



4/11/2019

Ref: DOIA 1920-0572

Lesley Harbern
fyi-request-11384-8e8cf9fc@requests.fyi.org.nz

Dear Lesley Harbern

Thank you for your email of 5 October 2019 to the Ministry of Business, Innovation and Employment requesting, under the Official Information Act 1982 (the Act), the following information:

Please quantify your gender paygap (if possible not just binary male-female but incorporating other gender identifications too). Please also give numbers of your employees are of which genders at each tier of your hierarchy.

Please also provide the same information regarding the other following demographics (to the extent that it is held, it is understood that you may not have all of this data):

Marital status

Religious belief

Ethical belief

Ethnic origins

National origins

Disability

Age

Political opinion

Employment status immediately prior to be employed by yourselves

Sexual orientation

Physical appearance/body type characteristics

Please explain what you are doing to actively address any disparities in any of these areas.

Please explain how you go about preventing and combating conscious discrimination and prejudice in these areas.

Please explain how you go about preventing and combating unconscious discrimination and prejudice in these areas.

Please be aware that providing policy documents that state these discriminations and prejudices are not acceptable does not constitute an answer to these queries. Policy documents are not action. What actual actions are you taking?

Please explain how you go about preventing and combating wrongful interpersonal behaviour such as workplace bullying and harassment even if it is not specific to any of these demographics.

[Sic]

I am writing to advise you that the Ministry will provide a response but needs to extend the time available to answer your request. The Ministry's response will be with you no later than 21 January 2020.

The reason for the extension is that consultations necessary to make a decision on the request are such that a proper response to the request cannot be made within the original time limit. Your request is also for a large quantity of information and meeting the original time limit would unreasonably interfere with the operations of the Ministry.

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.

I will respond to you sooner if I am able to.

Yours sincerely

A handwritten signature in black ink, appearing to be 'Rose Chamberlain', written in a cursive style.

Rose Chamberlain
Team Leader – Ministerial Services
Corporate, Governance and Information