



New Zealanders often feel proud about their record on women's rights, being the first country in the world to give women the vote. We are ranked fourth out of 146 countries in the [2023 Global Gender Gap Report](#). Many people argue that we can do better still: New Zealand women still earn 9.3 percent less than men and receive less equitable treatment in many other areas of life. In this activity, you will explore and discuss policies on equity for women.

→ Go to policy.nz/2023/party-vote/policies/community-and-inclusion

→ Find the 'Women' section

→ Explore answers to these questions and share your ideas and reasoning with others

1. 'Gender equity' and 'gender equality' might sound very similar, but they mean different things. What is the difference between these two terms?
2. What is the gender pay gap? Why does it exist? Read the Ministry of Women's [website](#). The gender pay gap can be measured in different ways: find then compare and contrast two methods of measuring the gender pay gap. Which measure do you think is more accurate?
3. Read this article on the [Equal Pay Amendment Bill](#) that was passed in July 2020. Does the bill reflect the concept of equity or equality? How might policies that focus on gender equity differ to policies that focus on gender equality?
4. What areas do you think need to be addressed to ensure gender equity in Aotearoa New Zealand? Read the [United Nations Gender Equality targets](#) and identify those that you believe are most important for our country to address. What specific barriers do women face that people of other genders do not?

→ Go back to [Policy.nz](https://policy.nz) and browse the policies. Click on policies to read more detail

→ Save the policies you agree with by clicking the heart icon

4. Women are not all the same: indigenous women, Pasifika women, Asian women, women with disabilities, trans women, and migrant women often face greater challenges.
 - Why might a party target a policy at specific groups of women instead of all women, or the population as a whole?
 - Can you find an example of a policy targeted at a certain group of women?
5. If you were in government, would you take gender into account when designing policies? What is one argument for focusing on improving specific aspects of women's lives?