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**PUBLIC GOVERNANCE DIRECTORATE
PUBLIC GOVERNANCE COMMITTEE**

Working Party on Gender Mainstreaming and Governance

Draft Agenda of the 3rd session of the Working Party on Gender Mainstreaming and Governance

Virtual Meeting
10-11 March 2021 13h00 (Paris time)
Paris, France

This document presents the Draft Agenda for the 3rd session of the Working Party on Gender Mainstreaming and Governance.

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3rd session of the Working Party on Gender Mainstreaming and Governance: Draft Agenda

Day 1 – Wednesday, 10 March 2021

12:00 – 13:00 Technical testing

13:00 – 13:10

Item 1. Welcome and Adoption of the Draft Agenda

1. The Chair will welcome all delegates to the 3rd session of the Working Party on Gender Mainstreaming and Governance and introduce the new Bureau for 2021. The introductory remarks will be followed by the adoption of the agenda.

- **Denise Gareau**, Chair of GMG; Director, Gender-based Analysis Plus (GBA+) Centre for Excellence, Department of Women and Gender Equality Canada

For adoption at the beginning of the meeting

Reference documents: [[GOV/PGC/GMG/A\(2021\)1/REV1](#)]

13:10 – 14:30

Item 2. Gender Mainstreaming in COVID-19 Recovery: Using Government Tools to Support Gender Equality Outcomes

2. The COVID-19 pandemic has exacerbated structural gender inequalities, prompting us to take a deeper look at the gender stereotypes that are often embedded in government policies and tools such as planning, regulations, and budgets. If applied without considering their differing impacts on men, women and gender diverse people, these tools could further undermine gender equality during the recovery phase. Fortunately, they can also be used to *promote* gender equality, particularly by targeting structural inequalities aggravated by the pandemic. Building on the recent OECD policy brief “Towards a Gender-inclusive Recovery,” this session will consider how governments can further leverage regulations, budgeting, and public procurement to help ensure that policies and structural adjustments benefit both men and women, as well as address gender inequality.

Questions for discussion:

- How can governments lead a gender-sensitive recovery through the use of tools such as public procurement, infrastructure and government spending?
- How can countries integrate gender considerations in emergency management and risk governance?
- What good practices and preliminary lessons can we draw on for future crises? Which approaches work and what pitfalls should be avoided?

- *Secretariat Presentation:* **Elsa Pilichowski**, Director for Public Governance, OECD (10 minutes)
- *Guest speaker:* **Marta Birna Baldursdóttir**, Head of Division; Ministry of Finance and Economic Affairs, Iceland (10 minutes)
- *Q&A and discussion* (1 hour)

Reference documents:

- OECD Policy brief “Towards a gender-inclusive recovery” [[GOV/PGC/GMG\(2021\)1](#)]
- Towards a Gender-sensitive Framework for Sound Public Governance [[GOV/PGC/GMG\(2020\)1/REV1](#)]

14:30 – 15:30

Item 3. Leaving No One Behind During Recovery: Capturing the Needs of Men, Women and Gender Diverse People

3. Intersecting identity factors – such as those related to age, disability, ethnicity, sexual orientation, socio-economic status, and geographical location – can create additional barriers for women, men, boys, girls and gender diverse people in accessing public services. As the COVID-19 crisis has made all too clear, these barriers are often aggravated in emergency situations. Governments across the OECD are starting to recognise the importance of such interactions, and some are seeking ways to strengthen their gender mainstreaming processes to account for these intersecting identity factors. This session will explore these practices and reflect on the opportunities, challenges and lessons learned in developing systematic approaches to better account for the needs of diverse groups of men and women.

Questions for discussion:

- What approaches, methodologies and tools are being used across the OECD to practice gender mainstreaming through an intersectional lens?
- What are the practical challenges and opportunities related to data collection and data integration efforts? What institutional and governance considerations may arise from the transversal nature of this topic?

