



# 2020

## Annual Report

For the year ended 30 June 2020

## Te Pūrongo-ā-Tau

Mō te tau i mutu i te 30 o ngā rā o Pipiri 2020

# *Contents*







# 01

## OVERVIEW

- Chief Executive's overview 2
- COVID-19 and women 3
- Our highlights for the year 4
- Women in Aotearoa New Zealand 2020 5

# 02

## WHO WE ARE AND WHAT WE DO

- Our role and purpose 7
- Our focus 7
- Our strategy 7

# 03

## WHAT WE DID AND HOW WELL WE DID IT

- The contribution of all women and girls is valued 9
- All women and girls are financially secure and can fully participate and thrive 13
- All women and girls are free from all forms of violence and harassment 15
- Are we making a difference? 17
- Our people and operations 19

# 04

## REPORTING ON OUR PERFORMANCE

- Policy advice and related services 23
- Policy advice 26
- Nominations Service 29
- Ministerial services 31
- National Advisory Council on the Employment of Women 33
- Capital expenditure appropriation 35

# 05

## FINANCIAL STATEMENTS

- Statement of responsibility 36
- Independent Auditor's report 37
- Statement of comprehensive revenue and expense 40
- Statement of financial position 41
- Statement of changes in equity 42
- Statement of cash flows 43
- Statement of commitments 44
- Statement of contingent liabilities and contingent assets 45
- Notes to the financial statements 46
- Statement of budgeted and actual expenses and capital expenditure incurred against appropriations 59
- Statement of expenses and capital expenditure incurred in excess of or without appropriation 60
- Statement of capital injections 60

# 01 *Chief Executive's overview*



## *Tēnā koutou katoa*

Our 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.

The Ministry for Women has championed for women in Aotearoa New Zealand for 35 years. We have changed the policies and laws of Government. We work with the private sector, public sector, NGOs, membership organisations, and individuals to change societal attitudes towards women and girls so that they can achieve their full potential.

We have seen gains for women in many core indicators such as education levels, gender pay gap, women in leadership roles, and participation in the labour force. Yet, there is still much work to do.

While many of the indicators are positive, we know that the benefits are not experienced by all women. We know that there is more to be done to improve the lives of wāhine Māori and that we need to consider and act on our obligations under Te Tiriti o Waitangi.

We also need to look at women in all their diversity – age, ethnicity, education levels, fields of study, disability, profession, all affect women's outcomes. We need to know why, and how we can improve this.

Every day, the Government makes decisions that impact women. We encourage policy makers across Government to use our Bringing Gender In tool to ask specific questions about new policies and exactly who will be impacted, and how.

COVID-19 has led to discussions about the value of different forms of work, the balance between paid and unpaid work, our different family and whānau structures, and our fundamental needs such as being safe and healthy.

We are part of the All-of-Government response, providing advice to the Government on the issues that impact women. We want to use this opportunity to ensure the gender perspective is included in proposals to change our systems, structures, and norms so they can bring more benefits to all women, particularly to those who need it the most.

This year has been difficult, with the disruptions of COVID-19 and our accommodation changes. I want to thank my team, and all the stakeholders we work with, for continuing to make a significant difference to the lives of women and girls in Aotearoa New Zealand.

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



**Renee Graham**

Secretary for Women and Chief Executive  
Te Tumu Whakarae mō te Wahine



## *COVID-19 and women*

---

The Ministry is focused on ensuring the effects of COVID-19 on women are at the forefront of the Government's response. Evidence from international pandemics and the Canterbury earthquakes in 2010 and 2011 found that women were more likely to be negatively affected by social, economic, and health issues than men – including: job losses, loss of income, increased unpaid caring roles, and increased family violence.

Given the special focus needed for a gender perspective in the COVID-19 recovery, in June 2020, our COVID-19 pop-up team was created with four staff. This team will operate for at least six months with a dual focus on policy to ensure women are included in recovery and revitalisation strategies, as well as a shorter-term operational focus to distribute funding to community groups supporting women and girls.

We published a new section on our website highlighting research into the effects of COVID-19 on women and contributed to the All-of-Government COVID-19 response. We also published think pieces from 12 prominent New Zealanders on the effects of COVID-19 on women to stimulate discussion on solutions, and to shine a light on the particular experiences of women.

In May 2020, we asked for, and received, a \$1 million fund for community organisations that support women and girls as part of the Government's COVID-19 response. We received just under 500 applications totalling more than \$13 million. In a second round of funding, the Government added an additional \$1 million, doubling the fund. A full list of recipients is available on the Ministry's website – [women.govt.nz](https://women.govt.nz).



## Our highlights for the year

- We established the joint roopū with Te Puni Kōkiri for the Mana Wāhine Kaupapa Inquiry at the Waitangi Tribunal. The roopū is leading the Crown's response to the Inquiry and is working with other government agencies to help improve outcomes for wāhine Māori.
- We achieved 49 percent of women's representation on state sector boards and committees. With the Office of Ethnic Communities we measured Māori representation and that of other ethnic minorities in our stocktake for the first time. Our boards are becoming more diverse, and this is an ongoing focus.
- As part of the Gender Pay Taskforce (the Taskforce) with Te Kawa Mataaho, Public Service Commission (PSC) we implemented the state sector's action plan to eliminate the gender pay gap in the public service. The public service gender pay gap reduced from 12.5 percent in 2017 to 10.5 percent in 2019. Women are 50 percent of the top three tiers of the public service, and half of its chief executives.
- Working with Te Puni Kōkiri, the Taskforce, and Office of Ethnic Communities has shown how we can achieve great results with other public sector agencies. This has been further underpinned by our partnership with the Ministry for Business, Innovation and Employment on the Equal Pay Amendment Bill and with the Joint Venture Business Unit (Ministry of Justice) on women's safety from violence.
- We represented New Zealand's voice for women and girls internationally and influenced international outcomes across a wide range of issues. These included upholding New Zealand's values in UN negotiations, bringing gender into trade discussions, representation on an international coalition to drive equal pay, and leading negotiation training for some of our Pacific neighbours. We are developing the women's aspects of APEC 2021, in preparation to lead *Women in the Economy* as part of New Zealand's virtual hosting of the event.
- The COVID-19 response and recovery has seen significant and rapid policy development, with us having contributed to the All-of-Government response.
- We highlighted the impacts of COVID-19 on women and encouraged the use of our Bringing Gender In gender analysis tool. As part of the recovery, we allocated \$2 million for distribution to community groups to help with the increased demand for their services from women.

## Demographics

**50.7%** of the population  
are *women*

**Ethnic breakdown**  
(Census 2018)

**71%** European

**16%** Māori

**15%** Asian

**8%** Pacific

**38.6**  
*years* median age

**36.4**  
*years* for men

**83.5**  
*years* life  
expectancy  
at birth

**80**  
*years* for men

## Women and work

Women's **labour force**  
**participation rate** is

compared to  
**men's** which is

**65.5%**

**75.1%**

About **71 percent** of part-time workers are women.

# Women in Aotearoa New Zealand 2020

## Gender pay gap

New Zealand's  
gender pay gap is **9.5%**

The gender pay gaps for specific populations of women, compared with all men, are:

Women's Ethnicity	Median Hourly Earnings	% GPG from all Men's Earnings	Difference from Men's Earnings
European	\$26.37	6.7%	\$1.89
Māori	\$23.97	15.2%	\$4.29
Pacific	\$23.97	15.2%	\$4.29
Asian	\$25.00	11.5%	\$3.26

**Disabled women's pay gap** with disabled men is **11.0 percent**, and their pay gap with non-disabled men is at **17.8 percent**.

**The public service gender pay gap** for 2019 was **10.5 percent** (12.2 percent in 2018).

## Benefits

More women than men are benefit recipients. In the year to June 2020, women made up **54.2 percent of recipients of benefits** (excluding superannuation), or around 30,000 more women than men.

The vast majority of **sole parent support recipients** are women (**91 percent, or 58,267 women** versus 5,756 men).

In the year from June 2019 to June 2020, the **total number of benefit recipients** (excluding superannuation, both sexes) **grew by 21 percent, or 61,471 people**. The pool of male recipients grew by 26.2% (or 33,561 more men), and the pool of women grew by 16.9% (or 27,651 more women).

## Leadership and governance

Women hold **49.6 percent of positions in the top three tiers** of leadership in the public service. Women hold **50 percent of public service chief executive roles**.

In the period 1 April 2019 to 31 March 2020, women held **23.7 percent of board roles on NZX-listed companies**.

As at 31 December 2019, women held **49 percent of state sector board and committee roles**.

**Māori make up 21.1 percent of all state sector board and committee members**. Wāhine Māori hold 284 state sector board and committee roles, and make up **11.5 percent of state sector board members** and **22.2 percent of all female board members**.

Of the **94.7 percent of state sector board members** who have provided ethnicity information:

**71.1%** New Zealand European, or European  
**21.1%** Māori  
**4.6%** Pacific peoples  
**3.6%** Asian  
**0.6%** Middle Eastern, Latin American, or African

## Education

In 2018, fewer girls than boys left school without any qualifications; **82.3 percent of female school leavers had NCEA level 2**, compared with 76.7 percent of male school leavers. This continues a consistent pattern.

In 2019, **64.4 percent** of those who gained tertiary certificates and diplomas were women, and **64.0 percent** of those who gained bachelor degrees and above were women.

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



# 02 *Who we are and what we do*





# Our role and purpose

We are the Government's principal advisor on improving the lives of New Zealand women and girls. 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 will focus 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 three outcome areas signal our desire to widen our focus areas to better serve more New Zealand women and girls, as and when our resources allow.

