

7 July 2020

9(2)(a)

Tēnā koe 9(2)(a)

OFFICIAL INFORMATION ACT REQUEST

I refer to your official information request of **Monday 15 June 2020** for:

- 1) *what the Ministry did to ensure men's gender issues were included the Gender Analysis Tool; and*
- 2) *what the Ministry did to ensure gender analysis done by the other organisations includes men's gender issues; and*
- 3) *any plans the Ministry has to improve the gender analysis tool regarding men's gender issues.*

The information you have requested is below.

What the Ministry did to ensure men's gender issues were included in the Gender Analysis Tool.

In developing the Ministry's *Bringing Gender In*¹ tool, the Ministry's aim was to develop a tool to support policy analysts to explore the gender impacts of their policy issue as they move through the policy development or change process. *Bringing Gender In* prompts thinking with key questions, and provides examples and links to useful data and other relevant material.

Gender analysis traditionally identifies differences in the social situations of women and men. These differences are to be taken into account when designing policies or programmes. The language of the tool has deliberately focused on gender and references both women and men throughout the guidance.

While there is an emphasis on women in this tool that reflects the long-standing inequalities experienced by many women, gender analysis is also applicable to men and gender diverse people.

Gender analysis allows for equity, rather than simply formal equality. Gender equity takes into consideration the differences in women's and men's lives and recognises that different approaches may be needed to produce outcomes that are equitable.

¹ <https://women.govt.nz/gender-tool>

What the Ministry did to ensure the gender analysis done by the other agencies includes men's gender issues.

One of the main responsibilities of the Ministry for Women is to provide policy advice on improving outcomes for women and girls in Aotearoa New Zealand. By providing the tool, we offer support to agencies in developing quality policy advice by identifying differences in the social situations of women, men, and people who are gender diverse.

The gender analysis tool, *Bringing Gender In*

- was developed with the policy community and with the support of the Policy Project team at the Department of the Prime Minister and Cabinet
- draws on theoretical models and similar analysis tools to establish key steps of the policy process (commissioning, defining the problem, establishing options, engagement, implementation, and monitoring and evaluation)
- draws off international good practice in gender analysis², adapted to New Zealand's unique situation with relevant data and examples.

You can also find information on how agencies are expected to include gender analysis in the CabGuide³ which explains why agencies need to consider impacts on population groups. Guidance on this is also provided in the Cabinet paper template⁴.

Any plans the Ministry has to improve the gender analysis tool regarding men's gender issues.

Since the launch of *Bringing Gender In* in 2019, the focus for the Ministry is to increase the use of the tool by other government agencies, rather than revising the tool at this stage. To enable this, the Ministry has partnered with the Department of Prime Minister and Cabinet (DPMC) to provide workshops for policy analysts across the public sector to apply the tool with a policy issue that is relevant for their agency. In the future, we hope to include further examples of gender analysis, and we will look to identify examples of analysis of an issue(s) affecting men.

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
Chief Executive

² <https://www.swc-cfc.gc.ca/gba-acis/index-en.html>

³ <https://dpmc.govt.nz/publications/cabinet-paper-consultation-departments>

⁴ <https://dpmc.govt.nz/publications/cabinet-policy-paper-template>