



High level conference:
Women in Government:
Engendering Public Policies in the MENA region
1-2 December 2011 Granada, Spain

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DAY 1 : 1 DECEMBER 2011

8.30 – 9.00	Registration and Coffee
9.00-10.00	Opening Remarks Chair: H.E. Ambassador Manuel Pineiro Souto , Ministry of Foreign Affairs and Co-operation, Spain and Director of the Euro Arab Institute Foundation for Education and Training
<p>Opening remarks by</p> <ul style="list-style-type: none"> • H.E. Mr. Damaso Lario, Ambassador of the Diplomatic Mission in the MENA region, Spain • H.E. Mr. Hassine Bouzid, Ambassador of the League of Arab States in Madrid, Spain • Mr. Azzeddine Diouri, Secretary General, Ministry of Public Sectors Modernisation, Kingdom of Morocco and chair of the Working Group on Civil Service and Integrity • Mr. Carlos Conde, Senior Coordinator, MENA-OECD Governance Programme, Directorate for Public Governance and Territorial Development, OECD <p>Keynote speech</p> <ul style="list-style-type: none"> • Ms. Soukaina Bouraoui, Executive Director of the Centre for Arab Women Training and Research and chair of the Gender Focus Group 	
10.00-11.00	Panel Discussion 1: Building Effective Institutions for Gender Equality Chair: Mr. Azzeddine Diouri , Secretary General, Ministry of Public Sectors Modernisation, Kingdom of Morocco and chair of the Working Group on Civil Service and Integrity
<p>This session will focus on identifying institutional mechanisms necessary to build the government’s capacity to effectively promote gender equality across all sectors and levels of government. The session will highlight the role of institutions in designing and implementing gender-sensitive policies to eliminate gender-based discrimination and achieve full women’s empowerment.</p> <p>Speakers</p> <ul style="list-style-type: none"> • Ms. Rowena Phair, Chief Executive, Ministry of Women's Affairs, New Zealand • Ms. Rabha Zeidguy, University Professor, Ecole Nationale d’Administration in Rabat, Kingdom of Morocco • Ms. Khaoula Labidi, Counselor for Public Services, Director, General Committee of the Public Service, Prime Ministry, Tunisia • Ms. Fatima Botmeh, Director of Training and Technical Assistance, Ministry of Woman Affairs, Palestinian Authority • Ms. Tatyana Teplova, Policy Analyst, Governance Reviews and Partnerships, Directorate for Public Governance and Territorial Development, OECD <p>Roundtable discussion</p>	
11.00-11.30	Coffee break