## OUR STRATEGY

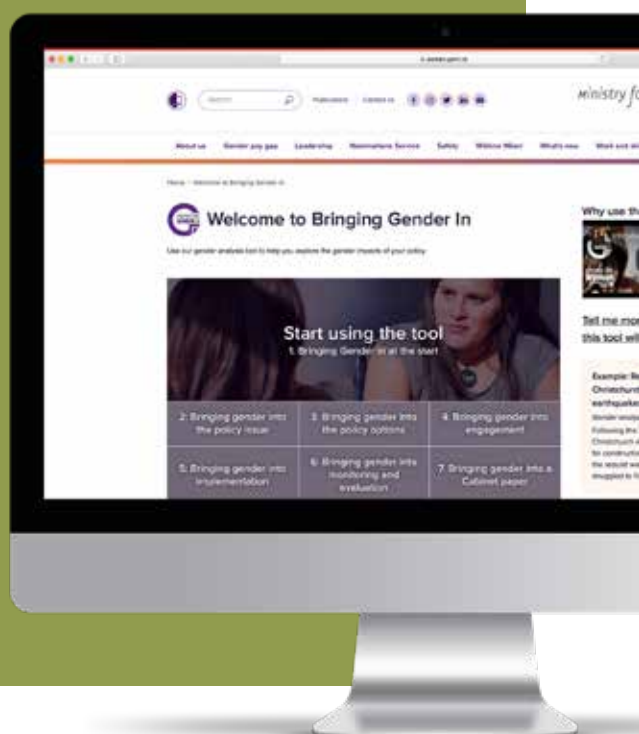
We have three strategies that will drive our approach. We will:

- 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 determine what we work on and how we do it. The third strategy is about building our capability for advice and enhancing the service we provide to stakeholders. Underpinning these strategies are our organisational behaviours and key principles. Our internal behaviours and principles complement 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.



# 03 *What we did and how well we did it*

We are one of the smallest government agencies but we represent over half the population. Because we are small, we have to work especially efficiently – alone, it is harder to progress change for women and girls. We are part of a wider Whole-of-Government system, so it is imperative that we partner, influence, and collaborate across government.

A collaborative approach allows us to address a much wider range of issues, such as period poverty with the Ministry of Education; pay equity with the Ministry for Business, Innovation and Employment; measuring ethnic diversity on boards with the Office of Ethnic Communities; working on family and sexual violence with the Joint Venture Business Unit (Ministry of Justice); and co-leading the Mana Wāhine Kaupapa Inquiry with Te Puni Kōkiri.



## *The contribution of all women and girls is valued*

---

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 the value of women's work – paid and unpaid
- increasing visibility of women's contributions in paid and unpaid work
- strengths of wāhine Māori and their role are recognised
- the diversity of New Zealand women is recognised and catered for in government policies and services
- women's representation in leadership and government is increased
- New Zealand's international reputation is enhanced.

### **INCREASING UNDERSTANDING, RECOGNITION, AND VISIBILITY OF WOMEN'S CONTRIBUTION IN PAID AND UNPAID WORK**

Our strategic outcomes include better understanding, recognition, and acknowledgment of the value of women's work – paid and unpaid. Our first stage is to raise awareness of the impacts of unpaid work across wide groups of people. We commissioned 13 think pieces from people who are experts in this field which provided a basis for wider public discussion on women and unpaid work. We published these on our website in September 2019 and shared across our social media channels. The next step is to look at how we can better integrate unpaid work, in particular caring roles, in the way we measure our social and economic activity.

One way to highlight women's contribution is through the Honours programme. This year the Nominations Service provided 29 names for the Minister for Women to nominate for two rounds of New Zealand Honours, with 17 of those receiving an Honour.

### **STRENGTHS OF WĀHINE MĀORI AND THEIR ROLE ARE RECOGNISED**

In late 2019, we established the Mana Wāhine joint roopū with Te Puni Kōkiri, which sits within the Ministry for Women. The roopū's primary focus is to service the Crown's response to the Mana Wāhine Kaupapa Inquiry at the Waitangi Tribunal, but it will also help the Ministry's focus on improving outcomes for wāhine Māori and their whānau, capitalising on their strengths as wāhine Māori. A Judicial Conference was held in May 2020 where initial discussions were had on a range of procedural matters leading up to first hearings.

The Mana Wāhine Kaupapa Inquiry will examine claims alleging prejudice to wāhine Māori arising from breaches of Te Tiriti O Waitangi, in both historical (pre-September 1992) and contemporary times, with damage to their customary roles and relationships with their whenua, whakapapa, and mātauranga, with serious prejudicial consequences for their social, economic, cultural, and spiritual wellbeing, and their access to leadership roles.

The Crown's participation in the Inquiry is being led by the Minister for Women and the Minister for Māori Development, as co-lead Ministers.

At the heart of all the claims is the loss of rangatiratanga and the social, economic, environmental, and cultural loss that has occurred from this loss of recognition of wāhine rangatiratanga. The roles and responsibilities of wāhine Māori are crucial to Te Ao Māori, iwi, hapū, marae, and whānau.

The roopū has three main focus areas:

- to form a collaborative approach to the Waitangi Tribunal Mana Wāhine Kaupapa Inquiry, in partnership with claimants
- to lead and support the Crown's involvement in the Waitangi Tribunal Mana Wāhine Kaupapa Inquiry and its response to the issues raised
- to work closely with other government agencies to help improve outcomes and focus for wāhine Māori.

In November 2019, we used our data expertise to explore, for the first time, how many wāhine Māori-owned businesses there are across New Zealand. We published *Ngā wāhine kaupakihi: He tirohanga, Māori women in business: Insights*. This new data showed that there are more than 6,000 wāhine Māori-owned businesses across all regions of New Zealand. Their businesses employ others and provide income for Māori women and their whānau across industries as varied as agriculture, forestry, and fishing; professional, scientific, and technical services; and construction.

The focus on wāhine Māori gained publicity in the Māori media and supported other organisations with their policy analysis, (for example, Te Puni Kōkiri). This work was funded by the National Advisory Council on the Employment of Women (NACEW). We also mined the Integrated Data Infrastructure and delivered 60 data tables to Te Puni Kōkiri detailing business activity of wāhine and tāne as part of our data partnership.

The gender breakdown reveals the different activities of wāhine and tāne in business pre-COVID-19.

### **INCREASING THE DIVERSITY OF NEW ZEALAND WOMEN IS RECOGNISED AND CATERED FOR IN GOVERNMENT POLICIES AND SERVICES**

In July 2019, we launched Bringing Gender In, an online tool to help policymakers explore the gender impacts of their policies as they move through the policy process. Bringing Gender In uses key questions and provides examples and links to useful data and other relevant material. We have provided training sessions to 10 government agencies including the Policy Project (the lead for policy) and have had positive feedback. Agencies have told us that the training means they consider gender issues at an earlier stage in developing their policy advice. This leads to a better understanding of the impact of proposed policies on women and girls. In the 2020 year, the next steps are to increase the quality and use of the tool for improvements to the gender advice to policy advice, and particularly Cabinet papers.

### **USING DATA TO HIGHLIGHT THE DIVERSITY OF WOMEN**

After publishing *Ngā wāhine kaupakihi: He tirohanga, Māori women in business: Insights*, we collected similar data on Pacific women in business.

For the first time we mined the Integrated Data Infrastructure to identify the business activity of Pacific women and men to the Ministry for Pacific Peoples as part of a data partnership, with the Ministry facilitating the technical side of working with integrated data. This resulted in 118 data tables revealing new information about Pacific people in business.

The research built on NACEW's data investment on Māori women in business and will be made available online which will provide visibility of Pacific people in business and improve understanding of the diversity of their business activity. The next step in 2020 is to provide a more detailed report on Pacific people in business – where they are and what they do.

The methodological work undertaken in this project provides evidence that integrated data can report on small groups of people without jeopardising confidentiality and privacy. The Ministry will promote our methods to other agencies to encourage ways to understand and better respond to small groups.

In 2020 we developed the What's My Gender Pay Gap? – an online tool, implemented in July 2020. 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'S REPRESENTATION IN LEADERSHIP AND GOVERNMENT IS INCREASED**

We are pleased that, as at 31 December 2019, women now make up 49 percent of state sector boards and committees – the highest level ever – demonstrating considerable progress towards the Government's target of 50 percent of women on state sector boards and committees by 2021.

In our Statement of Intent 2018–2022, we made a commitment to increase the recognition of New Zealand's diverse women.

We collaborated with the Office of Ethnic Communities to, for the first time, collect and report on representation for Māori and ethnicity data in our stocktake of state sector boards and committees. This gave us better information about the ethnic makeup of our boards and highlighted areas where we need to increase diversity to ensure better representation for all New Zealanders.



Our Nominations Service continues to assist with the recruitment of suitable women for vacancies on state sector boards. During the 2019/20 year, the Nominations team received 193 requests for candidates from appointing agencies for 400 vacancies. These vacancies were forwarded to 1,362 women for their consideration. As at 30 June 2020, 1,340 women sit on state sector boards.

Women now make up 50 percent of the top three tiers of the public service, and half of its chief executives. As well, in 19 agencies, women held 50 percent or more of leadership positions, compared with 15 agencies in 2018.

Encouraging change across the private sector is an area where there is more work to be done. With the positive results in the public sector we hope to encourage change in the private sector. In the period 1 April 2019 to 31 March 2020, women held only 23.7 percent of board director roles and 24.6 percent of senior leadership positions in New Zealand Stock Exchange (NZX) listed companies.

We have continued our sponsorship of activities to grow and develop women leaders in New Zealand. We sponsor activities to increase visibility of the Ministry's work, and to work with others to increase our impact on our strategic outcome areas. In 2019, the Ministry supported wāhine Māori through our sponsorship of the Federation of Māori Authorities' Huihuinga Wāhine Māori Women's Leadership Summit (in early July 2019), and the Māori Women's Development Inc's Māori Women Business Awards in October 2019.

