

28 September 2023

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Tēnā koe Jonathon

OFFICIAL INFORMATION ACT REQUEST

I refer to your official information request to Hon Jan Tinetti on 15 August 2023, this request was transferred to Stats NZ on 17 August 2023 and again transferred to Manatū Wāhine - Ministry for Women on 31 August 2023. The request of:

In relation to your public statements on the gender pay gap reporting please provide:

- 1. A list of the genders between which pay gaps are being measured.*
- 2. The definition used by your department for each of the genders identified in item 1 above.*

The information you have requested is below:

Regarding gender pay gap reporting, Manatū Wāhine - Ministry for Women uses income data collected by Tatauranga Aotearoa - Stats NZ's Household Labour Force Survey (HLFS) each June quarter. This data currently provides breakdowns by sex, for men and women only. In the HLFS, sex is defined as the distinction between males and females based on biological differences in sexual characteristics. See the [New Zealand Standard Classification for Sex, V1.0.0](#) for more information.

Stats NZ has an updated data standard relating to gender, sex, and variations of sex characteristics here: [Data standard for gender, sex, and variations of sex characteristics | Stats NZ](#)

Official Information Act responses

Please note that this response, with your personal details redacted, may be published on the Ministry's website. If you have any concerns or comments related to this, please let us know by emailing ministerialservicing@women.govt.nz, within two weeks of the date of this letter.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

If you wish to discuss this decision with us, please feel free to contact ministerialservicing@women.govt.nz

Nāku noa, nā



Deborah Malcolm
Deputy Secretary (Policy)