11.30-13.00	<p>Panel Discussion 2: Strengthening Policy Tools for Gender Equality</p> <p>Chair: Mr. Carlos Conde, Senior Coordinator, MENA-OECD Governance Programme, Directorate for Public Governance and Territorial Development, OECD</p>
<p>This session will provide an overview of policy tools for advancing gender equality, including sex-disaggregated data and gender impact assessments. Effective use of these tools can support governments in:</p> <ul style="list-style-type: none"> • analysing women’s and men’s situation; • designing public policies and services that match women’s and men’s specific needs; • launching gender initiatives that are in line with strategic policy objectives and generate impact; and • monitoring and evaluating the impacts of policy initiatives and public services on both men and women. <p>Speakers</p> <ul style="list-style-type: none"> • Ms. Ginette-Ursule Yoman, Division Manager, Gender and Social Development, African Development Bank • Ms. Zineb Bouba, Project Manager for the Economic and Financial Report and the Gender Budget Report, Directorate of Fiscal Research and Financial Forecasts, Ministry of Economics and Finance, Kingdom of Morocco • Ms. Claudia Marinaro, Programme Administrator for Monitoring and Evaluation, Anna Lindh Euro-Mediterranean Foundation for the Dialogue between Cultures, Egypt and Ms. Esther Fouchier, founder of the Forum of Women of the Mediterranean and Representative of the French Network of the Anna Lindh Euro-Mediterranean Foundation for the Dialogue between Cultures, France • Ms. Melanie Fassbender, Policy Analyst, MENA-OECD Governance Programme, Directorate for Public Governance and Territorial Development, OECD • Ms. Somali Cerise, Policy Analyst, Social Institutions and Gender Index, Development Centre, OECD <p>Discussion</p>	
13.00-14.30	Lunch
14.30-16.00	<p>Panel Discussion 3: Legal Frameworks for Gender Equality</p> <p>Chair: Ms. Soukaina Bouraoui, Executive Director of the Centre for Arab Women Training and Research and chair of the Gender Focus Group</p>
<p>Legal discrimination is incompatible with human dignity and hampers development as it constitutes an obstacle to the full realisation of potentials. Ending legal discrimination against women is a particularly complex challenge in the MENA region, where women face multiple legal and systemic restrictions. This session will highlight some of the broad trends in laws related to gender equality and showcase first-hand experience in establishing such legal frameworks, including in specific policy sectors. The session will also aim to outline political considerations, available tools, and practical implications, when fighting legal discrimination against women and developing gender-sensitive laws and regulations.</p> <p>Speakers</p> <ul style="list-style-type: none"> • Ms. Hala Ahed Deeb, Lawyer and Senior Researcher, Women’s Studies, Islam and Human Rights, Jordan • Mr. Guillaume Monfort Juarez, Coordinator, International Relations Department, State Secretariat for Equality, Ministry of Health, Social Policy and Equality, Spain • Ms. Sylvia Solf, Program Manager, Doing Business - Financial and Private Sector Development Vice 	

Presidency, International Finance Corporation, The World Bank Group

- **Ms. Serena Romano**, Founder and President, Corrente Rosa, Italy and member of the OECD-MENA Business Women Forum

Discussion

16.00-16.30

Coffee break

16.30-18.00

Planning of future activities of the Working Group on Civil Service and Integrity

Chair: Mr. Azzeddine Diouri, Secretary General, Ministry of Public Sectors Modernisation, Kingdom of Morocco and chair of the Working Group on Civil Service and Integrity

This session will aim to identify thematic priorities for the regional policy dialogue and capacity development between MENA and OECD countries regarding civil service reforms. The discussion is expected to result in concrete proposals on how the Working Group on Civil Service and Integrity can support MENA countries in their ongoing efforts to improve the management of human resources in the civil service.

Speakers

- **Ms. Cristina Jurranz**, Under Secretariat of Foreign Affairs, Ministry of Foreign Affairs and Co-operation, Spain and co-chair of the Working Group on Civil Service and Integrity
- **Mr. Philippe Vermeulen**, General Counsellor, Federal Public Service - Personnel and Organisation, Belgium and chair of the OECD's Public Employment and Management Network
- **Mr. Oscar Huerta-Melchor**, Policy Analyst, Human Resource Management, Directorate for Public Governance and Territorial Development, OECD
- **Ms. Rabha Zeidguy**, University Professor, Ecole Nationale d'Administration in Rabat, Kingdom of Morocco
- **Ms. Nadine Marrouch Ghandour**, Finance Officer, Institute of Finance Basil Fuleihan, Lebanon

Country experiences and discussion

Participants from MENA countries are invited to briefly report on current developments and reforms in the policy area of human resource management.

Conclusions and Way Forward

- **Mr. Carlos Conde**, Senior Coordinator, MENA-OECD Governance Programme, Directorate for Public Governance and Territorial Development, OECD
- **Mr. Azzeddine Diouri**, Secretary General, Ministry of Public Sectors Modernisation, Kingdom of Morocco and chair of the Working Group on Civil Service and Integrity

