Gender Equality & Inclusive Public Institutions Initiative

Session on: Inclusion through Institutions: Good Governance

16+ Forum Timor-Leste Annual Showcase
November 2019

Presented by Maja Stojanovska
Head of Governance
UNDP Timor-Leste
Overview

1. Background: What is this Programme about?
   - Gender Equality in Public Administration
   - UNDP Gender Equality Award for Public Institutions

2. Award Methodology

3. Results from the Award Pilot

4. Next steps
OUR GOAL

• Ensure that more **public institutions worldwide are inclusive and gender-responsive** and can put gender equality and the empowerment of women in their internal and external policies and actions.

• Ensure that **public institutions can deliver for all** and implement the 2030 agenda
The challenge: gender gaps in the public policy

**Labour force participation**
- Global: 76% (male) - 49% (female)

**Gender pay gap**
- Global: 23% (male) - 76% (female)

**Seats in parliaments**
- Global: 24% (male) - 76% (female)

**Proportion of day time spent on unpaid care work**
- Global: 7% (male) - 18% (female)

**Agricultural land holders**
- Global: 87.2% (male) - 12.8% (female)

**Women subjected to physical/sexual violence**
- Global: 35%

**Decision making**
- 32% (female) - 68% (male)

- 16% in Azerbaijan
- 24% Kazakhstan
- 17% Kyrgyzstan

UNDP (2017) Gender equality in public administration in Eastern Europe and Central Asia
Theory of Change

Inclusive States promote social and economic policies that:

• Address the needs of all,
• Respect the rights of citizens to exercise voice and influence,
• Are concerned with high quality delivery of services and how they are delivered,
• Strengthens the social contract with their citizens.

Need to strengthen Inclusive States by mainstreaming gender in SDG implementation.
Theory of Change

Two core principles:
- Without achieving women’s equality and empowerment there will be no achievement of the SDGs
- Without transforming patriarchal bias inside institutions it will not be possible to deliver gender sensitive public policies.

3 types of transformation:
- Political commitment and transformational leadership;
- Gender informed management that consider parity and gender equality in the work-place.
- Gender into the policy development cycle;

UNDP promotes policy dialogues on “The Inclusive State” to leave no one behind.
Why UNDP?

• UNDP’s experience on democratic governance and engagement with state institutions in a variety of development settings.

• Experience, trust, and high level to government partners in all sectors – environment, planning, economy, security, etc where gender mainstreaming is essential to achieve SDGs.

• Partners request a different program to accelerate institutional and public policy transformation towards gender equality and women’s empowerment.

• UNDP 15 years lessons learned on gender mainstreaming.

• Experience of more than 11 years with Gender Equality Seal with private sector, with more than 70 UNDP CO and with over 20 Public Sector Institutions.
How will we accomplish this?
Five Service Lines

Global advocacy, tracking progress, data collection on gender gaps in public institutions
- Global Indicator Reporting - SDG 16.7.1 on diversity
- GEPA initiative: leading the way collecting disaggregated data

Innovative Certification-based Methodology: UNDP Gender Equality Award for Public Institutions - to strengthen inclusive states through mainstreaming gender.

Global Learning/Advocacy Platform - connecting decision-makers and civil servants to foster innovation.

Deployment of expertise to support gender equality in complex public sector reform processes, including state-building in conflict/fragile settings.
UNDP GEPA INITIATIVE

A global report, drawing on a desk review and 13 country case studies
...access to healthcare and to sanitation have the strongest correlations with women’s participation in public administration,...enrollment in lower secondary school, upper secondary and access to electricity also have significant correlations.

• **2014** First comprehensive report on state of GEPA globally – challenges & opportunities

• **2015** UNDP-OECD methodology for evaluating GEPA in public life and public administration developed

• **2016-2019** New data on proportions of women in PA globally

• **2017** Evidence on the relationship between GEPA, development and service delivery

• **2018** SDG Supported proposal for 16.7.1 re-classification to Tier II & supporting UNDP custodianship

• **2018** New data on the relationship between GEPA & conflict

• **2018-2019** UNDP-OECD pilots in Myanmar & Indonesia

• **2020** UNDP-OECD pilots in Timor Leste
UNDP Gender Equality Award for Public Institutions

What does a Gender Equality Seal do?

