Deep Dive

Gender Equality and COVID responses and recovery:

an OECD perspective

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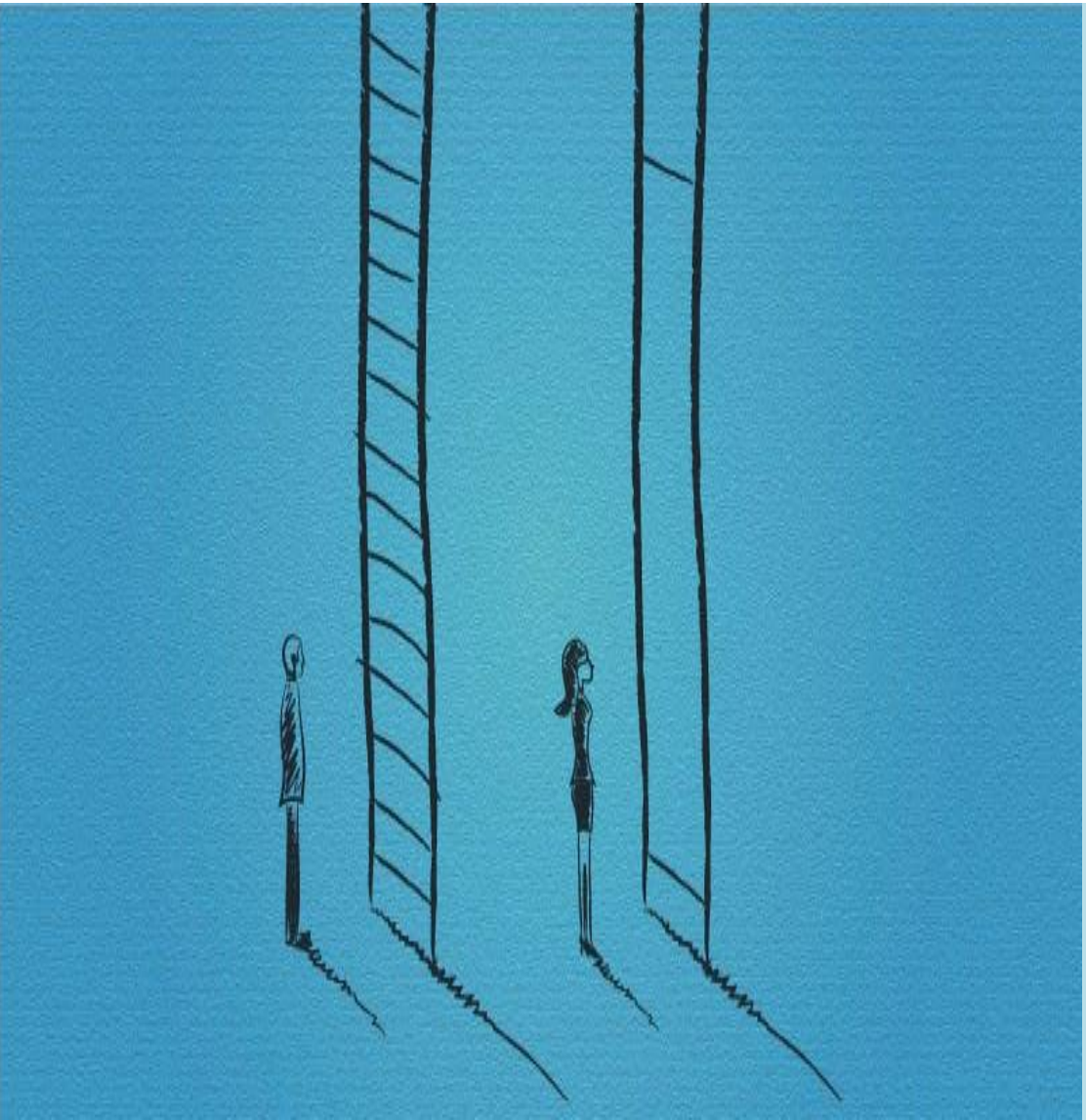
BETTER POLICIES FOR BETTER LIVES

Gender inequality is a wicked problem

Gender inequality across the life cycle

Impact of the pandemic has been uneven…



70%

of the health and social care workforce is made up by women

150%

Increase of gender-based violence calls to national helpline in Colombia

1.16 p.p.