20.00

Dinner

8.30-9.30	<p>Panel Discussion 4: Women in Civil Service: Promoting Equal Representation</p> <p>Chair: Ms. Rabha Zeidguy, University Professor, Ecole Nationale d'Administration in Rabat, Kingdom of Morocco</p>
<p>The objective of gender-sensitive personnel policies is to ensure equal representation of women within the civil service. Based on the presentation of country case studies, the session will help identify specific human resource management arrangements necessary to respond to this objective. The session will showcase country strategies and experiences including measures to (i) attract talented women and men to the civil service, notably the adequate representation of women in decision-making positions, (ii) provide equal and merit-based employment opportunities; (iii) support women's professional development, including leadership capacity.</p> <p>Speakers</p> <ul style="list-style-type: none"> • Ms. Iciar Pérez-Baroja Verde, Councillor, General Direction of the Civil Service, Ministry for Territorial Policy and Public Administration, Spain • Ms. Reem Hoseh, Director of Performance Development, Civil Service Bureau, Jordan • Ms. Fida Kayed, Deputy Director General of Recruitment, General Personnel Council, Palestinian Authority • Mr. Philippe Vermeulen, General Counsellor, Federal Public Service - Personnel and Organisation, Belgium and chair of the OECD's Public Employment and Management Network <p>Discussion</p>	
9.30-10.30	<p>Panel Discussion 5: Work-Life Balance in the Civil Service</p> <p>Chair: Ms. Cristina Juarranz, Under Secretariat of Foreign Affairs Ministry of Foreign Affairs and Co-operation, Spain and co-chair of the Working Group on Civil Service and Integrity</p>
<p>One of the key preconditions for effective participation of women in the labour force (in the private and public sectors) is the ability to combine their family responsibilities with their professional duties. In the absence of well-designed policies for reconciliation of work and private life, women are likely to drop out of the labour force when they get married and have children. This session will focus on identifying mechanisms to enable effective reconciliation of work and private life, including policies related to parental leaves, childcare services, or flexible and part-time working arrangements.</p> <p>Speakers</p> <ul style="list-style-type: none"> • Ms. Eshrak Mohammed Abdulrahman Al Gudairi, Chair, Women National Committee, Yemen • Mr. Akin Yumus, Family and Social Policy Expert, General Directorate on the Status of Women, Ministry of Family and Social Affairs, Turkey <p>Discussion</p>	
10.30-11.00	Coffee break

11.00-12.00	<p>Panel Discussion 6: Women’s Access to Leadership in the Public Life</p> <p>Chair: Ms. Rowena Phair, Chief Executive, Ministry of Women's Affairs, New Zealand</p>
<p>This session will aim to discuss the current opportunities, barriers and strategies for enhancing women’s participation and access to leadership in the public life. It will showcase different strategies to increase women’s participation in politics, judiciary and the civil service.</p> <p>Speakers</p> <ul style="list-style-type: none"> • Ms. Hon. Lindiwe Maseko, MPL, Speaker of the Gauteng Provincial Legislature, Johannesburg, South Africa • Ms. Pauline Rankin, Professor, School of Canadian Studies, Carleton University Ottawa, Canada • Ms. Fatima Sadiqi, Professor of Women’s and Gender Studies and Director of the Isis Center for Women and Development, Morocco • Ms. Salma Abida, Judge at the Centre for Legal and Judiciary Studies, Ministry of Justice, and Professor at the University of Tunis, Tunisia <p>Discussion</p>	
12.00-13.30	<p>Planning of future activities of the MENA-OECD Gender Focus Group</p> <p>Chair: Ms. Soukaina Bouraoui, Executive Director of the Centre for Arab Women Training and Research and chair of the Gender Focus Group</p>
<p>This session will aim to identify thematic priorities for the regional policy dialogue and capacity development between MENA and OECD countries with regard to engendering public policies. The discussion is expected to result in concrete proposals on how the Gender Focus Group can support MENA countries in their ongoing efforts to promote gender equality.</p> <p>Speakers</p> <ul style="list-style-type: none"> • Ms. Soukaina Bouraoui, Executive Director of the Centre for Arab Women Training and Research and chair of the Gender Focus Group • Ms. Tatyana Teplova, Policy Analyst, Governance Reviews and Partnerships, Directorate for Public Governance and Territorial Development, OECD • Ms. Rowena Phair, Chief Executive, Ministry of Women's Affairs, New Zealand • Ms. Rabha Zeidguy, University Professor, École Nationale d’Administration à Rabat, Kingdom of Morocco <p>Conclusions and Way Forward</p> <ul style="list-style-type: none"> • Mr. Carlos Conde, Senior Coordinator, MENA-OECD Governance Programme, Directorate for Public Governance and Territorial Development, OECD • Ms. Soukaina Bouraoui, Executive Director of the Centre for Arab Women Training and Research and chair of the Gender Focus Group 	
13.30-15.00	Lunch and closing remarks of the hosts
15.00-19.00	Guided tour of Granada