Establishes standards and performance standards, based on international and regional commitments and agreements.

Connects organizational structure with the impact/results of employment practices and/or public policies.

Provides a roadmap with strategies and concrete actions to operationalize institutional commitments to gender equality.

Highlights good practices of companies and institutions and strengthens accountability towards equality.

Reward institutions at three levels: BRONZE, SILVER or GOLD.
The Steps

1. Institutional arrangements
2. Self-assessment to identify gaps
3. Action Plan development for improvement
4. Action Plan implementation
5. Final assessment conducted by external experts
6. Recommendation for global award / recognition

It takes at least 18/24 months to achieve the Award, after a third party audit process.
Dimensions aligned to international standards

1. PLANNING & MANAGEMENT
2. ARCHITECTURE & CAPACITIES
3. ENABLING ENVIRONMENT
4. PARTICIPATION, PARTNERSHIPS & ACCOUNTABILITY
5. RESULTS/IMPACT

Inclusive State and Gender Equality
Methodology
Engagement between the Gender Equality Seal and Government

- Build partnership, strategy, and political commitment.
  - Institution or UNDP led.
  - Implementing institution: Ministries, Others.
  - United Nations Development Programme as a convener of partners and technical advisor.
Pilot countries- on route! 2017-2019

- Validating the concept of the programme- (2016)
- Testing the feasibility of the standards- 30 Public Institutions (2017-2019)
- Developing roll out – (Dec 2018- Oct 2019)

Countries:
- Egypt
- Armenia
- Moldova
- El Salvador
- Dominican Republic
- Panama
- DRC
- Rwanda
- Benin
- Iraq
- Moldova
Results From Overall Pilot Institutions:

- Aligned their Policies and Action Plan to the 2030 Agenda.
- Gender analysis and review of their programmes, projects and services.
- Improved their statistical systems with disaggregation by sex
- Improved coordination including across sectors.
- Increased budgets for gender equality.
- Developed policies:
  - Parity and Human Resources
  - Policy, Sexual Harassment Protocols,
  - Work life Balance Policy.
- Prepared Development Capacities Plans on gender equality for all staff.
- Made strategic alliances for gender equality.
Gender Equality Award for Public Institutions: Proposed next steps

• Development of an online platform for self-assessment.
• Create a platform of partners, mobilize resources, and build capacities.
• Train a pool of external assessors.
• Creation of the Award
• Hold a Global workshop to launch the initiative and Online platform.
• Roll out in 2020-21 in at least 3 regions.
TAKING WEGOV forward...

GLOBAL ADVOCACY & TRACKING PROGRESS
- GEPA COLLECTING DATA
- SDG 16.7.1

MAPPING GENDER IN THE CIVIL SERVICE
- Piloting UNDP-OECD GEPA methodology

GENDER EQUALITY FOR PUBLIC INSTITUTIONS AWARD
- Certification based.

CONNECTING DECISION MAKERS & CIVIL SERVANTS
- Portal to foster learning

GLOBAL RESEARCH PARTNERSHIPS
- University of Pittsburgh, Wilson Center, McKinsey & OGC

EVIDENCE & DATA
- GEPA Global Reports
- Country Reports
- GEPA Database & ongoing data collection

EMERGING ISSUES
- Inclusivity & Effectiveness
- Sustaining Peace
- Crisis Response & Recovery
- Access to Information
- GBV
- Youth

INCLUSIVE GOVERNANCE & SERVICE DELIVERY
- Inclusive public policies
- Inclusive governance processes
- Inclusive public service delivery

ACROSS COUNTRY CONTEXTS, INCLUDING CONFLICT-AFFECTED & CRISIS SETTINGS – “BUILDING BACK BETTER”
For more information please contact:

genderseal@undp.org
THANKS!