The Ministry also focused on young leaders by contributing to the Wāhine Kākano – the NZ Young Women's Festival in Rotorua and Auckland, and Tumeke Enterprise Youth Summit and Youth Awards 2019 in Tokoroa, South Waikato.

The Ministry continued its sponsorship of the Public Policy category of the Women of Influence Awards to recognise women leaders across New Zealand, particularly those leading in the public service.

The Ministry held a very successful event at Parliament, hosted by the Minister for Women, to celebrate Suffrage Day 2019. The event had women leaders sharing their views on democracy and ways, across communities, to encourage actions to improve Aotearoa New Zealand for women and girls.

## **NEW ZEALAND'S INTERNATIONAL REPUTATION IS ENHANCED**

New Zealand is signatory to a number of international agreements in relation to the status of women and gender equality. The Ministry leads the Government's international reporting on the status of women and builds its expertise on gender issues through collaboration with officials in other jurisdictions, sharing our experience and learning from others.

In late December 2019, we implemented a tool on the Ministry's website to illustrate New Zealand's progress against the 78 Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) recommendations received in July 2018, with a dedicated section on each recommendation. The tool was developed in consultation with NGOs, government agencies, and wāhine Māori. Along with measuring progress for all New Zealand women, the Ministry is committed to ensuring progress for wāhine Māori is made visible.

We are the lead agency on UN Sustainable Development Goal (SDG) 5: Gender Equality. We work across government to ensure that all of the Goals progress in a way that ensures effective sustainable development for women and girls. New Zealand submitted its first Voluntary National Report on the SDGs at the UN High Level Political Forum in New York in July 2019. We will continue to report on Goal 5.

The Ministry is also responsible for reporting on progress against the Beijing Declaration and Platform for Action, and submitted New Zealand's progress report in June 2019.

The Ministry worked with Ministry of Foreign Affairs and Trade (MFAT) on the development of a Trade and Gender Arrangement, which was agreed by the Inclusive Trade Action Group (ITAG) consisting of New Zealand, Canada, and Chile in July 2020. It includes a range of provisions that seek to increase women's participation in trade as part of broader efforts to improve gender equality and women's economic empowerment. It is the first ITAG Arrangement concluded, and New Zealand's first trade arrangement specifically on trade and gender.

We work collaboratively with NGOs on international issues. We convene regular meetings of the Ministry's International Women's Caucus<sup>1</sup>, a forum for government agencies, NGOs, and individuals to work collaboratively on international issues relevant to the interests and wellbeing of women.

---

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

## INTERNATIONAL HIGHLIGHTS

- In 2019, the Ministry led the delegation to the Asia Pacific Economic Cooperation (APEC) Women and the Economy Forum in Chile and negotiated the La Serena Roadmap on Women and Inclusive Growth. The Ministry continued to work closely with MFAT on preparations for New Zealand to virtually host APEC in 2021.
- We led the delegation to the Asia Pacific Ministerial Conference on the Beijing +25 Regional Review at the United Nations in Bangkok, presenting the national statement and leading negotiations on the outcomes document. We successfully upheld New Zealand's position and internationally agreed standards as they relate to gender equality, and were instrumental in finalising the agreement. We worked closely with Pacific Island Nations to successfully progress language on climate change.
- As a result of the Bangkok negotiations, the Fijian government requested the Ministry for Women lead a workshop on UN negotiations for senior officials. Feedback on this workshop was positive and, since then, both Fiji and the Pacific Island Forum Secretariat have requested we continue to provide these training opportunities.
- The Ministry attended an Equal Pay International Coalition (EPIC) meeting in Berlin, Germany, to share the work that New Zealand is doing in equal pay and pay equity. As a result of our attendance and input into this group, New Zealand was invited onto the EPIC Steering Committee.
- We prepared for the sixty-fourth session of the Commission on the Status of Women (CSW) at the United Nations in March 2020. However, due to the COVID-19 pandemic, New Zealand was represented at a one-day session by New Zealand's Permanent Representative to the United Nations, Craig Hawke.

## WOMEN ON BOARDS REACH NEW HEIGHTS

Women on state sector boards and committees reached an all-time high of 49 percent. Wāhine Māori make up 54.3 percent of Māori on boards, while Pacific women make up nearly 60 percent of Pacific board members.



## STRATEGIC OUTCOME

# 01

## THE CONTRIBUTION OF ALL WOMEN AND GIRLS IS VALUED

- Achieved an all-time high of **49 percent in 2019** of women's representation on state sector boards and committees.
- Established a new joint roopū with Te Puni Kōkiri for responding to the Mana Wāhine Kaupapa Inquiry and **improving outcomes for wāhine Māori**.
- Provided training to several government agencies on **Bringing Gender In**, a gender analysis tool, to increase gender advice in policy development.
- **Launched a new tool** on our website highlighting progress the New Zealand Government is making on CEDAW recommendations.
- Represented New Zealand at **APEC Women and the Economy Forum in Chile**, and prepared for CSW.

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

---

The outcomes in this area are:

- disparities of outcomes for and between women are reduced through:
  - contributing towards closing the gender pay gap
  - assisting with implementing changes to address pay equity
  - assisting with the introduction of a new pay transparency regime.
- increased visibility of women's contribution in society through media and online channels
- dismantling stereotypes and barriers that discourage women and girls participating and thriving in non-traditional fields of work and study
- building understanding of working conditions for women, including wāhine Māori, Pacific women, women with disabilities, transgender women, migrant women, and young women in all areas of employment
- supporting increasing access to high-quality childcare
- contributing to measures that improve quality and accessibility of health services for women
- a stronger awareness of experiences of older women.

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. We want health and wellbeing opportunities and choice that is suited to the particular life stage a woman is at and the aspirations she has.

### **CLOSING THE GENDER PAY GAP**

Our focus for the gender pay gap is to advise employers on actions they can take to close their gaps through sharing guidelines they can follow. We do this as part of the Gender Pay Taskforce (which sits within Te Kawa Mataaho, PSC and is governed and funded by the State Services Commission and the Ministry for Women).

The Taskforce's role is to implement the Action Plan for Eliminating the Public Service Gender Pay Gap, which was released in July 2018. The Action Plan builds on the existing commitment of public sector chief executives to close gender pay gaps and create a more diverse and inclusive public service.

The gender pay gap within the core public service is currently 10.5 percent – the lowest gap since measurement began 18 years ago. The national gender pay gap is 9.5 percent (Stats NZ 2020 statistic). While, over time, this has been trending down, any gap is unacceptable, particularly as some groups of women (for example, wāhine Māori and women of non-European ethnicities), experience a gender pay gap of 20 percent or more. The Gender Pay Taskforce will have a focus on ethnic gaps in the coming year.

The Ministry's gender pay gap does not meet the threshold required to produce meaningful high level gender pay gap statistics as specified in the Stats NZ guidelines and therefore its gender pay gap data was not included in the Public Service Workforce Data results released on 28 November 2019. However, the Ministry released its figure proactively and this was 1.1 percent in favour of men. The previous year the Ministry's gender pay gap was 6 percent in favour of men. Due to its small size, minor changes can significantly change the Ministry's gender pay gap.

### ASSISTING WITH IMPLEMENTING CHANGES TO ADDRESS PAY EQUITY

The passing of the Equal Pay Amendment Bill 2020 was a significant achievement for New Zealand women. Pay inequity particularly affects women in low-paid occupations, which are traditionally considered 'women's work', such as occupations with a significant caregiving element. These jobs are among some of the lowest paid in the labour market, so pay increases are likely to have significant positive effects for women, their whānau, and their community.

Pay inequity has been a strong focus for the Ministry's policy advice over several years. We worked with the Ministry of Business, Innovation and Employment (MBIE) on the policy development and legislative advice to progress the Equal Pay Amendment Bill through its second and third readings, with it passing into law in August 2020. We consulted with stakeholders, provided policy advice on amendments to the Bill, and supported the Minister for Women and Minister of Workplace Relations and Safety to finalise the draft legislation.

The Bill sets out a process to correct the undervaluation of work predominantly performed by women, moving pay equity discussions from the court room to the bargaining table. This will make it easier for women to ensure they are paid fairly for their work. The Bill will be implemented from November 2020.

### INCREASED VISIBILITY OF WOMEN'S CONTRIBUTION IN SOCIETY THROUGH ONLINE CHANNELS

The Ministry uses our social media and online channels to promote the work we do, government announcements related to women, as well as highlight significant contributions and success of New Zealand's women. Our follower numbers continue to grow steadily, and we recently celebrated reaching 12,000 followers on LinkedIn.

The Ministry uses its website for tools to illustrate evidence and show progress for women of 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).

### CONTRIBUTING TO MEASURES THAT IMPROVE QUALITY AND ACCESSIBILITY OF HEALTH SERVICES FOR WOMEN

In the last year, we continued work around period poverty, including looking at examples of sustainable and reusable products. 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 will be expanded to all state and state-integrated schools on an opt-in basis in 2021.

As part of the wider health impacts for women, the Abortion Legislation Act 2020 was passed through Government and will be implemented by the Ministry of Health.



#### STRATEGIC OUTCOME

# 02

### ALL WOMEN AND GIRLS ARE FINANCIALLY SECURE AND CAN FULLY PARTICIPATE AND THRIVE

- Co-led, with MBIE, in developing **pay equity legislation** which passed its third reading in July 2020.
- Continued implementing the **action plan to eliminate the Gender Pay Gap** in the public sector, with substantial progress during the last parliamentary term and this contributed to a public sector gender pay gap of 10.5 percent – its lowest level ever.
- Developed the **What's My Gender Pay Gap?** website tool.
- Built evidence base and contributed to a **Budget bid around period poverty**.
- Continued growth in our **social media channels** – especially LinkedIn.
- Highlighted women's contributions through **publishing essays on unpaid work**.



