Leveraging governance for labour, digital and financial gender equity

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Governance matters for gender equity

LABOR EQUITY

FINANCE EQUITY

DIGITAL EQUITY

GOVERNANCE & LEADERSHIP
OECD work on governance for gender equity

2015 Recommendation: 4

Pillars:

[1] Mainstream gender equality in relevant public policies and budgets

[2] Strengthen accountability and oversight mechanisms for gender equality

[3] Gender balanced representation in public life

[4] Improve gender equality in public employment
TOWARDS GENDER PARITY IN LEADERSHIP AND DECISION-MAKING IN THE PUBLIC SECTOR
Gender parity in leadership: current landscape

Share of women ministers in 2015 and 2017

Share of women parliamentarians in 2011 and 2018
Women in parliamentary committees

Women as committee chairs, deputy chairs and rapporteurs in committees in OECD countries (2016)
Access to leadership in the judiciary: current landscape

Women in senior management positions in the civil service

[Bar chart showing the percentage of women in senior management positions across various countries, with countries such as LVA, ISL, GRC, POL, SVN, SWE, NOR, ISR, LTU, SVK, USA, PRT, ITA, FRA, ESP, IRL, MEX, DNK, BEL, TUR, JPN.

Legend: 2015 (blue) and 2010 (light blue).]
Gender parity in leadership supports better governance [1]

Women ministers and confidence in national governments in OECD countries

![Graph showing the correlation between the share of women ministers and confidence in national government across OECD countries. The graph includes data points for various countries, and a linear trend line with an R-squared value of 0.36434.]
Gender parity in leadership supports better governance [2]

Women parliamentarians and income inequality

![Graph showing the relationship between the share of parliamentarians that are women and the Gini coefficient after government taxes and transfers. The graph indicates a negative correlation, with higher income inequality associated with lower representation of women in parliament. The R^2 value is 0.35.]
Examples of good practices [1]

- Leadership and political will (e.g., France, Canada)
- Understanding behaviours, addressing underlying gender norms (e.g., United Kingdom)
- Strengthening executive accountability (e.g., Canada)
- Revealing gaps that are hiding in plain sight (e.g., New Zealand)
- And to a certain extent, quotas (e.g., Mexico)
MOBILISING INSTITUTIONS AND GOVERNANCE TOOLS FOR GENDER EQUALITY
Mobilising institutions and governance tools for gender equality

• Institutional frameworks for gender equality
• Gender equality strategies
• Effective, data-driven oversight and accountability
• Gender mainstreaming & inclusive government tools
1. Institutional frameworks for gender equality

Central gender equality institutions (2018)

- Unit within the Ministry of Social Affairs (or equivalent), 33%
- Unit within Prime Minister’s Office (or equivalent), 22%
- Ministry with a combined portfolio, 17%
- A public body responsible for these issues (without autonomous Cabinet representation), 14%
- Single ministry with cabinet representation, 11%
- Other, 3%

2. Gender equality strategies

Availability of gender equality strategies at central or federal levels in 2017

Areas for improvement for such strategies

- Limited support for the strategy at the highest level of government
- Limited enforceability of the strategic plan
- Absence of a strategic plan
- Absence of clear monitoring frameworks in the strategic plan
- Limited involvement from line ministries in the implementation stage
- Limited involvement from line ministries in the development stage
- Absence of a comprehensive needs assessment
- Challenges in clearly communicating the strategy across government
- Absence of clear allocation of responsibilities in the strategic plan
- Absence of comprehensive consultation with nongovernmental organizations
- Abundance of gender equality priorities identified in the strategic plan
- Absence of clear actions and timelines in the strategic plan

3. Effective, data-driven 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
Current work:

- Policy-making cycle and gender impact assessments
- Gender budgeting
- Regulatory frameworks
- Public procurement
- Access to justice

Planned work:

- Governance of infrastructure
- Open and digital government
- Public sector innovation
- Public sector integrity and anti-corruption
- Service delivery
Increasing use of gender mainstreaming tools across the OECD

OECD countries that practise gender budgeting (2018)

- Introduced
- 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
Evidence from OECD surveys suggests that many economies assess the impacts on gender equality.

**Does RIA include the assessment of the impact on gender equality?**

- **Always/For all regulations**
  - 2008: 5
  - 2014: 13
  - Total: 18

- **For major regulation/s**
  - 2008: 1
  - 2014: 1
  - Total: 2

- **In other cases/For some regulations**
  - 2008: 5
  - 2014: 8
  - Total: 13

- **No/Never**
  - 2008: 8
  - 2014: 6
  - Total: 14

Strategic use of public procurement to advance gender equality

Examples of good practices:

Tasking the suppliers to demonstrate their compliance with gender equality related laws or requirements (e.g., Switzerland, Australia)

Supporting the participation of women-owned businesses in the procurement process (e.g., Korea, United States, South Africa, Indonesia)

Use of gender analysis in public procurement (e.g., Austria, Belgium, Canada)
Gender mainstreaming in access to justice

- OECD Global Roundtables on Equal Access to Justice
  - Women and girls at the centre of legal and justice systems
  - Legal and social needs of victims of violence
  - Legal empowerment and literacy
  - Responsiveness of the justice system
  - Good practices: UK, New Zealand, Austria
LOOKING AHEAD: CHALLENGES AND RESOURCES FROM THE OECD RESOURCES
An overview of governance challenges:

- **Disconnect** between gender equality initiatives and policy process & business of government

- **Limited visibility, resources and mandates** of gender equality institutions

- Limited availability and use of gender-disaggregated data and results frameworks

- Absence of or **incomplete gender impact analysis** throughout the full decision making cycle

- **Limited accountability** and monitoring frameworks

- Persisting **gaps in access to public-decision making** and uneven gender-sensitivity of workplaces
OECD resources to strengthen governance for gender equality

*Policy networks:*

OECD Network on Gender Mainstreaming and Governance

OECD Gender Policy Platform: Accelerating Gender Mainstreaming
OECD resources to strengthen governance for gender equality
### The power of data

#### Available indicators

- Representation levels in all branches of the state
- Strategies for gender equality
- Institutional frameworks & capacities for gender equality in all branches of powers
- Coordination mechanisms
- Use of gender mainstreaming and gender impact assessments
- Gender-budgeting
- Availability & use of gender-disaggregated data
- Monitoring & accountability frameworks
- Gender-sensitive people management frameworks and policies in governments, judiciaries and parliaments

#### Forthcoming / planned

- Regulatory frameworks
- Public procurement
- Governance of infrastructure (data to be collected)
- Digital services (data to be collected)
- Access to justice and public sector capacities to address violence against women
- Gender wage gap in the public sector
- Public sector integrity
- Service delivery
Thank you