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Why Gender Mainstreaming Matters: A New Zealand Perspective

Submitted by: New Zealand



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Mentoring for Anti-Corruption Agencies
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NEW ZEALAND
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Why Gender Mainstreaming Matters: A New Zealand Perspective

Introduction

Today I will address these key questions:

1. What is gender mainstreaming?
2. Why does it matter?
3. What does good look like in practice? New Zealand perspectives



What is gender mainstreaming?

- “Women and men having equitable access to and benefit from society’s resources...[through] equal participation in influencing what is valued and shaping directions and decisions” *APEC Framework for Integration of Women*
- Economies adopting gender mainstreaming commit to ensuring the concerns of both men and women are integral to the design, implementation, monitoring and evaluation of its work.
- Gender mainstreaming means the gendered impact of decisions are identified, at every stage of the policy and delivery process.
- Gender mainstreaming is not consulting women’s groups as an afterthought.



Why does it matter?

- Women and men have different needs and circumstances.
- This includes the gender segregation of work: different patterns of paid and unpaid work, of caring and childcare, different access to resources and capital (especially land) and working on different tasks (such as growing and preparing food).
- Often men hold decision-making roles and women's experiences are invisible. Gender mainstreaming addresses these inequalities.
- Considering both men and women's experiences and aspirations in decision-making processes results in better, more effective decisions. Doing so also ensures governments do not increase current inequalities unintentionally.



What does good look like?

Gender-equal access to decision-making positions

- New Zealand's State Sector Women on Boards 50% target
- NZ Stock Exchange's Diversity Rule

Gender perspectives, through the role of women's machineries in policy making, especially indigenous women's voices:

- Ministry for Women: Mana Wāhine Roopu

Mentoring programmes and leadership development for women leaders in the public service

- Government Women's Network

But progress still needed



Final thoughts

- Gender mainstreaming is a process that aims to increase the productivity of economies.
- It ensures that decision-making includes all relevant information and considers all necessary perspectives.
- It ensures the decisions made by economies are as impactful and effective as possible.
- By addressing the inequalities in our social and institutional structures, we will release much value and wealth in our economies.



Join, Work, Grow. Together.
Haumi ē, Hui ē, Tāiki ē.