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

---

The outcomes 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 intends to significantly increase its prevention actions in our communities so we build a culture of non-violence, and change those attitudes and behaviours that enable and condone violence. This is not work that can be done by any one agency which is why the Government created the Joint Venture Business Unit (JV) that sits within the Ministry of Justice.

The JV is developing and establishing a national strategy and action plan to eliminate family violence and sexual violence. As a policy agency, the Ministry for Women is not part of the core group of agencies that form the JV but it has a supporting role around the strategy including work on sexual harassment and continuing to build the evidence base on issues for particular population groups. As a member of the officials group, we ensured advice provided by the JV to the Government on the national strategy and action plan on family violence and sexual violence included a gendered perspective.

In Budget 2020, \$202.9 million was committed over the next four years to stabilise New Zealand's family violence services. A further \$22 million was also allocated for family violence

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. Violence against women and girls is widespread in New Zealand. Women are more likely than men to suffer abuse from a partner, repeat victimisation, and sexual violence. The impacts are serious, long-lasting, and sometimes fatal. Safety is a fundamental driver of wellbeing, and women's and girls' lives need to be free from all forms of violence and harassment.

initiatives in the COVID-19 Response and Recovery Fund. This is made up of \$13.3 million for the New Zealand Police and Oranga Tamariki to provide therapeutic services and treatment for children and young people who are exposed to family violence, and \$8.6 million over two years for specialist services to increase their capacity as they respond to the expected increase in demand for their services as a direct result of COVID-19.

During the year, we worked with stakeholders such as the Family Violence Death Committee, MFAT, the New Zealand Police, and MBIE on issues concerning violence and harassment towards women. In August 2019, we published a literature scan on sexual harassment to coincide with the release by the State Services Commission of guidelines for safe and respectful workplaces for the public sector.

### **GLOBAL GENDER GAP REPORT**

The World Economic Forum's Global Gender Gap Report benchmarks 153 countries on their progress towards gender parity. The 2020 report ranked New Zealand sixth, up from seventh the year prior.



## SUFFRAGE DAY CELEBRATION

The Ministry held a very successful event at Parliament, hosted by the Minister for Women, to celebrate Suffrage Day 2019.

The event had women leaders sharing their views on democracy and ways, across communities, to encourage actions to improve Aotearoa New Zealand for women and girls.



## ALL WOMEN AND GIRLS ARE FREE FROM ALL FORMS OF VIOLENCE AND HARASSMENT

- Established a **cross-agency group** to look at the increased vulnerability of women from minority cultures to family violence harm. This followed the Family Violence Death Review Committee (FVDRC) finding that about **15 percent of the intimate partner violence deaths are experienced by South Asian and Fijian Indian ethnic communities**. The FVDRC has asked a Ministry staff member to be an agent for the committee.
- 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**.
- Worked with MBIE to look at how **immigration family violence visas** are being accessed by victims of violence.
- Met with 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**.
- Continued to support the **JV** in the development of its strategy and engagement with the sector.
- Published a literature scan on sexual harassment and maintained input into MBIE's issues paper on **sexual harassment in the workplace**.



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. Overall 82 percent of stakeholders agreed that the work the Ministry does with their agency was 'valuable' or 'very valuable'.

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:

Nine out of nine stakeholders (100 percent) surveyed who used the Nominations Service found the quality to meet or exceed their requirements, and that the Ministry followed through on what it committed to do. The Nominations Service continues to improve, with 80 percent of stakeholders perceiving the delivery of Nominations to be thorough.

*"The Ministry for Women is really big for us.... The focus on gender pay equity and family violence prevention has never been more important than it is now."*

---

*"They're good at evidence-based stuff. They're good at making sure agencies incorporate gender analysis into policy work. They have developed the tool for use in policy papers. They're good at making sure other government agencies think about gender issues throughout the policy process."*

---

*"We are very conscious of the need to increase diversity of members on the board...The Ministry for Women offers a great service. About half [of the] nominees that came through from the Ministry for Women ended up being appointed."*

---

## PACIFIC PEOPLE IN BUSINESS DATASET

We delivered 118 data tables detailing business activity of Pacific women and men to the Ministry for Pacific Peoples as part of a data partnership. This built on NACEW's data investment on Māori women in business. Work is now underway to analyse the data and undertake interviews to provide qualitative information on Pacific business women.



We were disappointed that the number of stakeholders who agreed the Ministry's evidence, analysis, and advice has informed their actions and has been incorporated into their policies and practices had dropped to 54 percent. Over those who had used it, however, 71 percent said they were satisfied or very satisfied, similar scores to 2019. Those who gave low scores on this measure were inclined to feel their own agencies could be taking the advice of the Ministry more seriously.

*"This is not a reflection on the Ministry. [It's] more a reflection on our Ministry. We need to think more carefully about how we capture the advice."*

The feedback from the 2020 participants was suggested areas for improvement, including broadening its expertise and increasing the Ministry's reach into government.

As in 2019, questions about the Ministry's knowledge and representation of Māori women were raised. In 2020, the Ministry's involvement in the Mana Wāhine Kaupapa Inquiry was applauded by stakeholders. However, there were calls for the Ministry to increase its diversity and particularly increase its focus on ethnic, migrant, and rural women. The Ministry's work on pay equity and its focus on family violence was commended by stakeholders.

The Ministry provides administrative and policy support for 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 New Zealand women, their families, and communities.

NACEW funded new work on wāhine Maori and Pacific women in business, and with the Champions for Change, the report, *Addressing the gender pay gap and driving progress for women's representation in senior leadership roles*. 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

During this year with the addition of the joint roopū for Mana Wāhine, and filling existing vacancies, the Ministry increased its staffing levels to 39.

We continue to work in partnership with the Public Service Association (PSA) to support our people. This year, a working group began work on the design of a new remuneration and pay system for the Ministry, a commitment under the collective agreement.

During the 2019/20 summer, we hosted our third intern from MBIE's Tupu Tai ('Next Wave') cross-government Pacific intern scheme.

In January 2020, we received an updated seismic report on our leased office at 22 The Terrace. As this report presented health and safety risks for staff, we had to urgently find alternative office accommodation. Our staff worked at the offices of the Ministry of Social Development, Manatū Taonga Ministry for Culture and Heritage, and at home. This ensured we were well prepared for staff to work from home during the COVID-19 lockdown. In May 2020, we secured a short-term lease at 20 Ballance Street, while strengthening work is undertaken on 22 The Terrace.

We released several staff members on secondment to a range of agencies including The Treasury, New Zealand Police, Ministry of Housing and Urban Development. This enables staff to gain experiences that they can't get from a small agency, to share our expertise across the public service, and to help the system where resources are needed. The Ministry deployed staff to assist with the cross-government COVID-19 response to a variety of agencies including the Ministry of Health, The Treasury, and the Department of the Prime Minister and Cabinet. We also set up a temporary COVID-19 policy team in June 2020 to run for six months and provide specific policy analysis on the effects of COVID-19 on women.

Our people are the key asset that enables our effective delivery. Building and developing an effective and inclusive culture enables us to manage our work and show agility in responding to organisational and environmental challenges. Over the past year, our people have responded to two challenges – urgent accommodation relocations and COVID-19 – while continuing to deliver high-quality advice and outcomes.

We continue to ensure that our staff have technology platforms and remain connected, as they work more flexibly. These accommodation changes accelerated flexible work and enabling staff to work from home, as and when they need to. Te Kawa Mataaho, PSC issued Flexible-by-Default Guidance and the Ministry has updated its Flexible Work policy and supporting resources in line with this guidance.

### CEDAW RECOMMENDATIONS

We've created a section on our website where people can see the progress New Zealand is making towards the 78 CEDAW recommendations. This brings together the information from across government in one easy to find location allowing people to see what actions various agencies are taking.



The two significant people challenges of our accommodation situation and the COVID-19 response have delayed the work on finalising our People Plan. We plan to use the 2020/21 year to continue to develop our plan so that it can be implemented in line with our new Statement of Intent from 2022.

We will build on the following themes identified in the work completed so far:

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

The Ministry has made a number of key improvements to its information technology infrastructure over the past year. These changes include implementing improved security on our external facing web environments and improvements to our nominations database which has enabled better quality search facilities. In 2018/19, the Ministry implemented a significant upgrade of our IT environment by introducing laptops for all, enabling the Ministry to seamlessly move to remote working from January 2020 through to the end of the COVID-19 lockdown.

## DIVERSITY AND INCLUSION

The Ministry is committed to having a diverse and inclusive environment. We understand that to achieve true inclusion in a workplace takes time and commitment from staff at all levels of the organisation.

The Ministry has 82 percent female staff and 18 percent male staff, similar to 2019 figures. Our staffing make-up is diverse with 18 percent of our staff identifying as Māori, 21 percent identifying as Asian, 5 percent as Pacifica, and just over 60 percent as European. We will be updating our Diversity and Inclusion Strategy to signal how the Ministry will give effect to the five Papa Pounamu commitments.

The Ministry is committed to the public sector Accessibility Charter and the Panel Pledge (ensuring more women and greater ethnic diversity on panels) and working on activities towards these commitments.

We are the Government's principal advisor on women and we want to reflect our advice in our actions with our staff. This includes a focus on closing the gender pay gap within the Ministry (in figures released December 2019, this was 1 percent in favour of men as at 30 June 2019) with our Gender Pay Action Plan. Our annual staff remuneration strategy includes a focus on closing the gender pay gap.

The Ministry is committed to ensuring that wāhine Māori succeed as Māori. We have committed to the PSA as part of our collective employment agreement to ensure that we improve our knowledge and respect for Te Ao Māori. We're working to lift our cultural competency, especially around Te Reo and tikanga Māori. We will use the Organisational Capability Component of Te Arawhiti's Māori Crown Relations Capability Framework for the public sector to help build our own plan. To this end, staff have already attended a training day with Te Arawhiti on how we can better work with, and for, Māori.



