



19 May 2020

Ref: DOIA 1920 1516

Tania Te Whenua  
Email: [fyi-request-12681-f99d2543@requests.fyi.org.nz](mailto:fyi-request-12681-f99d2543@requests.fyi.org.nz)

Dear Tania Te Whenua

Thank you for your email of 22 April 2020 to the Ministry of Business, Innovation and Employment (MBIE) requesting, under the Official Information Act 1982 (the Act), the following information:

*Over the past three years:*

*a) How many Maori women (and what percentage of the total number of applicants) applied for Tier 2 roles or above?*

*b) How many Maori women (and what percentage of the total number of successful applicants) were successfully appointed to the jobs which they applied for at Tier 2 or above?.*

With regard to our response below, please note that it is not mandatory for applicants to provide information on their ethnicity or gender when applying for a role at MBIE. The information MBIE is providing in response to your request relates only to the information held, when an applicant has self-identified as a Māori woman using the options available, and provided that information to MBIE as part of a voluntary questionnaire.

MBIE has recruited for a total of 10 positions in tier two roles between January 2017 and February 2020. A total of 267 formal applications were received across the 10 advertisements and, from this, a total of seven applicants self-identified as a Māori woman. The percentage of those identifying as Māori women from the total number of applicants is therefore 2.5 percent.

Of the 10 advertisements made, I can advise that no applicants who self-identified as a Māori woman were successful in securing an appointment.

MBIE is committed to an inclusive culture and attracting, supporting and growing our people to reflect the communities they serve. The key outcome that MBIE would like to achieve is that expectations and actions support this inclusive culture and are driven by our values that celebrate our people, their perspectives and backgrounds.

Our recently refreshed inclusion and diversity strategy includes active and proactive engagement with different population groups to better understand their employee lifecycle experience, helping to identify and address casual factors in gender and ethnic pay gaps.

MBIE is also developing a programme to specifically target the development of Māori and Pasifika leadership across the organisation, with a view to significantly grow its numbers at all levels and grow the number of potential leaders from these communities.

MBIE has a recruitment policy that all recruitment and selection decisions are open, honest, consistent, fair and merit based, hiring the best person for the role. All appointment decisions are documented and based on relevant and specific selection criteria which is disclosed to applicants through the vacancy advertising and position description for the role.

Our recruitment processes encourage and support candidates with a wide range of backgrounds, experiences and perspectives to apply. MBIE's recruitment team also works with managers to think broadly around their role to encourage a diverse range of applicants (i.e. different locations, flexible hours, working from home etc.).

I have been advised that the State Services Commission will respond to you directly concerning your request for applications and appointments in relation to tier 1 roles.

I trust that you find the information helpful.

Yours sincerely

**Sarah Ball**  
Acting General Manager People & Culture