Drop in labour force participation of women in 2021 compared to 2019, more than the labour force participation of men (1.10 p.p.).

Gender perspective in response & recovery: an uneven picture

24%

percentage of women who were part of COVID ad-hoc decisions making structures globally*

42%

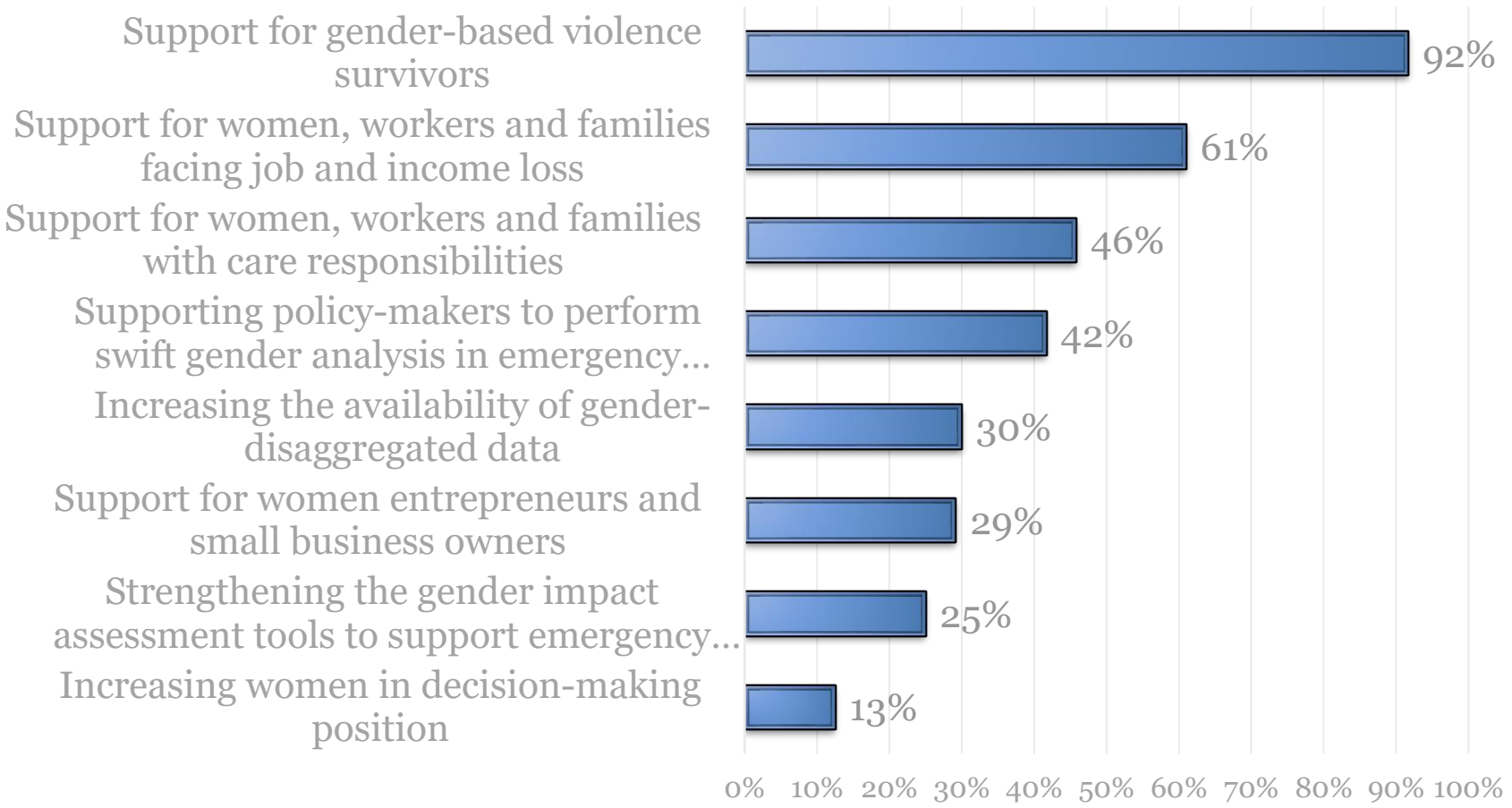
countries reported using assessments of different impacts of policies on men and women during the pandemic

