



Te Kawa Mataaho

Public Service Commission

6 August 2025

9(2)(a) privacy

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Official Information Request

Our Ref: OIA 2025-0011

I refer to your official information request received on 11 July 2025:

"1) What is the Public Service Commission's working definition of a women?"

2) A number of government agencies I have talked to have said the Public Service Commission has not given them a working definition of a women is. Meaning they don't know. This is an example from the Ministry of Justice;

"In response to question 1 regarding the Ministry's definition of a woman or women, I can advise that our policies, processes and communications do not define the term woman or women. Further, we note that Te Kawa Mataaho - Public Service Commission (the PSC), have not released any specific guidance or definitions about this, which we would be guided by." Ministry of Justice OIA response May 2025

So will the Public Service Commission be giving our government agencies advice on what a women is? If not why not given the importance of our government institutions knowing what a women is?

3) If the Public Service Commission is unable, or unwilling, to define what a women is 'who in the public service' should I be asking? Please don't say the Ministry for Women, because they don't know ether.

4) Has the Public Service Commission undertaken any LGBTQIA+ initiatives, training, programmes or funding in the last two years? If so what was it and what did it cost?

5) Does the Public Service Commission have a DEI plan or programmes. Can I see copies?

6) Does the Public Service Commission use 'intersectionality' in any way or undertaken any intersectionality training? If yes can I see copies?"

Information does not exist - Parts one, two and three

The Public Service Commission (the Commission) does not have a working definition of a woman, other than what is required to collect demographic information about Public Servants. In this case we use the StatsNZ advice about collecting gender data and advise agencies to do the same. Below are links to various documents already in the public domain about collecting demographic data. We are not looking to provide any other guidance to agencies on this.

I am therefore refusing this part of your request under section 18(e) on the grounds the information requested does not exist.

Demographic data collected by the Commission allows for individuals to reflect their gender alongside age, occupation, region and salary. Typically, we refer to someone as a woman when they have indicated their gender as female.

Information being released - Part four

As an organisation, the Commission is a member of Rainbow Tick which costs \$5,500 p.a. This fee includes:

- Accreditation
- 17 hours per year of consultancy and accreditation support
- Six hours additional in-person training per year
- An online “Foundations of LBGT+TQIA + inclusion” e-learning module available to all staff.

The Commission has also paid \$500 for Pride Pledge which provides access to resources and online training for 12 months.

Information publicly available - Part five

The following information listed in the table below is covered by your request and is publicly available on the Commission’s website at the links provided in the table below. This includes the Commission’s Diversity, Equity and Inclusion Plan (DEI Plan).

Item	Date	Document Description	Website Address
1	-	STANDARDS OF WORKFORCE DATA - particularly pages 6-7 relating to gender	Standards-of-workforce-data.pdf
2	2021	2021 TE TAUNAKI PUBLIC SERVICE CENSUS DATA AND DEEP DIVE REPORTS	Summary reports and technical information - Te Kawa Mataaho Public Service Commission
3	August 2023	GUIDANCE – Collecting Measuring and Reporting Pay Gaps - particularly section 2.2 Collecting Gender Data	GUIDANCE-Collecting-Measuring-Reporting-Pay-Gaps-Representation.pdf
4	1 December 2023	DEI PLAN 2024 AND 2025 – Te Kawa Mataaho Public Service Commission	Diversity, equity, and inclusion plan 2024 and 2025 (2-year) - Te Kawa Mataaho Public Service Commission

5	July 2024	GUIDANCE FOR PUBLIC SERVICE AGENCIES - Developing DEI Plans	Guidance for Public Service Agencies: Developing DEI Plans - Te Kawa Mataaho Public Service Commission
6	Updated quarterly	WORKFORCE DATA - Gender - Rainbow - Pay gaps	Gender representation - Te Kawa Mataaho Public Service Commission Rainbow - Te Kawa Mataaho Public Service Commission Pay gaps - Te Kawa Mataaho Public Service Commission

Accordingly, I have refused your request for the documents listed in the above table under section 18(d) of the Official Information Act 1982 (OIA) on the grounds the information requested is or will soon be publicly available.

Information being released - Part six

In its role as system lead, the Commission's work recognises intersectional impacts. For example, the average salary of men and women by ethnic group shows the compounding impact of gender and ethnicity on average pay. That is, European public servants are paid more on average than other ethnic groups and women from each ethnic group are paid less than men in the same ethnic group. The Commission's guidance to agencies also notes that agencies should be aware of intersectional affects.

As an organisation, the Commission references the word 'intersectionality' within its DEI Plan where it is noted Employee-led Networks are increasingly working together. The Commission has not undertaken any specific intersectionality training, however the accreditation process for Rainbow Tick (and the training provided by Rainbow Tick) does refer to intersectionality. Intersectionality is also noted in the Commission's agreed support for Employee-led Networks.

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

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.

Please note that we intend to publish this letter (with your personal details removed) on the Te Kawa Mataaho Public Service Commission's website.

Yours sincerely



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Te Kawa Mataaho Public Service Commission