## MĀORI WOMEN IN BUSINESS

NACEW and the Ministry for Women released *Ngā wāhine kaupakihi: He tirohanga, Māori women in business: Insights*, which counted wāhine Māori in business for the first time. This report recognises wāhine Māori as employers and contributors to the economy and regional communities.

## IT SECURITY

The Ministry has reviewed our external IT security environment following the privacy breach at the Ministry for Culture and Heritage in 2019. The Ministry has set in place a range of improvements to our management of external web facing systems and we will continue to monitor and improve our security where appropriate.

## HEALTH AND SAFETY

The Ministry considers the wellbeing, safety, and health of our staff as our number one priority. This year has been especially challenging for wellbeing as we had to support our staff through the impact of urgent accommodation relocations due to building earthquake concerns and then the COVID-19 pandemic. Throughout these two concurrent events the Ministry leadership, with the support of the PSA, has worked hard to ensure our staff are supported in their wellbeing.

We conducted a range of both formal and informal check-ins with staff to give the Ministry leadership an understanding of how our staff were managing their work and home priorities during the COVID-19 lockdown. We also asked our staff about their home care responsibilities and received very useful information on this topic, with all staff responding to the survey.

## COVID-19 FUND

We administered the Government's \$1 million contestable fund for organisations who work with women and girls that were affected by COVID-19. The Government subsequently doubled the fund to \$2 million due to excessive demand.



# 04 *Reporting on our performance*

## **FOR THE YEAR ENDED 30 JUNE 2020**

The following section provides detailed reporting on our performance by appropriation against our targets as set out in the Information Supporting the Estimates 2019/20. Where appropriate, we have included comparative performance information for the prior year (2018/19 actuals).



## Policy advice and related services

(multi-category appropriation)

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

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


- advice (including second-opinion advice and contributions to policy advice led by other agencies) to support decision-making by Ministers on government policy matters that improve the lives of New Zealand women, including managing New Zealand's international obligations with respect to the status of women
- suitable women nominees for appointment to state sector boards and committees

- support services to the Minister for Women to enable them to meet their portfolio responsibilities
- administrative support for the National Advisory Council on the Employment of Women.

### WHAT WE INTENDED TO ACHIEVE WITH THIS APPROPRIATION

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

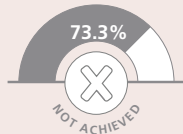
### MEASURING OUR PERFORMANCE AGAINST OUR TARGETS

Key performance measure		Actual performance
Level of shareholders' satisfaction with the quality of the Ministry for Women's evidence, analysis, and advice.  <i>Target of 'met requirements' or better as measured on an annual basis.</i>		<b>Target achieved.</b> 82 percent of the stakeholders reported that they were satisfied with the quality of evidence, analysis, and advice <sup>1</sup> .  (2018/19 – Target achieved: 88 percent.)

<sup>1</sup> Research First Limited, Ministry for Women Stakeholder Feedback, July 2020.



Key performance measure	Actual performance
<p>Key stakeholders report that the Ministry's evidence, analysis, and advice have informed their actions and been incorporated in their policies and practices to improve outcomes for women<sup>2</sup>.</p> <p><i>Target of 75 percent of stakeholders as measured on an annual basis.</i></p>	<p><b>Target of 75% not achieved.</b> 54 percent of 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 women<sup>3</sup>.</p> <p>(2018/19 actuals: 78 percent<sup>4</sup>.)</p>



### COMMENTARY ON OUR PERFORMANCE

We focused on areas where we could make the most difference and that would have the greatest impact for women in New Zealand. We worked with a number of agencies and stakeholders to achieve our goals.

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

While there has been a decrease in percentage of key stakeholders that reported they have incorporated the Ministry's evidence, analysis, or advice into their policies and practices to improve outcomes for women it is to be noted, that this rating was in part caused by the perception that the agency receiving the advice could use it more effectively or bring the Ministry in earlier in their policy development process. The survey also showed that over 70 percent of the respondents were satisfied with the evidence and no one was dissatisfied. These evidence satisfaction results are similar to 2019.

The majority of stakeholders who responded agreed that the work the Ministry does with their agency is valuable, and suggested it needs to do more to ensure its advice is incorporated into other agencies' policies and practices.







2 As updated in the Vote Women Supplementary Estimates of Appropriation 2019/20.

3 Research First Limited, Ministry for Women Stakeholder Feedback, July 2020.

4 Research First Limited, Ministry for Women Stakeholder Feedback, July 2019.

## SUMMARY OF OUR PERFORMANCE FOR EACH CATEGORY

Here is a summary of our performance by appropriation category. For full details on our performance against each target, refer to pages 26 to 35.

Policy advice	Nomination services	Ministerial services	National Advisory Council on the Employment of Women
			
4 out of 5 performance targets were met this year	2 out of 2 performance targets were met this year	1 out of 1 performance targets were met this year	1 out of 1 performance targets were met this year
2018/19: 2 out of 3 performance targets	2018/19: 2 out of 2 performance targets	2018/19: 1 out of 1 performance targets	2018/19: 1 out of 1 performance targets

## FINANCIAL PERFORMANCE

2019 actual 2020		2020 unaudited budget <sup>5</sup> \$000	2020 actual \$000	*2021 unaudited forecast \$000
<b>MULTI-CATEGORY APPROPRIATION</b>				
<b>Policy advice and related services</b>				
5,401	Crown revenue	6,802	7,052	9,842
273	Other revenue	-	240	-
<b>5,674</b>	<b>Total revenue</b>	<b>6,802</b>	<b>7,292</b>	<b>9,842</b>
<b>5,653</b>	<b>Total expenses</b>	<b>6,802</b>	<b>6,322</b>	<b>9,842</b>
<b>21</b>	<b>Net surplus</b>	<b>-</b>	<b>970</b>	<b>-</b>

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

\*2021 consolidated into a single Output Expense Appropriation "Improving the Lives of New Zealand Women". 2021 forecast based on Vote Women 2020 Pre-Election Economic and Fiscal Update.

<sup>5</sup> As updated in the Vote Women Main Estimates of Appropriation 2019/20.



## Policy advice

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

### WHAT WE INTENDED TO ACHIEVE

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


### MEASURING OUR PERFORMANCE AGAINST OUR TARGETS

Key performance measure		Actual performance
Average quality of policy papers to the Minister for Women, as independent reviewer using a process with a methodical robustness score of at least 75 percent <sup>6</sup> .		<b>Target achieved.</b> The New Zealand Institute of Economic Research (NZIER) rated the technical quality of the Ministry's written policy advice at 80 percent.  (2018/19 actuals: 73 percent.)
Level of Ministerial satisfaction with the Ministry for Women's advice using the common satisfaction survey for policy advice.  <i>Target of 75 percent<sup>7</sup> as measured by a quarterly common satisfaction survey for policy advice<sup>8</sup>.</i>		<b>Target achieved.</b> The Minister rated her satisfaction with the quality of the Ministry's policy advice at 100 percent using the common satisfaction survey.  (2018/19 actuals: 80 percent.)

<sup>6</sup> Annual survey as carried out by the NZIER.

<sup>7</sup> As updated in the Vote Women Supplementary Estimates of Appropriation 2019/20.

<sup>8</sup> Ministers responsible for policy appropriations are asked to complete a common satisfaction survey of six core questions in order to provide a quantitative representation of their satisfaction with an agency's policy advice.

Key performance measure		Actual performance
Number of research and evidence-based reports produced per year.  <i>Target: Two research papers<sup>9</sup>.</i>		<b>Target achieved.</b> Two research papers were produced: 100 percent.  (2018/19: Not applicable.)
Mana Wāhine Kaupapa Inquiry: Level of stakeholder satisfaction (claimants and agencies).  <i>Target: Rated as 'meeting' requirements or better.</i>		<b>Delayed</b>
Mana Wāhine Kaupapa Inquiry: Timeliness of responses to judicial requests.  <i>Target: 100 percent.</i>		<b>Target achieved:</b> 100 percent.

#### COMMENTARY ON OUR PERFORMANCE

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

We continually measure the quality and effectiveness of our advice in order to maximise our impact. Two performance measures were achieved and one was delayed:

- The quality of written policy papers to the Minister for Women and Ministerial satisfaction with the quality of our advice remained high.

- The Ministry produced two research papers. The first research paper, *Ngā wāhine kaupakihi: He tirohanga, Māori women in business: Insights*, showed that more than 6,000 wāhine Māori owned businesses across all regions of New Zealand. The second research paper was an academic paper on wāhine Māori and the gender pay gap.
- The measure on the level of stakeholder satisfaction related to the Mana Wāhine Kaupapa Inquiry was not undertaken due to the timing of the Judicial Conference, the first phase in the Inquiry.

<sup>9</sup> As updated in the Vote Women Supplementary Estimates of Appropriation 2019/20.

## FINANCIAL PERFORMANCE

	2019 actual 2020		2020 unaudited budget <sup>10</sup> \$000	2020 actual \$000	*2021 unaudited forecast \$000
<b>CATEGORY</b>					
<b>Policy advice</b>					
	4,386	Crown revenue	5,787	6,037	9,842
	273	Other revenue	-	240	-
	<b>4,659</b>	<b>Total revenue</b>	<b>5,787</b>	<b>6,277</b>	<b>9,842</b>
	<b>4,486</b>	<b>Total expenses</b>	<b>5,787</b>	<b>5,413</b>	<b>9,842</b>
	<b>173</b>	<b>Net surplus/(deficit)</b>	<b>-</b>	<b>864</b>	<b>-</b>

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

\*2021 consolidated into a single Output Expense Appropriation "Improving the Lives of New Zealand Women". Forecast numbers are based on 2020 Pre-Election Economic and Fiscal Update (PREFU).