- *Scene setting by the Secretariat:* **Tatyana Teplova**, Senior Counsellor for Gender and Inclusiveness and Head of Division, OECD (5 minutes)
- *Presentations:* **Lyche Cecilia Schwoerer**, GMG Vice-Chair and Deputy Director General, Department for Equality, Non-discrimination and International Affairs, Ministry of Culture, Norway; and **Suzanne Cooper**, the Director of Strategic Policy at WAGE, Canada joined by **Jeff Latimer**, Director General of the Health, Justice, Diversity and Population Branch, Statistics Canada (25 minutes)
- Q&A and discussion (35 minutes)

15:30 - 15:45 Coffee Break

15:45 – 17:00

Item 4. Three Parallel Breakout Sessions

Item 4.a. Gender-Sensitive Policy Making for Green Recovery: Government Tools and Communication Strategies

4. Threats to the environment are not gender neutral. As countries lay plans for a sustainable and green recovery in the post-pandemic era, the need to address the gender dimensions of environmental policy is becoming more urgent. This session will discuss emerging approaches and processes to integrating such a gender lens, including through environmental impact assessments. It will also look at the specific capacity and skills needs of environment ministries or agencies, as well as how to include gender policy experts in environmental policy making. Finally, the session will seek to identify successful strategies for communicating the importance of gender mainstreaming to environmental policy makers.

Questions for discussion:

- What practical measures and tools are used in OECD countries to integrate gender perspectives in environmental impact assessments?
- What capacities and skills do environment ministries or agencies need to effectively mainstream gender equality in decision making processes?
- What are some examples of successful strategies for communicating the importance of gender mainstreaming to environmental policy makers?

- *Presentations:* **Emma Letellier**, National Gender & Sustainable Focal Point, Ministry for the Ecological Transition, France; and **Rodolfo Lacy**, Environment Director, OECD (20 minutes)
- Q&A and discussion (1 hour)

Item 4.b. Future-Ready Civil Service: What is in Store for Gender Equality?

5. The debates around the future of work and the workplace should include a reflection on the impact of various trends on gender equality. The COVID-19 crisis has demonstrated that wider use of flexible working arrangements is possible for certain functions, paving the way for redesigning the workspace to be more flexible and gender-sensitive by default. The session will discuss how a future-ready civil service could be gender inclusive by default. The discussion will touch upon people management policies, addressing the wage gap in a flexible work setting, and tackling sexual harassment in the workplace. It will also reflect on the role of new instruments, such as behavioural insights, in promoting gender-sensitive workplaces by design. Finally, it will look at the digitalisation of the workplace and automation and how these trends may affect gender-balanced workforces at all levels.

Questions for discussion:

- How has the COVID-19 pandemic affected gender equality in the public sector workplace? What new insights and experiences can be used to promote gender equality through new forms of working? What new challenges and lessons have emerged for upholding gender equality in the post-pandemic public sector workplace?
- What tools and mechanisms could help develop a flexible, diverse and inclusive public service? Are there new tools and mechanisms (e.g. behavioural insights) that should be considered in light of the experiences from the pandemic?
- What opportunities do you see for reforms (e.g., in the areas of people management policies; wage gap; flexible working arrangements) in the post-COVID-19 recovery phase and beyond?

- *Scene setting by the Secretariat:* **Pinar Guven**, Policy Analyst and Project Co-ordinator, OECD (5 minutes)
- *Presentations:* **Héctor Casado López**, Deputy Director General for Labour Relations, General Directorate for Civil Service, Spain; and **Johannes Lohmann**, Head of Work and Finance Behavioural Insights Team, United Kingdom (20 minutes)
- *Commenter:* **Daniel Gerson**, Senior Policy Analyst and Secretariat of the Public Employment and Management Working Party, OECD (5 minutes)
- Q&A and discussion (1 hour)

Item 4.c. The Role of Gender Equality in Decision-Making in Rebuilding Public Trust and Democracy

6. Public trust in governments and democracies has been declining around the world, and in many cases this trend has increased during the pandemic. Governments are thus seeking ways to rebuild public

trust and address governance challenges to democracy. OECD work shows that fairness of institutions, as well as government’s responsiveness and reliability in delivering public services and anticipating new needs, are strong predictors of people’s trust in government. Ensuring that public administrations and parliaments reflect the population they serve – including its gender composition – can contribute to this fairness and responsiveness. The session will explore whether and how representative and gender-balanced leadership across governments contributes to public service values such as responsiveness and transparency. The session will also discuss the dynamics between the representativeness of decision making and trust in public and parliamentary institutions and democracy more broadly. Finally, the session will consider opportunities and remaining barriers to equal representation in public decision-making posts.

