



Department
for Business
Innovation & Skills

Mr Mike Buchanan
Party Leader
Justice for Men & Boys
Kemp House, 152 City Road
London
EC1V 2NX
Mb1957@hotmail.co.uk

Sam Beckett
Director General, Economics & Markets

1 Victoria Street
London SW1H 0ET
Tel +44 (0)20 7215 5330
Mobile + 44 (0)7887 984 426
Fax +44 (0)20 7215 6910
Enquiries +44 (0)20 7215 5000
Minicom +44 (0)20 7215 6740

www.bis.gov.uk
sam.beckett@bis.gsi.gov.uk

16 September 2015

Dear Mr Buchanan,

INTERNAL REVIEW OF FREEDOM OF INFORMATION REQUEST Ref: FOI2015/17435

Thank you for your email of 22 August 2015, requesting an internal review of our response of 21 August 2015 which you received following your recent enquiry under the Freedom of Information Act 2000 ("the Act").

Your original request was made on 19 June 2015 and asked for the following information:

- 1. What evidence, if any, does the government have (from longitudinal studies) of a causal link between FRITB and enhanced corporate financial performance?*
- 2. Given that the government's threats of legislated gender quotas inevitably forces companies to appoint women in preference to men they'd prefer to appoint, what is the business case for FRITB?*
- 3. In 2012 I presented to House of Commons and House of Lords inquiries details of five longitudinal studies showing a causal link between FRITB and corporate financial decline.*



Do you and/or your officials find any flaws in these studies' methodologies, or conclusions? If so, what are they?

The Department responded to your request on 21 August 2015. The response listed or set out links to, the relevant information already provided. It also explained that Lord Davies' report is clear that the case for greater diversity does not hinge only on the link with improved corporate performance but also on ensuring companies access the widest talent pool are as responsive as possible to markets they serve and look to improve corporate governance.

In our response we also acknowledged that the academic literature is mixed in findings regarding the impact on gender diversity on company performance – while we accept that some studies have found evidence to support the hypothesis that an increase in gender diversity can be associated with a reduction in performance, there are other studies that have shown the opposite.

We also provided our analysis of the 5 documents to which you referred and on which you requested our views.

The Davies summary report, due to be published in October, is an independent report. If you have any questions about the report please contact the Davies Committee.

In compliance with the Act, I have conducted an internal review of the original response. In performing that review I have considered whether the original response to your request was correct.

I have carefully considered the scope of material held by the Department (BIS) which potentially falls within the ambit of your request i.e. the "evidence base". The Act gives you the right to request information held by BIS. BIS is not, however, required to create new information (e.g. by producing new synthesis of reports) in order to answer a request. Nor is it required to reinterpret information which has been published or which it does not hold but which is available commercially elsewhere. BIS is also not required to release information which will shortly be published if, in the department's views, the public interest in disclosing the information is outweighed by the public interest considerations in favour of withholding the information.

Having considered the information provided in the response and in the light of your request for an internal review, I have concluded that the response met the requirements of the Act.



If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Yours sincerely,

Sam Beckett