<sup>10</sup> As updated in the Vote Women Main Estimates of Appropriation 2019/20.





# Nominations Service

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

## WHAT WE INTENDED TO ACHIEVE

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

## MEASURING OUR PERFORMANCE AGAINST OUR TARGETS

Key performance measure		Actual performance
Appointing agency satisfaction with the quality of nominees and nomination services provided by the Ministry.  <i>Target of 'met requirements' or better as measured on an annual basis.</i>		<b>100 percent</b> satisfied.  (2018/19 actuals: 89 percent rating of 'met requirements' or exceeded their requirements with 50 percent claiming their service was excellent.)
Timeliness of nominations.  <i>Target of 100 percent of responses to nomination requests provided by the due date.</i>		<b>100 percent</b> of responses to nominations requests were provided in a timely manner.  (2018/19: 100 percent of responses to nominations requests were provided in a timely manner.)

## COMMENTARY ON OUR PERFORMANCE

Over the past year we built on our previous close relationships to appointing and nominating agencies to ensure that suitably qualified women were identified and nominated for vacancies on state sector boards and committees. This enabled the Ministry to support the recording of Māori and ethnic information for our annual stocktake report. The Ministry is also working with these agencies to build a development pipeline of women with governance skills in New Zealand. This included responding to over 179 requests from agencies for board nominations for 392 board positions. These vacancies were forwarded to 1,183

women for their consideration. The Ministry has established a database with access to over 1,509 women on its database (290 women registered between 30 June 2019 and 30 June 2020).

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

## FINANCIAL PERFORMANCE

2019 actual 2020		2020 unaudited budget \$000	2020 actual \$000	*2021 unaudited forecast \$000
<b>CATEGORY</b>				
<b>Nomination services</b>				
460	Crown revenue	460	460	-
-	Other revenue	-	-	-
<b>460</b>	<b>Total revenue</b>	<b>460</b>	<b>460</b>	<b>-</b>
<b>647</b>	<b>Total expenses</b>	<b>460</b>	<b>412</b>	<b>-</b>
<b>(187)</b>	<b>Net surplus/(deficit)</b>	<b>-</b>	<b>48</b>	<b>-</b>

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

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




## Ministerial services

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

### WHAT WE INTENDED TO ACHIEVE

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

### MEASURING OUR PERFORMANCE AGAINST OUR TARGETS

Key performance measure		Actual performance
Ministerial satisfaction with the services provided by the Ministry.  <i>Target of 'met requirements' or better as rated on a quarterly basis.</i>		<b>Target achieved.</b> Using a scale of 1 to 5 (1= Did not meet requirements, 2= Partly met requirements, 3 = Meets requirements, 4 = More than meets requirements, 5 = Excellent), the Minister rated her satisfaction as more than met requirements.  (2018/19 actuals: The Minister rated her satisfaction as 'more than met'.)

### COMMENTARY ON OUR PERFORMANCE

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

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

Other achievements	Results
Preparation of draft responses to parliamentary questions	
Number prepared (Estimated 40)	<b>53</b> draft responses were prepared in 2019/20. There were 26 in 2018/19.
Percentage provided within the agreed reporting deadline (Target 100 percent)	<b>100</b> percent were provided within the agreed deadline in 2019/20. This was also the case in 2018/19.
Preparation of draft responses to requests to the Minister under the Official Information Act	
Number prepared (Estimated 10)	<b>8</b> draft responses were prepared in 2019/20. There were 19 in 2018/19.
Percentage provided within the agreed reporting deadline (Target 100 percent)	<b>100</b> percent were provided within the agreed deadline in 2019/20. This was also the case in 2018/19.
Preparation of draft replies to ministerial correspondence	
Number prepared (Estimated 35)	<b>82</b> draft replies were prepared in 2019/20. There were 89 in 2018/19. Additionally, 344 ministerial information requests were prepared in 2019/20, compared to 270 in 2018/19.
Percentage provided within the agreed reporting deadline (Target 100 percent)	<b>100</b> percent were provided within the agreed deadline in 2019/20. This was also the case in 2018/19.

## FINANCIAL PERFORMANCE

		2020 unaudited budget \$000	2020 actual \$000	*2021 unaudited forecast \$000
CATEGORY				
<b>Ministerial services</b>				
355	Crown revenue	355	355	-
-	Other revenue	-	-	-
<b>355</b>	<b>Total revenue</b>	<b>355</b>	<b>355</b>	<b>-</b>
<b>393</b>	<b>Total expenses</b>	<b>355</b>	<b>318</b>	<b>-</b>
<b>(38)</b>	<b>Net surplus/(deficit)</b>	<b>-</b>	<b>37</b>	<b>-</b>

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

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


# National Advisory Council on the Employment of Women

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

## WHAT WE INTENDED TO ACHIEVE

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

## MEASURING OUR PERFORMANCE AGAINST OUR TARGETS

Key performance measure		Actual performance
Council member satisfaction with the services provided by the Ministry.  <i>Target of 'met requirements' or better as rated on an annual basis.</i>		<b>Target achieved.</b> Using a scale of 1 to 5 (1=Did not meet requirements, 2= Partly met requirements, 3 = Meets requirements, 4 = More than meets requirements, 5 = Excellent) the Council member satisfaction with the services provided by the Ministry was rated as excellent.  (2018/19 actuals: Target achieved with an excellent rating.)

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

## COMMENTARY ON OUR PERFORMANCE

NACEW was supported by the Ministry in the following ways:

- supported the appointment and reappointment process of NACEW members in November 2019
- administrative support for meetings with the Minister for Women held on 16 December 2019, 25 February 2020, 7 April 2020 and 25 May 2020
- developed the NACEW work programme for 2019/20
- provided advice to the Minister for Women on pay equity, addressing the gender pay gap, and the impact of COVID-19 on women's employment
- launched the report: *Ngā wāhine kaupakihi: he tirohanga, Māori women in business: Insights* on Wednesday 20 November 2019
- funded collection of new data research on Pacific women in business
- commissioned research on the COVID-19 experiences of Pacifica women in South Auckland and case studies of organisations that have successfully implemented pay equity
- commissioned six case studies on pay equity with private sector organisations.



## FINANCIAL PERFORMANCE

		2019 actual 2020	2020 unaudited budget \$000	2020 actual \$000	*2021 unaudited forecast \$000
<b>CATEGORY</b>					
<b>National Advisory Council on the Employment of Women</b>					
200	Crown revenue		200	200	-
-	Other revenue		-	-	-
<b>200</b>	<b>Total revenue</b>		<b>200</b>	<b>200</b>	<b>-</b>
<b>127</b>	<b>Total expenses</b>		<b>200</b>	<b>179</b>	<b>-</b>
<b>73</b>	<b>Net surplus/(deficit)</b>		<b>-</b>	<b>21</b>	<b>-</b>

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

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

# Capital expenditure appropriation

(Permanent Legislative Authority)

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

## WHAT WE INTENDED TO ACHIEVE

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

## MEASURING OUR PERFORMANCE AGAINST OUR TARGETS

Key performance measure		Actual performance
Expenditure is in accordance with the Ministry's annual capital plan.		<b>Target achieved.</b>
Target of 100 percent of expenditure in accordance with the Ministry's annual capital plan.		(2018/19 Target: Achieved.)

## FINANCIAL PERFORMANCE

	2019 actual 2020		2020 unaudited budget <sup>11</sup> \$000	2020 actual \$000	*2021 unaudited forecast \$000
<b>Capital expenditure appropriation</b>					
136	Property, plant, and equipment		40	32	35
-	Intangibles		-	-	5
<b>136</b>	<b>Total capital expenditure</b>		<b>40</b>	<b>32</b>	<b>40</b>

# 05 *Financial statements*

## *Statement of responsibility*

FOR THE YEAR ENDED 30 JUNE 2020

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

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

In my opinion:

- the financial statements fairly reflect the financial position and operations of the Ministry as at 30 June 2020 and its operations ended on that date
- the forecast financial statements fairly reflect the forecast financial position of the Ministry as at 30 June 2021 and its operations for the year ending on that date.



**Renee Graham**

Secretary for Women and Chief Executive  
Te Tumu Whakarae mō te Wahine

30 September 2020

# Independent Auditor's report

AUDIT NEW ZEALAND  
Mana Arotake Aotearoa

## *To the readers of Ministry for Women's annual report for the year ended 30 June 2020*

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 40 to 58, that comprise the statement of financial position, statement of commitments, statement of contingent liabilities and contingent assets as at 30 June 2020, 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 2020 on pages 22 to 35; and
- the statements of expenses and capital expenditure for the year ended 30 June 2020 on pages 59 to 60.

### OPINION

In our opinion:

- the financial statements of the Ministry on pages 40 to 58:
  - present fairly, in all material respects:
    - » its financial position as at 30 June 2020; 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 22 to 35:
  - presents fairly, in all material respects, for the year ended 30 June 2020:
    - » 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 59 to 60 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 30 September 2020. This is the date at which our opinion is expressed.

The basis for our opinion is explained below, and we draw attention to the impact of COVID-19 on the Ministry. 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.

### EMPHASIS OF MATTER – IMPACT OF COVID-19

Without modifying our opinion, we draw your attention to the disclosures about the impact of COVID-19 on the Ministry as set out in note 18 to the financial statements.

## **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 2019/20 and the 2019/20 forecast financial figures included in the Ministry's 2018/19 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 21, but does not include the information we audited, and our auditor's report thereon.