34%

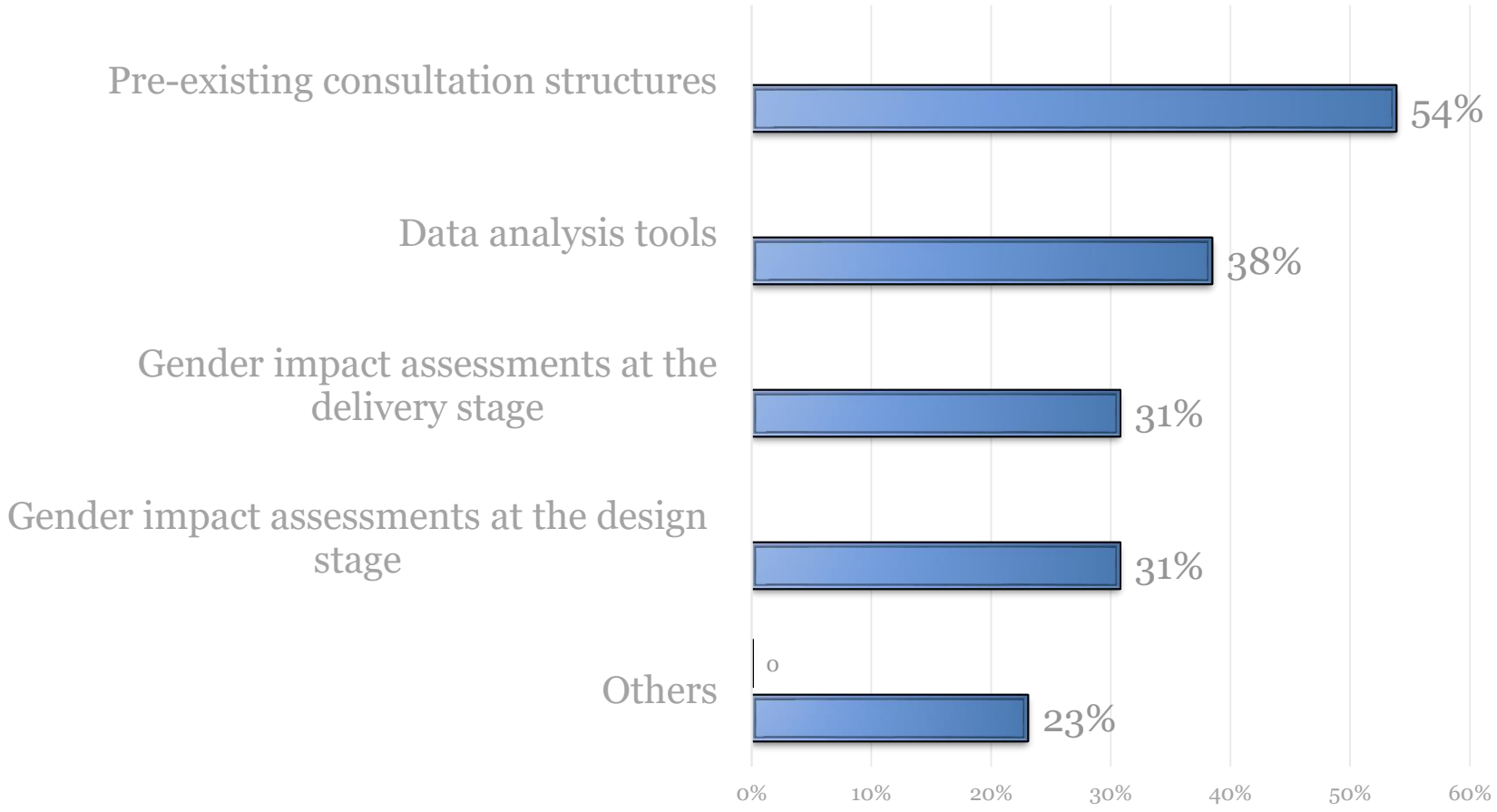
federal/central government ministerial positions were held by women in 2021

