

## MEMO

To: Hon Julie Anne Genter, Minister for Women  
From: Margaret Retter, Director Policy  
Date: 27 March 2019  
Subject: Gender analysis tool - summary of feedback from test users  
Priority: Routine

### Purpose

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1. This memo provides you with a summary of feedback from test users of the gender analysis tool (the tool), as requested. We have separately provided you with a paper providing draft key messages and options for the launch of the tool (MW 18-19 0330 refers).

### Feedback has been positive particularly from non-specialist testers

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2. We received feedback from analysts working across the state services: the Ministry of Primary Industries, Ministry of Transport, Ministry of Business, Innovation and Employment, Ministry of Foreign Affairs and Trade, Ministry of Social Development, Department of Corrections, Department of Prime Minister and Cabinet, ACC and the Treasury.
3. Comments we received multiple times from testers included:
  - the tool was useful and/or informative – we received this comment particularly from analysts who noted they had little experience with gendered policy analysis. We expect this will make up the largest audience of users of the final tool
  - the way that the tool was formatted around questions was useful
  - existing examples of gender in policy advice were appreciated, and more examples would be useful
  - it would be useful to know how to respond when gender implications in a policy area appear to be limited
  - the tool was quite long and detailed, and it would be useful to condense the information further if possible
  - it is important to address groups who face greater multiple disparities (intersectionality) e.g. wāhine Māori, Pacific women, and disabled women. It would be useful to align the tool with other policy analysis tools such as the Kapasa tool developed by the Ministry of Pacific Peoples
  - it is important to make the case for using the tool as quickly and powerfully as possible.

4. Comments from gender policy specialists focused on language and on ways to restructure or present the information.

**We will incorporate the feedback as we further develop the tool**

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5. We are developing the tool further, including incorporating the feedback we have received as appropriate. In particular, we are working to:
  - present further examples of gender in policy advice
  - provide further information about particular groups of women who face greater disparities such as wāhine Māori, Pacific women, and disabled women
  - provide a stronger simple case for using the tool, including developing a web video
  - reduce repetition and condense information into diagrams where relevant
  - provide more links and alignment with other policy analysis tools.
6. We can discuss the feedback further with you if useful, potentially when we discuss the launch options for the tool with you

**Contact for telephone discussion (if required)**

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Name	Position	Telephone	1 <sup>st</sup> Contact
Sean Molloy	Principal Policy Analyst	9(2)(a)	✓
Margaret Retter	Director Policy		