Questions for discussion:

- How can gender-balanced decision-making help rebuild public trust in public institutions and elected bodies and strengthen democracy? What does the recent evidence show?
- What are key barriers to gender-balanced decision making across government? Has the COVID-19 pandemic revealed new barriers that need to be addressed, or highlighted existing ones?
- What actions can governments take to build gender-balanced public administrations and parliaments, especially at leadership levels?

- *Presentation:* **Nadine Flora Gasman Zylbermann**, President, INMUJERES, Mexico
- *Commenter:* **Monica Brezzi**, Head of Governance Indicators and Performance Evaluation, OECD
- Q&A and discussion (1 hour)

17:00 - 17:10 Break

17:10 – 17:30

Item 5. Concluding Session for Day 1

7. Report back from three breakout sessions (Breakout session moderators)

For discussion

Day 2 – Thursday, 11 March 2021

12:00 – 13:00 Technical testing

13:10 – 13:50

Item 6. Gender Equality for a Strong, Resilient, Inclusive and Sustainable Recovery

8. The COVID-19 pandemic has precipitated a profound shock worldwide. Its reverberations, however, are felt differently among men and women and gender diverse people, exacerbating pre-existing inequalities. Recovery from the pandemic, therefore, will be a critical period for gender equality. Without concerted efforts to put gender equality at the forefront of policy making, the recovery process may further deepen existing gender inequalities across societies for years to come. On the other hand, a gender-sensitive

approach can do the opposite: it can help countries build a “new normal” that is gender equal by default. In view of this, the OECD 2020 Ministerial Council Statement highlights the need to empower women as key drivers of the recovery process and identifies gender equality as an important principle of a broad-based recovery. On the occasion of the 10th anniversary of the OECD Gender Initiative, the session will present updates on the Organisation’s strategic vision for the advancement of gender equality in the aftermath of the COVID-19 crisis, as well as provide updates on key gender mainstreaming activities across the OECD committees.

- **Anna Brandt**, Ambassador and Permanent Representative of Sweden to the OECD, Co-Chair, Friends of Gender Equality Plus
- **Manuel Escudero**, Ambassador and Permanent Representative of Spain to the OECD, Chair of the 2020 Ministerial Council Meeting
- **Juan Yermo**, Chief of Staff, OECD, Co-Chair, Friends of Gender Equality Plus

Reference documents:

- 2020 Ministerial Council Statement [[C/MIN\(2020\)7/FINAL](#)]
- 2020 Ministerial Council background paper “Empowering Women as Drivers of the COVID-19 Recovery” [[GOV/PGC/GMG\(2020\)3/FINAL](#)]
- OECD policy brief “[Women at the core of the fight against COVID-19 crisis](#)”