* UNDP & UN Women, 2021

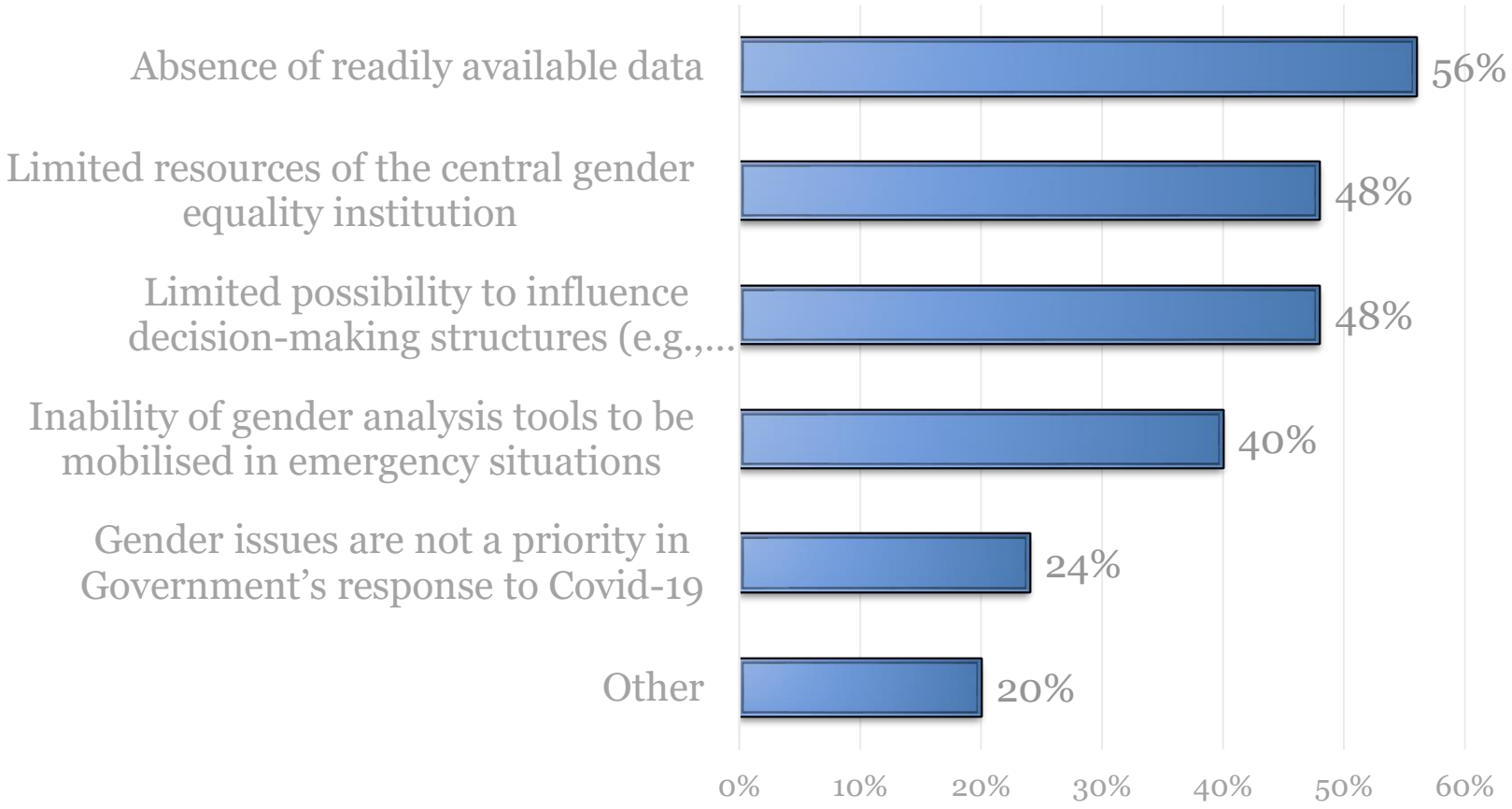
Priorities in emergency responses



Mechanisms for gender-informed decisions during emergency responses



Challenges in providing a gender-informed crisis response



Key takeaways

- Sidelining of the gender perspective during a crisis
- Need for intersectionality
- Role played by gender machinery and governance tools
- Gender imbalances in decision-making
- Effective governance processes for gender mainstreaming
- Need for good quality, gender-disaggregated data
- Urgent need to tackle violence against women
- Wider use of flexible working arrangements

