

29 April 2021

9(2)(a)

Tēnā koe 9(2)(a)

OFFICIAL INFORMATION ACT REQUEST

I refer to your official information request of **Tuesday 30 March 2021** requesting:

- What was your gender pay gap in 2020?
- What was your gender pay gap in 2019?
- What was your gender pay gap in 2018?

Please break this down by gender and ethnicity

Manatū Wāhine Ministry for Women's gender pay gap information is publicly available on the Ministry's website at – <https://women.govt.nz/work-skills/income/gender-pay-gap/what-government-doing>

The Ministry's gender pay gap as at 30 June 2020 was 7.6 percent in favour of men; as at 30 June 2019 it was 1.1 percent in favour of men; and, as at 30 June 2018 it was 6 percent in favour of men. The previous years' gender pay gaps are listed below (all negative gaps, in favour of women).

Year	2017	2016	2015	2014	2013	2012
Gender pay gap	-5.6%	-3%	-37%	-56%	-51.5%	-7.17%

Any change in the Ministry's staffing impacts on its gender pay gap so care should be taken with the interpretation of these figures. The Ministry's gender pay gap does not meet the threshold required to produce meaningful gender pay gap statistics as specified in the Stats NZ guidelines for measuring organisational gender pay gaps. These guidelines specify an organisation must have at least 20 men and 20 women to have a robust measure. For this reason it is not included in the Te Kawa Maataho Public Service Commission's public service workforce data analysis. The size of the Ministry is also the reason why the Ministry does not break down its gender pay gap by ethnicity.

The Ministry has a focus on diversity and inclusion and has a focus on increasing the number of men on its staff. It monitors its human resources practices to understand how changes in roles with the Ministry impact on its gender pay gap.

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.

Nāku noa, nā



Renee Graham
Secretary for Women