For discussion

13:50 – 15:20

Item 7. Recovering from the ‘Shadow Pandemic’: Ending Gender-Based Violence

9. Gender-based violence (GBV) is a global crisis, with at least 35% of women subjected to it in their lifetimes. This crisis is complex, affecting all aspects of survivors/victims’ lives, including their access to education, employment, housing, health care and justice. It also has economic ramifications: studies estimate that the costs of GBV amount to approximately 2% of global gross domestic product. Importantly, OECD member countries increasingly recognise GBV as the global crisis it is. For example, in a 2016 survey of countries adhering to the OECD Gender Recommendations, 21 of the 37 governments listed GBV as one of the three most urgent gender equality issues in their respective countries. Despite this, many gaps remain in countries’ capacity to implement policies and programmes to effectively eliminate GBV – gaps that the COVID-19 pandemic further exposed in 2020. COVID-19 has exacerbated GBV by increasing risk factors such as job loss and financial insecurity and by isolating survivors/victims with their abusers. Governments were not prepared to deal with the scale of this ‘shadow pandemic’ of GBV despite the existence of policies and programming to prevent and respond to it. Still, the emergency situation has spurred many attempts to innovate in GBV services and governance mechanisms, and to bring justice closer to the survivors. It is important to ensure that these lessons are integrated in future GBV programming. In view of this, the session will be used to exchange lessons learned to date in the context of the forthcoming OECD’s framework on “Strengthening governance and survivor-centric approaches to eliminating gender-based violence”. The session will also provide an opportunity for delegates to share any comments on the framework and discuss the process of declassifying it. Furthermore, the Secretariat will present proposed next steps in developing this workstream, including a data collection approach to generate cross-country evidence and identify good practices.

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| Questions for discussion: |
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- What are key gaps that the COVID-19 pandemic has exposed in terms of designing, co-ordinating and/or delivering GBV-related services and programmes?
- What promising practices and approaches have your governments employed to prevent and prosecute against GBV, and to protect and support victims, during the COVID-19 pandemic? Are there plans to expand or adapt these practices post-pandemic? What is the process for assessing their effectiveness and understanding what works?
- How can the OECD best support efforts to tackle GBV across its membership? What are the most salient evidence gaps in the area of GBV?

- *Scene setting by the Secretariat:* **Tatyana Teplova**, Senior Counsellor and Head of Division; and **Justin Cradit**, Analyst, Public Governance Directorate, OECD (10 minutes)
- *Presentations:* **Heather Harms**, Director of Global Programs, Department of State **United States**; and **Sylvie Durrer**, GMG Vice-Chair and Director of the Swiss Federal Office for Gender Equality, Switzerland (20 minutes)
- Q&A and discussion (1 hour)

Reference documents:

- Strengthening governance and survivor-centric approaches to eliminating gender-based violence: Towards a framework [[GOV/PGC/GMG\(2020\)2/REV2](#)]

For discussion

15:20 – 15:50 Break

15:50 – 17:10

Item 8. Council Monitoring of the OECD Gender Recommendations in 2022 and GMG workplan for 2021-22

10. The OECD Council has adopted two recommendations in the area of gender equality, the [2013 OECD Recommendation on Gender Equality in Education, Employment and Entrepreneurship](#) and the [2015 OECD Recommendation on Gender Equality in Public Life \(GEPL\)](#). In accordance with the provisions of the 2015 Recommendation, the Public Governance Committee, in co-ordination with the Employment, Labour and Social Affairs Committee, is to undertake a monitoring of country progress in implementing it through, *inter alia*, the development of benchmarking indicators and country reviews. The reports on the implementation of both OECD gender equality Recommendations are to be submitted jointly to the Council. The OECD will launch the monitoring process in 2021, and the results will be presented to the OECD Council in 2022. This monitoring will also present an opportunity to help further operationalise the principles laid out in the GEPL Recommendation in support of a gender-sensitive recovery from the COVID-19 crisis.

Questions for discussion:

- The delegates are invited to discuss the proposed process, milestones and timeline for the monitoring exercise. Which aspects of the Recommendations should be assessed in a more in-depth manner?

- *Presentation by the Secretariat:* **Pinar Guven**, Policy Analyst, Public Governance Directorate, OECD; and **Willem Adema**, Senior Economist, Employment, Labour and Social Affairs Directorate, OECD (20 minutes)
- *Q&A and discussion* (1 hour)

Reference documents:

- Draft Roadmap for next Report to Council on the implementation, dissemination and continued relevance of the OECD Gender Recommendations [[GOV/PGC/GMG\(2021\)2](#)]
- [OECD Recommendation on Gender Equality in Education, Employment and Entrepreneurship](#)
- [OECD Recommendation on Gender Equality in Public Life](#)

For discussion

17:10 – 17:30

Item 9. Other GMG Business & Closing

11. This session will focus on “housekeeping” items. Delegates will also be invited to note the approval of the designation of the Chair and Bureau. *For discussion*