Towards inclusive responses & recovery

- Use gender mainstreaming processes and government tools
  - Integrate gender equality into recovery strategies
- Strengthen coordination and consultation mechanisms
- Integrate gender-inclusive policies into emergency management plans
- Ensure that decision-making processes are inclusive and representative
- Monitor and evaluate pandemic responses from a gender perspective; effective oversight and accountability
- Strengthen data availability and infrastructure for evidence-based policy-making

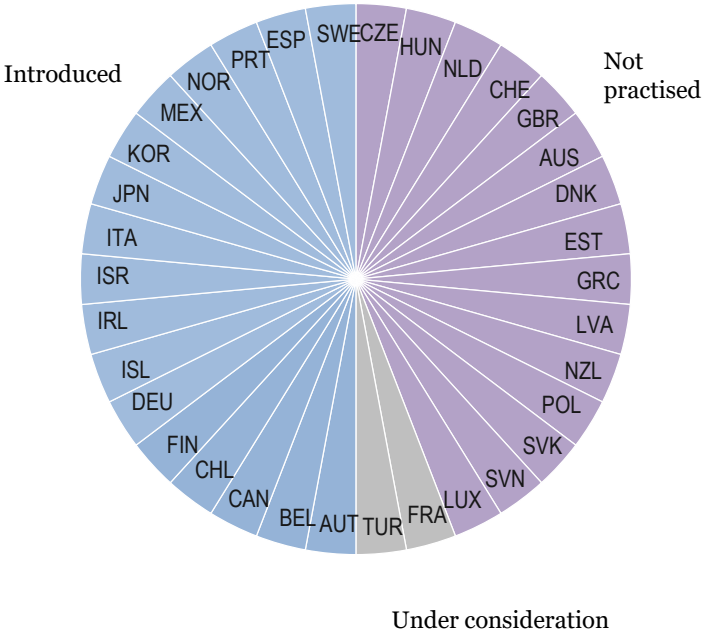
Gender-sensitive & intersectional data

Government tools

- ✓ Strategy setting and planning
- ✓ Laws and regulations
- ✓ Policy-making cycle and gender impact assessments
- ✓ Budgeting and financial management
- ✓ Public procurement
- ✓ Monitoring, evaluation and accountability
- ✓ Service delivery
- ✓ Public consultation, open and digital government
- ✓ Public sector integrity tools

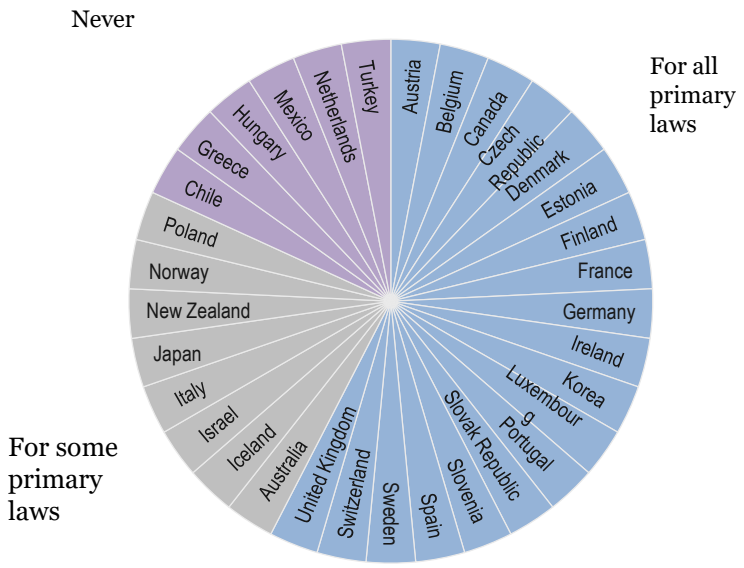
Use of gender mainstreaming tools across the OECD

OECD countries that practise gender budgeting (2018)



Source: 2017/2018 OECD Budget Practices and Procedures Survey

Requirements to assess the impacts of gender equality in developing primary laws (2017)

