST OR VALUATION					
Balance at 1 July 2019	118	41	624	2	785
Additions	7	21	4	-	32
Balance at 30 June 2020/ 1 July 2020	125	62	628	2	817
Additions	18	7	-	-	25
Balance at 30 June 2021	143	69	628	2	842
ACCUMULATED DEPRECIATION AND IMPAIRMENT LOSSES					
Balance at 1 July 2019	33	34	375	-	442
Depreciation expense	39	10	68	-	117
Balance at 30 June 2020/ 1 July 2020	72	44	443	-	559
Depreciation expense	47	7	58	-	112
Balance at 30 June 2021	24	18	127	-	171
CARRYING AMOUNTS					
At 1 July 2019	85	7	249	2	343
At 30 June and 1 July 2020	53	18	185	2	258
At 30 June 2021	24	18	127	2	171

8. Intangible assets

ACCOUNTING POLICY

Software acquisition

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

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

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

Amortisation

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

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

Acquired computer software	3 years	33%
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Impairment

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

Notes to the financial statements

Breakdown of intangible assets and further information

	Total \$000
COST OR VALUATION	
Balance at 1 July 2019	288
Additions	-
Disposals	-
Balance at 30 June 2020/1 July 2020	288
Additions	-
Disposals	-
Balance at 30 June 2021	288
ACCUMULATED AMORTISATION AND IMPAIRMENT LOSSES	
Balance at 1 July 2019	274
Amortisation expense	14
Disposals	-
Balance at 30 June 2020/1 July 2020	288
Amortisation expense	-
Disposals	-
Balance at 30 June 2021	288
CARRYING AMOUNTS	
At 1 July 2019	14
At 30 June and 1 July 2020	-
At 30 June 2021	-

RESTRICTIONS

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

IMPAIRMENT

The Ministry has not recognised any impairment of these assets.

9. Payables and deferred revenue

ACCOUNTING POLICY

Short-term payables are recorded at the amount payable.

Breakdown of payables and deferred revenue

2020 actual \$000		2021 actual \$000
79	Creditors	401
-	Income in advance for cost recovered services	465
348	Accrued expenses	71
156	GST payable	320
583	Total payables and deferred revenue	1,257

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

GST is payable under non-exchange transactions.

10. Return of operating surplus

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

The Ministry has a provision for return of the operating surplus to the Crown of \$1,506,000 (2020: \$970,000).

11. 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 2021 there are no provisions required to be recognised (2020: Nil).

Notes to the financial statements

12. Employee entitlements

ACCOUNTING POLICY

Short-term employee entitlements

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

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

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

Long-term employee entitlements

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

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

Presentation of employee entitlements

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

Breakdown of employee entitlements

2020 actual \$000		2021 actual \$000
CURRENT PORTION		
152	Accrued salaries and wages	198
210	Annual leave	231
4	Sick leave	6
2	Long service leave	3
368	Total current portion	438
NON-CURRENT PORTION		
13	Long service leave	19
381	Total employee entitlements	457

13. 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.

2020 actual \$000		2021 actual \$000
14	Lease incentive liability (current portion)	14
30	Lease incentive liability (non-current portion)	15
44	Total lease incentive liability	29

Notes to the financial statements

14. Equity

ACCOUNTING POLICY

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

15. Related-party transactions

The Ministry is a wholly owned entity of the Crown.

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

Key management personnel compensation

2020 actual		2021 actual
LEADERSHIP TEAM, INCLUDING THE CHIEF EXECUTIVE		
\$1,103,177	Remuneration	\$1,325,836
5.2	Full-time equivalent staff	6.5

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

16. Events after balance date

There have been no significant events after balance date.

17. Financial instruments

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

Financial assets held as loans and receivables comprise cash at bank and receivables. The total value of financial assets is \$3,414,000 (2020: \$2,056,000).

Financial liabilities measured at amortised cost comprise payables (excluding income in advance and GST payable). The total value of financial liabilities is \$472,000 (2020: \$427,000).

18. Explanations of major variances against budget

Explanation for major variances from the Ministry's original 2020/21 budget figures are as follows:

STATEMENT OF COMPREHENSIVE REVENUE AND EXPENSE

Revenue

Other revenue was higher due to the departmental revenue received during the year for recovery of costs associated with staff secondments to other agencies. This was not in the original budget.

Personnel costs

Personnel costs were higher due to the staff costs related to back filling of staff seconded to other agencies.

Operating costs

Operating costs were lower due to the under spend against the Mana Wāhine Kaupapa Inquiry programme and delays caused by the COVID-19 pandemic on activities such as international travel.

STATEMENT OF FINANCIAL POSITION

Current assets and current liabilities

Current assets were higher due to increased cash balances resulting from the under spend against the Mana Wāhine Kaupapa Inquiry programme, underspend from delays caused by COVID-19 and cash in advance received from other agencies. Consequently the current liabilities are higher representing provision for repayment of surplus and deferred revenue from other agencies.

STATEMENT OF CASH FLOWS

The net increase in cash from operating activities was higher due to operating surplus arising from delays with the Mana Wāhine Kaupapa Inquiry, surplus from delays caused by the COVID-19 pandemic and cash received in advance from other agencies for cost recoveries. Consequently leading to a higher cash balance at 30 June 2021.

OUTPUT EXPENSES

The output expenses are lower due to under spend against the Mana Wāhine Kaupapa Inquiry programme resulting from the scheduling of the Inquiry processes and delays with activities such as international travel due to the COVID-19 pandemic.

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 28 to 31.

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

FOR THE YEAR ENDED 30 JUNE 2021

2020 actual \$000		2021 approved* appropriation \$000	2021 actual \$000	2022 estimates*** \$000
VOTE WOMEN				
Appropriation for departmental output expenses				
Multi-category appropriation				
5,413	Policy advice	-	-	-
412	Nomination services	-	-	-
318	Ministerial services	-	-	-
179	National Advisory Council on the Employment of Women	-	-	-
-	Improving the Lives of New Zealand Women**	10,109	8,677	10,219
6,322	Total appropriations for output expenses	10,109	8,677	10,219
Appropriation for capital expenditure				
32	Ministry for Women permanent legislative authority	40	25	40
6,354	Total appropriations	10,149	8,702	10,259

* Approved appropriation as updated in the Vote Women Supplementary Estimates of Appropriation 2020/21.

** "Improving the Lives of New Zealand Women" represents new single consolidated appropriation from 2020/21.

*** 2022 Estimates as updated in the Vote Women Budget and Economic Fiscal Update (BEFU) for the 2021/22 year.

STATEMENT OF COST ALLOCATION POLICIES

From this financial year 2021, and going forward the Ministry has 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 2021

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 2021

19. Capital injections

No capital injections were received during the year (2020: Nil).

CAPITAL INJECTIONS WITHOUT, OR IN EXCESS OF, AUTHORITY

No capital injections were received during the year without, or in excess of, authority (2020: Nil).

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