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

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

## INDEPENDENCE

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

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



**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 2020

2019 actual \$000		Note	2020 actual \$000	2020 unaudited budget \$000	2021 unaudited forecast \$000
<b>REVENUE</b>					
5,401	Revenue Crown	2	7,052	6,802	9,842
273	Other revenue	2	240	-	-
<b>5,674</b>	<b>Total revenue</b>		<b>7,292</b>	<b>6,802</b>	<b>9,842</b>
<b>EXPENSES</b>					
3,897	Personnel costs	3	4,370	5,159	4,921
1,586	Operating costs	5	1,801	1,475	4,846
14	Capital charge	4	20	20	20
156	Depreciation/amortisation expense	7,8	131	148	55
<b>5,653</b>	<b>Total expenses</b>		<b>6,322</b>	<b>6,802</b>	<b>9,842</b>
<b>21</b>	<b>Net surplus</b>		<b>970</b>	<b>-</b>	<b>-</b>
<b>Other comprehensive revenue and expense</b>					
			-	-	-
<b>21</b>	<b>Total comprehensive revenue and expense</b>		<b>970</b>	<b>-</b>	<b>-</b>

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 2020

2019 actual \$000		Note	2020 actual \$000	2020 unaudited budget \$000	2021 unaudited forecast \$000
<b>ASSETS</b>					
<b>Current assets</b>					
648	Cash and cash equivalents		2,030	632	1,136
15	Receivables	6	26	-	-
-	Prepayments				
<b>663</b>	<b>Total current assets</b>		<b>2,056</b>	<b>632</b>	<b>1,136</b>
<b>Non-current assets</b>					
343	Property, plant, and equipment	7	258	253	238
14	Intangible assets	8	-	-	5
<b>357</b>	<b>Total non-current assets</b>		<b>258</b>	<b>253</b>	<b>243</b>
<b>1,020</b>	<b>Total assets</b>		<b>2,314</b>	<b>885</b>	<b>1,379</b>
<b>LIABILITIES</b>					
<b>Current liabilities</b>					
445	Payables	9	583	300	808
21	Return of operating surplus	10	970	-	-
148	Employee entitlements	12	368	196	196
14	Lease incentive liability	13	14	14	14
<b>628</b>	<b>Total current liabilities</b>		<b>1,935</b>	<b>510</b>	<b>1,018</b>
<b>Non-current liabilities</b>					
13	Employee entitlements	12	13	10	10
43	Lease incentive liability	13	30	29	15
<b>56</b>	<b>Total non-current liabilities</b>		<b>43</b>	<b>39</b>	<b>25</b>
<b>684</b>	<b>Total liabilities</b>		<b>1,978</b>	<b>549</b>	<b>1,043</b>
<b>336</b>	<b>Net assets</b>		<b>336</b>	<b>336</b>	<b>336</b>
<b>EQUITY</b>					
336	General funds	14	336	336	336
<b>336</b>	<b>Total equity</b>		<b>336</b>	<b>336</b>	<b>336</b>

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

# Statement of changes in equity

FOR THE YEAR ENDED 30 JUNE 2020

2019 actual \$000		2020 actual \$000	2020 budget \$000	2021 forecast \$000
<b>GENERAL FUNDS</b>				
<b>336</b>	<b>Balance at 1 July</b>	<b>336</b>	<b>336</b>	<b>336</b>
21	Total comprehensive revenue and expense	970	-	-
(21)	Repayment of operating surplus to the Crown	(970)	-	-
<b>336</b>	<b>Balance at 30 June</b>	<b>336</b>	<b>336</b>	<b>336</b>

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

# Statement of cash flows

FOR THE YEAR ENDED 30 JUNE 2020

2019 actual \$000		2020 actual \$000	2020 budget \$000	2021 forecast \$000
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>				
5,401	Receipts from Crown	7,052	6,802	9,842
251	Receipts from departmental revenue	222	-	-
4	Receipts from other revenue	7	-	-
(1,469)	Payments to suppliers	(1,763)	(1,489)	(4,661)
(3,985)	Payments to employees	(4,150)	(5,159)	(5,039)
(14)	Payments for capital charge	(20)	(20)	(20)
5	Goods and services tax (net)	87	-	-
<b>193</b>	<b>Net cash flow from operating activities</b>	<b>1,435</b>	<b>134</b>	<b>122</b>
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>				
(136)	Purchase of property, plant, and equipment	(32)	(40)	(35)
-	Purchase of intangible assets	-	-	(5)
<b>(136)</b>	<b>Net cash flow from investing activities</b>	<b>(32)</b>	<b>(40)</b>	<b>(40)</b>
<b>CASH FLOW FROM FINANCING ACTIVITIES</b>				
(130)	Return of operating surplus to Crown	(21)	-	(976)
<b>(130)</b>	<b>Net cash flow from financing activities</b>	<b>(21)</b>	<b>-</b>	<b>(976)</b>
<b>(73)</b>	<b>Net increase/(decrease) in cash</b>	<b>1,382</b>	<b>94</b>	<b>(894)</b>
721	Cash at the beginning of the year	648	538	2,030
<b>648</b>	<b>Cash at the end of the year</b>	<b>2,030</b>	<b>632</b>	<b>1,136</b>

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 2020

## 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 2020 (2019: 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 rental agreement from June 2020 to 30 November 2021 at 20 Ballance Street while the property at 22 The Terrace is being earthquake strengthened. This lease can be cancelled by either party by giving one month's notice.

2019 actual \$000		2020 actual \$000
<b>OPERATING LEASE AS A LESSEE</b>		
	The future aggregate minimum lease payments to be paid under non-cancellable operating leases are as follows:	
154	Not later than one year	177
488	Later than one year and not later than five years	334
-	Later than five years	-
<b>642</b>	<b>Total non-cancellable operating lease commitments</b>	<b>511</b>
<b>642</b>	<b>Total commitments</b>	<b>511</b>

The accompanying notes form part of these financial statements.



# *Statement of contingent liabilities and contingent assets*

AS AT 30 JUNE 2020

## **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 2020 (2019: Nil).

## **CONTINGENT ASSETS**

The Ministry has no contingent assets at 30 June 2020 (2019: Nil).

The accompanying notes form part of these financial statements.

# Notes to the financial statements

FOR THE YEAR ENDED 30 JUNE 2020

## 1. Statement of accounting policies

### REPORTING ENTITY

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

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

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

The financial statements of the Ministry are for the year ended 30 June 2020, and were approved for issue by the Chief Executive on 30 September 2020.

### 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.

#### 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.

#### Standards issued and not yet effective and not early adopted

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

##### *PBE IPSAS 41 Financial Instruments*

The XRB issued PBE IPSAS 41 Financial Instruments in March 2019. The standard supersedes PBE IFRS 9 Financial Instruments, which was issued as an interim standard. It is effective for reporting periods beginning on or after 1 January 2022. Although the Ministry has not assessed the effect of the new standard, it does not expect any significant changes as the requirements are similar to PBE IFRS 9.

### 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, the Inland Revenue Department (IRD) is included as part of receivables or payables in the statement of financial position.

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

## Income tax

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

## Critical accounting estimates and assumptions

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

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

## Critical judgements in applying accounting policies

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

## Budget and forecast figures

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

The 2020 budget figures are for the year ended 30 June 2020 and were published in the Ministry's 2018/19 Annual Report. They are consistent with the Ministry's best estimate financial forecast information submitted to the Treasury for the Budget Economic and Fiscal Update (BEFU) for the 2019/20 year.

The 2021 forecast figures are for the year ending 30 June 2021, which are consistent with the best estimate financial forecast information submitted to the Treasury for the Pre-Election and Economic Fiscal Update (PEFU) for the 2020/21 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 2021 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 28 August 2020.

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 2021 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 2020/21 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 28 August 2020, were as follows:

- The Ministry's activities will remain substantially the same as the previous year focusing on the Government's priorities.
- The Ministry received funding of \$0.500 million in 2020/21 to manage cost pressures to deliver sustainable output.
- The Ministry received an additional \$1.750 million in 2020/21 to support non-governmental organisations (NGOs) to deliver services for women affected by the COVID-19 pandemic.
- The 2021 forecast assumes \$0.950 million of expense transfer from 2020 surplus arising from delays with the implementation of the Mana Wāhine Kaupapa programme.
- Personnel costs were based on up to 42 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.

## Notes to the financial statements

FOR THE YEAR ENDED 30 JUNE 2020

- Estimated year-end information for 2019/20 was used as the opening position for the 2020/21 forecasts.

The actual financial results achieved for the period ending 30 June 2021 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.

2019 actual \$000		2020 actual \$000
268	Departmental contributions for staff secondments	233
5	Other	7
<b>273</b>	<b>Total other revenue</b>	<b>240</b>

### 3. Personnel costs

#### ACCOUNTING POLICY

##### Salaries and wages

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

#### SUPERANNUATION SCHEMES

##### Defined contribution schemes

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

##### *Breakdown of personnel costs*

2019 actual \$000		2020 actual \$000
3,867	Salaries and wages	4,131
101	Employer contributions to defined contribution plans	107
(77)	Increase/(decrease) in employee entitlements	126
6	ACC levy	6
<b>3,897</b>	<b>Total personnel costs</b>	<b>4,370</b>

### 4. Capital charge

#### ACCOUNTING POLICY

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

#### FURTHER INFORMATION

The Ministry pays a capital charge to the Crown on its taxpayers' funds (equity) as at 30 June and 31 December each year. The capital charge rate for the year ended 30 June 2020 was 6 percent (2019: 6 percent).

## Notes to the financial statements

FOR THE YEAR ENDED 30 JUNE 2020

### 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.

2019 actual \$000		2020 actual \$000
33	Audit fees for audit of financial statements	34
7	Loss on sale of assets	-
199	Operating lease expense	218
45	Training and conference costs	16
134	Travel expenses	72
261	Consultants and contractors	487
66	Publications	74
225	IT expenses	314
359	External relations and events	266
257	Other expenses	320
<b>1,586</b>	<b>Total operating costs</b>	<b>1,801</b>

### 6. Receivables

#### ACCOUNTING POLICY

Short-term receivables are recorded at the amount due, less any provision for uncollectability.