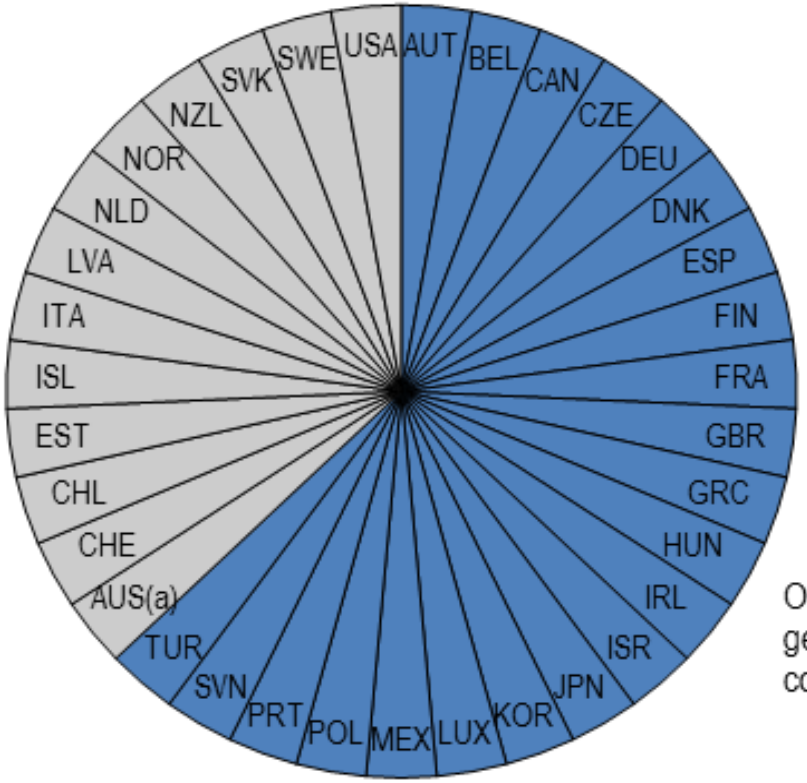


Source: OECD Indicators of Regulatory Policy and Governance Survey 2017

Oversight and accountability

Two-thirds of OECD countries have gender equality parliamentary committees, 2016

OECD countries that do not have gender equality parliamentary committees

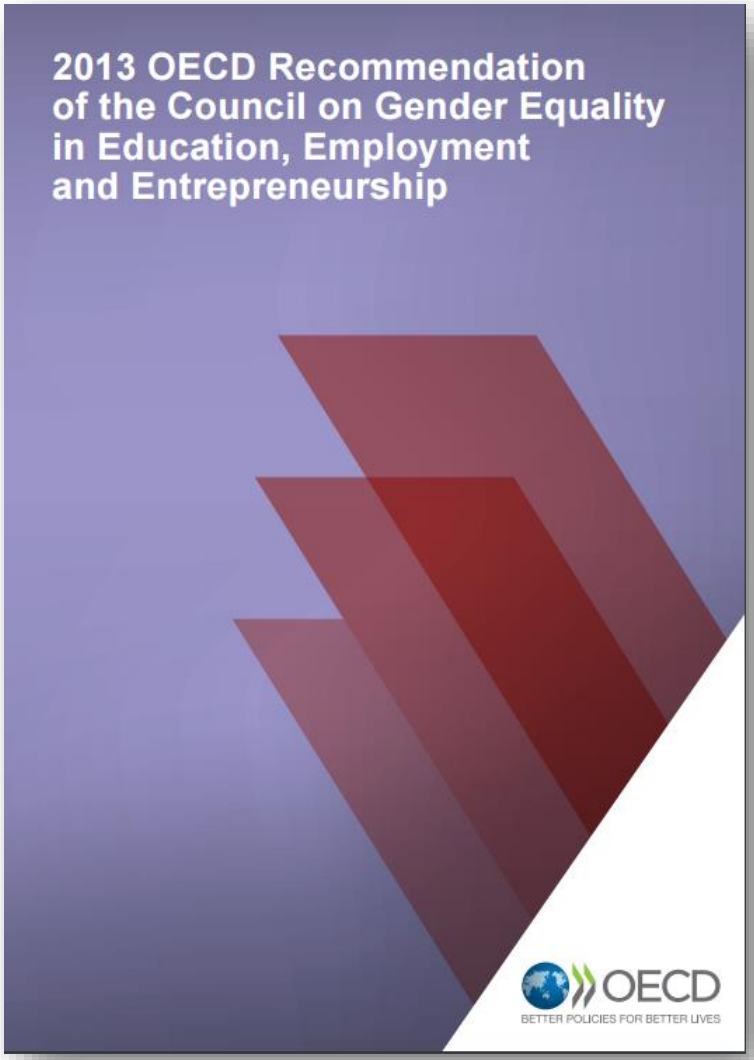


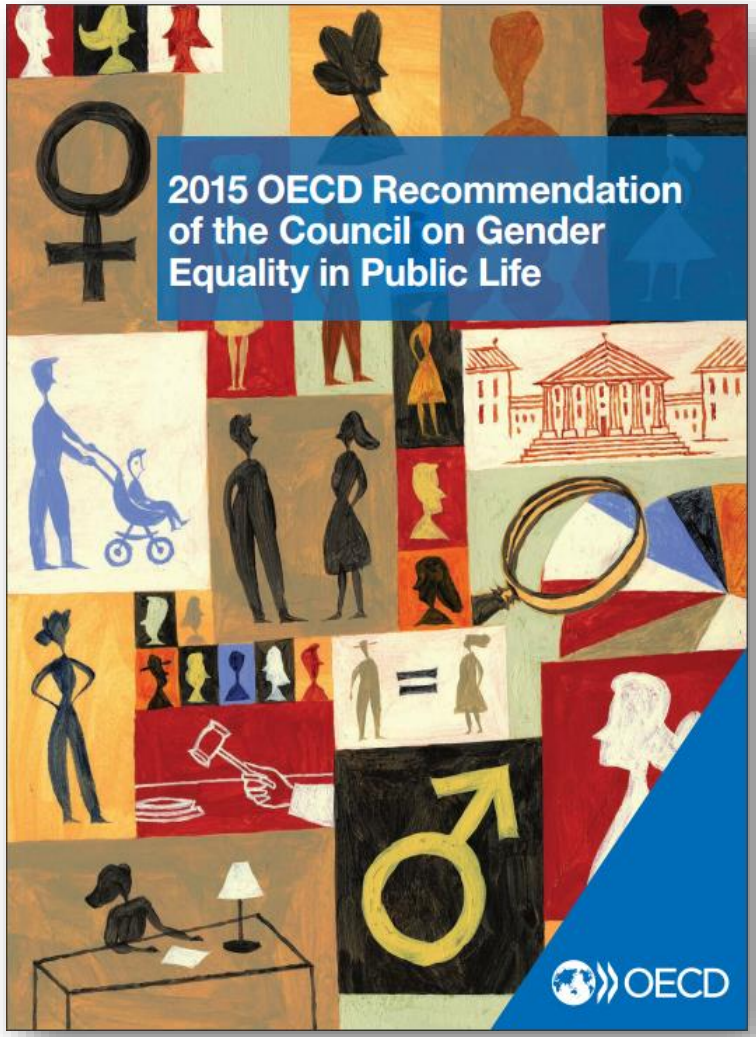
OECD countries that have gender equality parliamentary committees

Source: OECD, 2017 “The Pursuit of Gender Equality: An Uphill Battle”.

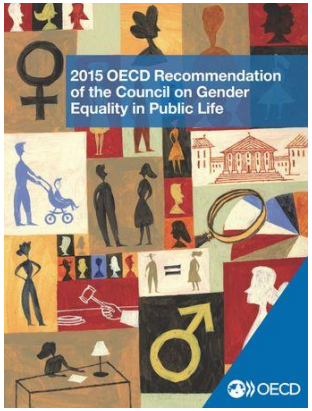
OECD TOOLS

OECD Gender Recommendations





Monitoring Report in 2022



Context

- The 2nd Reporting of the Recommendation to take place in 2022, jointly with Employment, Labour and Social Affairs Committee (ELSAC).
- A 2021 Survey on Gender Mainstreaming & Governance (GMG) was developed to underpin the report.
- Indicative timeline includes various rounds of consultation with GMG, Public Governance Committee (PGC) and ELSAC ahead of transmission to OECD Council.

