Deep Dive
Gender Equality and COVID responses and recovery:
an OECD perspective

Tatyana Teplova
January 2022
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

- Support for gender-based violence survivors
- Support for women, workers and families facing job and income loss
- Support for women, workers and families with care responsibilities
- Supporting policy-makers to perform swift gender analysis in emergency...
- Increasing the availability of gender-disaggregated data
- Support for women entrepreneurs and small business owners
- Strengthening the gender impact assessment tools to support emergency...
- Increasing women in decision-making position
Mechanisms for gender-informed decisions during emergency responses

- Pre-existing consultation structures: 54%
- Data analysis tools: 38%
- Gender impact assessments at the delivery stage: 31%
- Gender impact assessments at the design stage: 31%
- Others: 23%
Challenges in providing a gender-informed crisis response

- Absence of readily available data: 56%
- Limited resources of the central gender equality institution: 48%
- Limited possibility to influence decision-making structures (e.g.,...): 48%
- Inability of gender analysis tools to be mobilised in emergency situations: 40%
- Gender issues are not a priority in Government’s response to Covid-19: 24%
- Other: 20%
### Key takeaways

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

**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

Gender-sensitive & intersectional data
Use of gender mainstreaming tools across the OECD

OECD countries that practise gender budgeting (2018)

- Introduced
- Under consideration
- Not practised

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

- Never
- For all primary laws
- For some primary laws


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 TOOLS
OECD Gender Recommendations

2013 OECD Recommendation of the Council on Gender Equality in Education, Employment and Entrepreneurship

2015 OECD Recommendation of the Council on Gender Equality in Public Life
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

<table>
<thead>
<tr>
<th>March 2022</th>
<th>April 2022</th>
<th>May/June 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discussion at GMG meeting</td>
<td>PGC/ELSAC approval</td>
<td>Adoption at the MCM</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Values</th>
<th>Enablers</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Values</strong></td>
<td><strong>Enablers</strong></td>
</tr>
<tr>
<td>- shape public governance and citizen expectations</td>
<td>- support incorporating a gender lens in governance</td>
</tr>
<tr>
<td>1. Gender-sensitive approach to public integrity</td>
<td>1. Commitment, vision, leadership</td>
</tr>
<tr>
<td>2. Openness and transparency towards gender equality goals</td>
<td>2. Equitable and evidence-informed policy making</td>
</tr>
<tr>
<td>4. Accountability and rule of law for gender equality</td>
<td></td>
</tr>
</tbody>
</table>

#### Making governance tools gender-sensitive

<table>
<thead>
<tr>
<th>Problem identification, policy formulation and design</th>
<th>Policy implementation and Policy evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Problem identification, policy formulation and design</strong></td>
<td><strong>Policy implementation</strong></td>
</tr>
<tr>
<td>1. Management tools</td>
<td>1. Tools: leadership, public procurement, PPP, emergency management</td>
</tr>
<tr>
<td>1. Gender objectives at governmental/programme level</td>
<td>1. Monitoring: priorities, financial performance, regulatory processes</td>
</tr>
<tr>
<td>2. Gender expertise</td>
<td></td>
</tr>
<tr>
<td>3. Gender biases in digitalization</td>
<td></td>
</tr>
<tr>
<td><strong>Policy instruments</strong></td>
<td></td>
</tr>
<tr>
<td>1. Gender lens in regulation</td>
<td></td>
</tr>
<tr>
<td>2. Gender budgeting</td>
<td></td>
</tr>
</tbody>
</table>

#### 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

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

- 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 Public Life (2015)
- OECD Gender Portal
Thank you