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

The ageing profile of receivables at year-end is detailed below.

2019 actual \$000		2020 actual \$000
15	Not past due	23
-	Past due more than 30 days	3
<b>15</b>	<b>Total</b>	<b>26</b>

In relation to the receivables as at 30 June 2020, no provision for uncollectability was considered necessary.



## 7. Property, plant, and equipment

### ACCOUNTING POLICY

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

### 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

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

#### Non-cash-generating assets

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

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

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

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

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

## Notes to the financial statements

FOR THE YEAR ENDED 30 JUNE 2020

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

	Computer equipment \$000	Office equipment \$000	Furniture and fit-out \$000	Artwork \$000	Total \$000
<b>COST OR VALUATION</b>					
Balance at 1 July 2018	60	41	606	2	709
Additions	118	-	18	-	136
Disposal	(60)	-	-	-	(60)
<b>Balance at 30 June 2019/1 July 2019</b>	<b>118</b>	<b>41</b>	<b>624</b>	<b>2</b>	<b>785</b>
Additions	7	21	4	-	32
<b>Balance at 30 June 2020</b>	<b>125</b>	<b>62</b>	<b>628</b>	<b>2</b>	<b>817</b>
<b>ACCUMULATED DEPRECIATION AND IMPAIRMENT LOSSES</b>					
Balance at 1 July 2018	53	26	292	-	371
Depreciation expense	33	8	83	-	124
Elimination on disposal	(53)	-	-	-	(53)
<b>Balance at 30 June 2019/1 July 2019</b>	<b>33</b>	<b>34</b>	<b>375</b>	<b>-</b>	<b>442</b>
Depreciation expense	39	10	68	-	117
<b>Balance at 30 June 2020</b>	<b>72</b>	<b>44</b>	<b>443</b>	<b>-</b>	<b>559</b>
<b>CARRYING AMOUNTS</b>					
At 1 July 2018	7	15	314	2	338
At 30 June and 1 July 2019	85	7	249	2	343
At 30 June 2020	53	18	185	2	258

## 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%
----------------------------	---------	-----

#### 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

FOR THE YEAR ENDED 30 JUNE 2020

### Breakdown of intangible assets and further information

	Total \$000
<b>COST OR VALUATION</b>	
Balance at 1 July 2018	288
Additions	-
Disposals	-
<b>Balance at 30 June 2019/1 July 2019</b>	<b>288</b>
Additions	-
Disposals	-
<b>Balance at 30 June 2020</b>	<b>288</b>
<b>ACCUMULATED AMORTISATION AND IMPAIRMENT LOSSES</b>	
Balance at 1 July 2018	242
Amortisation expense	32
Disposals	-
<b>Balance at 30 June 2019/1 July 2019</b>	<b>274</b>
Amortisation expense	14
Disposals	-
<b>Balance at 30 June 2020</b>	<b>288</b>
<b>CARRYING AMOUNTS</b>	
At 1 July 2018	46
At 30 June and 1 July 2019	14
At 30 June 2020	-

### 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

### ACCOUNTING POLICY

Short-term payables are recorded at the amount payable.

#### *Breakdown of payables and further information*

2019 actual \$000		2020 actual \$000
309	Creditors	79
67	Accrued expenses	348
69	GST payable	156
<b>445</b>	<b>Total payables</b>	<b>583</b>

Creditors and accrued expenses are all payable under exchange transactions. They are non-interest-bearing and are normally settled on 30-day terms, and therefore the carrying value of creditors and other payables 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 \$970,000 (2019: \$21,000).

## II. Provisions

### ACCOUNTING POLICY

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

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

As at 30 June 2020 there are no provisions required to be recognised (2019: Nil).

# Notes to the financial statements

FOR THE YEAR ENDED 30 JUNE 2020

## 12. Employee entitlements

### ACCOUNTING POLICY

#### Short-term employee entitlements

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

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

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

A liability and an expense for bonuses where it is contractually obliged to pay them, or where there is a past practice that has created a constructive obligation and a reliable estimate of that obligation can be made.

#### Long-term employee entitlements

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

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

2019 actual \$000		2020 actual \$000
<b>CURRENT PORTION</b>		
59	Accrued salaries and wages	152
83	Annual leave	210
4	Sick leave	4
2	Long service leave	2
<b>148</b>	<b>Total current portion</b>	<b>368</b>
<b>NON-CURRENT PORTION</b>		
13	Long service leave	13
<b>161</b>	<b>Total employee entitlements</b>	<b>381</b>



## 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.

2019 actual \$000		2020 actual \$000
14	Lease incentive liability (current portion)	14
43	Lease incentive liability (non-current portion)	30
<b>57</b>	<b>Total lease incentive liability</b>	<b>44</b>

## 14. Equity

### ACCOUNTING POLICY

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

### CAPITAL MANAGEMENT

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

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

## 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.

2019 actual		2020 actual
<b>LEADERSHIP TEAM, INCLUDING THE CHIEF EXECUTIVE</b>		
\$915,897	Remuneration	\$1,103,177
4.6	Full-time equivalent staff	5.2

## Notes to the financial statements

FOR THE YEAR ENDED 30 JUNE 2020

One new director position was established in 2019/20 to manage a new programme of work related to the Mana Wāhine Kaupapa Inquiry.

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 \$2,056,000 (2019: \$663,000).

Financial liabilities measured at amortised cost comprise creditors and other payables. The total value of financial liabilities is \$427,000 (2019: \$376,000).

### 18. Explanations of major variances against budget

Explanation for major variances from the Ministry's original 2019/20 budget figures are as follows:

#### STATEMENT OF COMPREHENSIVE REVENUE AND EXPENSE

##### Revenue

Revenue Crown was higher due to new funding received from the Crown to support non-governmental organisations (NGOs) to deliver services for women affected by the COVID-19 pandemic.

Other revenue was higher due to the recovery of costs associated with staff secondments to other agencies, which was not included in the original budget.

##### Personnel costs

Personnel costs were lower largely due to delays with the establishment of the new team related to the Mana Wāhine Kaupapa Inquiry programme and staff turnover during the year (approximately 6 full-time equivalent during the year).

##### Operating costs

Operating costs were higher largely due to new funding for grant payments to support NGOs to deliver services for women affected by the COVID-19 pandemic.

#### STATEMENT OF FINANCIAL POSITION

##### Current assets and current liabilities

Current assets were higher due to \$0.970 million operating surplus arising largely from an under spend against the Mana Wāhine Kaupapa Inquiry programme and delays with the payment of \$0.250 million of the COVID-19 grant funding. Consequently, the current liabilities are higher due to \$0.250 million of the COVID-19 outstanding grant payments to the recipients and the provision for repayment of \$0.970 million surplus to the Crown.

#### STATEMENT OF CASH FLOWS

The net increase in cash from operating activities was higher due to operating surplus arising from delays with implementation of the new programme of work related to Mana Wāhine Kaupapa Inquiry, consequently leading to a higher cash balance at 30 June 2020.

#### OUTPUT EXPENSES

- Policy advice costs were lower due to an under spend related to delays with the implementation of the Mana Wāhine Kaupapa Inquiry.
- All other output expenditure variances were not material.

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

FOR THE YEAR ENDED 30 JUNE 2020

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 26 to 35.

2019 actual \$000		2020 *approved appropriation \$000	2020 actual \$000	2021 estimates*** \$000
<b>VOTE WOMEN</b>				
<b>Appropriation for departmental output expenses</b>				
<i>Multi-category appropriation</i>				
4,486	Policy advice	6,297	5,413	-
647	Nomination services	460	412	-
393	Ministerial services	355	318	-
127	National Advisory Council on the Employment of Women	200	179	-
-	Improving the Lives of New Zealand Women**	-	-	9,842
<b>5,653</b>	<b>Total appropriations for output expenses</b>	<b>7,312</b>	<b>6,322</b>	<b>9,842</b>
<b>Appropriation for capital expenditure</b>				
136	Ministry for Women permanent legislative authority	40	32	40
<b>5,789</b>	<b>Total appropriations</b>	<b>7,352</b>	<b>6,354</b>	<b>9,882</b>

\*Approved appropriation as updated in the Vote Women Supplementary Estimates of Appropriation 2019/20.

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

\*\*\*2021 Estimates as updated in the Vote Women 2020 Pre-Election Economic and Fiscal Update.

## STATEMENT OF COST ALLOCATION POLICIES

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

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

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

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

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

FOR THE YEAR ENDED 30 JUNE 2020

## **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 2020

## *19. Capital injections*

No capital injections were received during the year (2019: Nil).

### **CAPITAL INJECTIONS WITHOUT, OR IN EXCESS OF, AUTHORITY**

No capital injections were received during the year without, or in excess of, authority (2019: Nil).

**Crown copyright ©.** This copyright work is licensed under the Creative Commons Attribution 3.0 New Zealand licence. In essence, you are free to copy, distribute and adapt the work, as long as you attribute the work to the Ministry for Women and abide by the other licence terms. To view a copy of this licence, visit <http://creativecommons.org/licenses/by/3.0/nz/>. Please note that no Ministry for Women logo may be used in any way which infringes any provision of the **Flags, Emblems, and Names Protection Act 1981** or would infringe such provision if the relevant use occurred within New Zealand. Attribution to the Ministry for Women should be in written form.



PO Box 10049  
Wellington 6143  
Tel: (04) 915 7112  
Fax: (04) 916 1604  
email: [info@women.govt.nz](mailto:info@women.govt.nz)  
[www.women.govt.nz](http://www.women.govt.nz)