Timeline

March 2022	April 2022	May/June 2022
Discussion at GMG meeting	PGC/ELSAC approval	Adoption at the MCM

Policy Framework for Gender-Sensitive Public Governance: Rationale

- Only 42% '**gender-sensitive'** COVID measures globally
- 40% governments reported challenge in mobilizing **gender analysis tools** in COVID response

Need

→

Use **gender-sensitive governance tools & processes** in public decision-making for **gender-inclusive COVID-19 recovery & resilience**

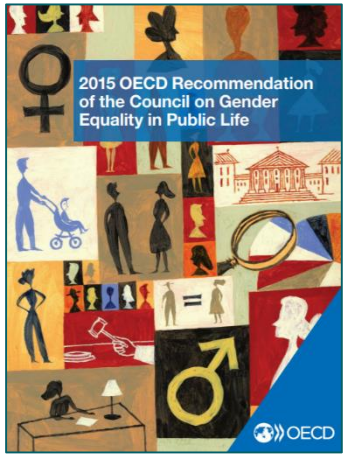
Opportunity

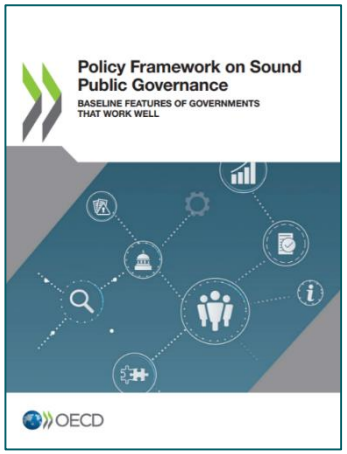
→

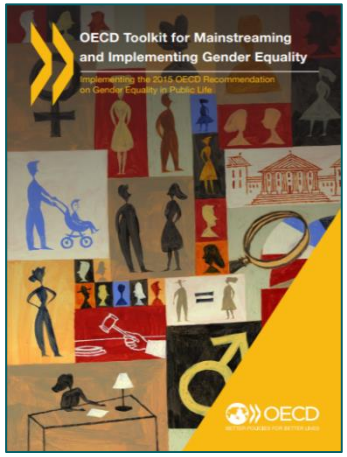
Policy Framework for Gender-sensitive Public Governance to assess gender-sensitivity of decision-making/ public governance approaches

Contribution

The Policy Framework builds on:







Policy Framework for Gender-Sensitive Public Governance: Content

Values and **Enablers** for gender-sensitive governance

Values

→**shape public governance and citizen expectations**

- Gender-sensitive approach to public integrity
- Openness and transparency towards gender equality goals
- Gender-balanced inclusion, participation & diversity in public institutions & public services
- Accountability and rule of law for gender equality

Enablers

→ **support incorporating a gender lens in governance**

- Commitment, vision, leadership
- Equitable and evidence-informed policy making
- Whole-of-government co-ordination

Making **governance tools** gender-sensitive

Problem identification, policy formulation and design

→**Management tools**

- gender objectives at governmental/programme level
- gender expertise
- gender biases in digitalization

→**Policy instruments**

- gender lens in regulation
- gender budgeting

Policy implementation and Policy evaluation

→**Policy implementation**

- Tools:

leadership, public procurement, PPP, emergency management

- Monitoring:

priorities, financial performance, regulatory processes

→**Policy evaluation**

- gender perspective in institutional framework for evaluation
- quality control and assurance
- gender-disaggregated data

Building on the Policy Framework for Sound Public Governance

Forward-looking: What's in store?

- Development of **core indicators**
- Guidance Tool on **intersectional approaches** to gender mainstreaming
- **Policy series on lessons learned** from integrating gender lens into policy-making and delivery
- Analysis of **governance and capacities for gender-disaggregated data** collection & use
- **Evaluation and impact assessment** of gender mainstreaming & budgeting
- Updating the **OECD Toolkit for Mainstreaming and Implementing Gender Equality**
- **Country support:** e.g., Colombia, Czech Republic, Morocco, Egypt

OECD resources to strengthen inclusive decision-making

- OECD policy brief "**Women at the core of the fight against COVID-19**"
- OECD policy brief "**Towards gender-inclusive recovery**: leveraging the role of the state and government tools" *(forthcoming)*
- OECD Recommendation on **Gender Equality in Education, Employment and Entrepreneurship** (2013)
- OECD Recommendation on **Gender Equality in Public Life** (2015)
- OECD Gender Portal

Policy networks:

OECD Working Party on Gender Mainstreaming and Governance

OECD-MENA Governance Programme: Women in Government Platform

Asian Public Governance Forum on Gender Mainstreaming

Thank you

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