I. OBJECTIVES AND INTENDED OUTCOMES

During the conference, speakers from OECD and MENA countries can present their experiences with national strategies, action programmes and projects for the promotion of gender equality and mainstreaming initiatives and provide an overview on recent trends, key developments, lessons and challenges. The conference will thus provide an opportunity for regional policy dialogue among MENA and OECD countries. Participants will also identify thematic priorities for the regional policy dialogue and capacity development among MENA and OECD countries on advancing gender equality and strengthening civil service capacities to advance on government objectives.

The conference will also provide highlights of the upcoming ***Report on Gender, Law and Public Policy: Trends in the Middle East and North Africa region***. This report will aim to identify trends and provide comparative data on how governments and non-governmental organisations in the MENA region address gender concerns.

II. ORGANISERS

This meeting is jointly organised by the Organisation for Economic Co-operation and Development (OECD) and the Euro Arab Institute Foundation for Education and Training.

The **Euro Arab Institute Foundation for Education and Training** is an organisation that works in collaboration with the **Spanish government** and the **League of Arab States** with the objective of establishing cultural and economic relations between Spain and the Arab World. By spreading the knowledge and experience gained at Universities and other educational institutions, the foundation aims to foster these relations through formal professional training.

On OECD side, the meeting is prepared by the **Gender Focus Group and Working Group on Civil Service and Integrity of the MENA-OECD Governance Programme**. The MENA-OECD Governance Programme, launched in 2005, is a regional effort, initiated and led by countries in the MENA region. It promotes reforms to enhance public governance structures and operations, strengthen regional and international partnerships, and promote sustainable economic growth and social development throughout the region. The programme strengthens countries' capacity to design and implement policy reforms. It facilitates policy dialogue and the sharing of experience on public governance policies among policy-makers from MENA countries and their OECD counterparts. The MENA-OECD Governance Programme is currently co-chaired by:

- H.E. Mr. Mohammed Saâd El Alami, Minister Delegate to the Prime Minister in charge of Public Sector Modernisation, **Kingdom of Morocco** and
- H.E. Mr. Mr. Johannes Westerhoff, Ambassador, Permanent Mission of the Federal Republic of **Germany** to the OECD

The programme has set up several working and focus groups in order to facilitate policy dialogue, including

- The Gender Focus Group, which supports the promotion of gender mainstreaming and gender equality policies in public governance by strengthening the strategic capacity of public officials to design and implement gender-sensitive policy frameworks. The Gender Focus Group is currently chaired by Ms. Soukaina Bouraoui, Executive Director of the **Centre for Arab Women Training and Research**.
- The Working Group on Civil Service and Integrity, which addresses policy issues related to establishing an efficient and ethical civil service, responsive to the policy priorities of the government. It is currently chaired by Mr. Azzeddine Diouri, Secretary General, Ministry of Public Sectors Modernisation, **Kingdom of Morocco**, Ms. Cristina Juarranz, Under Secretariat of Foreign Affairs Ministry of Foreign Affairs and Co-operation, **Spain** and Mr. Efkân Ala, Undersecretary of State, Prime Ministry, **Turkey**.