

Advancing gender equality in politics: Opportunities for co-operation

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Dr. Yulia Netesova
Chief of Democratic Governance and Gender Unit

Saša Gavrić
Gender Officer



What is our common goal?

1. Improving **women's equal representation** in parliament, government and democratic governance overall
 2. Making **better decisions, policies and laws** for the benefit of all women and men
- ODIHR mandated by 57 OSCE states (incl. all CoE states): North America, Europe and Central Asia
 - Exclusive mandate on gender equality in politics among OSCE institutions

In order to achieve our goals we work with...

Democratic institutions: political parties and parliaments

Women's movements & civil society

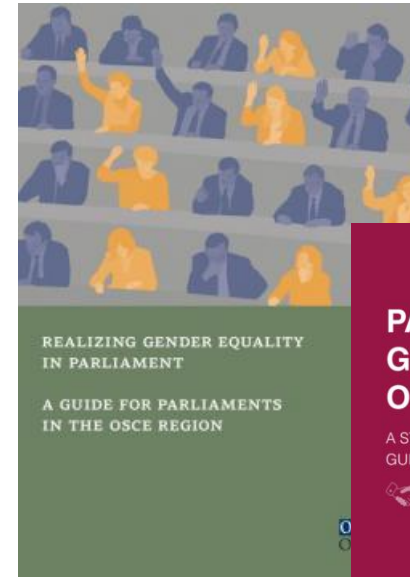
GOVERNMENTAL BODIES FOR GENDER EQUALITY (IMs)

Government ministries and agencies

Women and men leaders

Example 1. Making parliaments deliver for all women and men

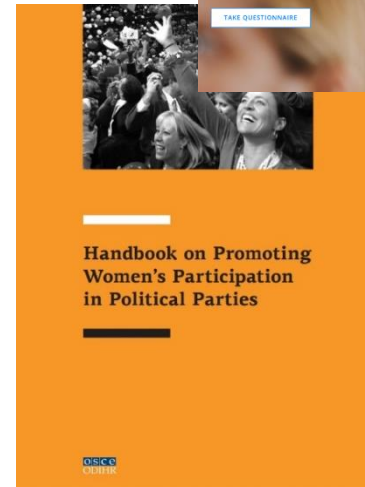
- Support in setting up and developing committees and caucuses
- Gender audits and gender action plans
- Capacity building on gender impact assessments
- Legal opinions on draft and existing legislation, incl. electoral legislation
- Knowledge products on good practice



Example 2.

Transforming political parties

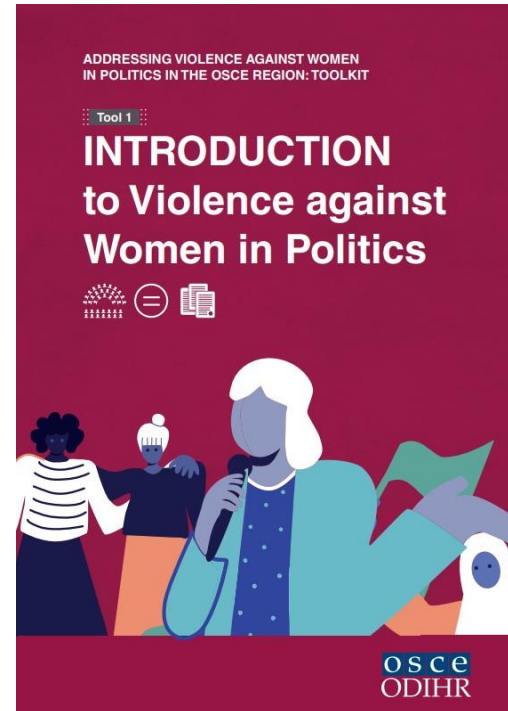
- Cross-party exchange on good practices
- Gender audits/gender action plans for individual parties
- Online tool for self-assessments: genderaudit.osce.org
- Training future gender audit facilitators
- Policy development: gender-sensitive Code of Conducts
- Knowledge products on good practice



Example 3. Supporting women and men leaders to champion equality

- Sub-regional exchange
- Capacity building for women NGOs on gender & politics advocacy
- Addressing VAW in politics
- Capacity building for under-represented groups of women politicians (i.e. young, Roma)
- Engaging male politicians on gender equality in politics
- Capacity building & networking of governmental gender advisers

OSCE ODIHR

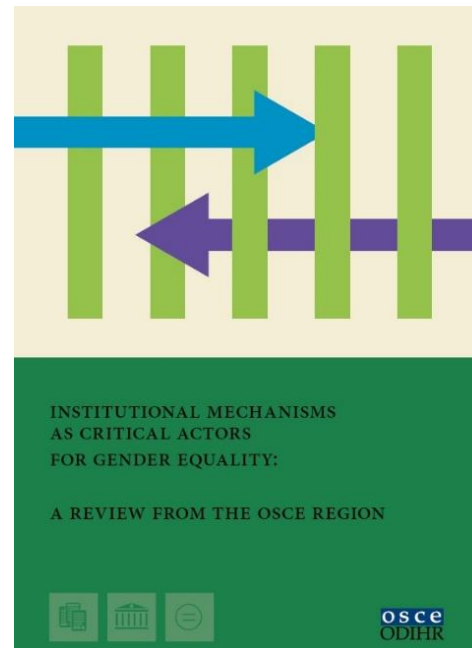


Example 4. Institutional Mechanisms as Critical Actors for Gender Equality: A Review from the OSCE Region

IM definition:

“central policy-coordinating unit inside government [whose] main task is to support government-wide mainstreaming of a gender equality perspective in all policy areas”.

- Many institutions promote gender equality, but not all are IMs (i.e. Ombuds institutions, parliamentary equality bodies, research institutions, advisory bodies, sub-national IMs)



Our guide covers...

- Experiences from IMs from 42 states, through
 - Online questionnaire
 - Interviews with 16 IMs
 - Visits to 2 countries (Slovenia and Germany)
- Mapping IMs: type and mandate, leadership and capacities, policy making and consultations, gender mainstreaming tools, international cooperation
- In-depth review of case studies on:
 - Implementation of gender equality goals
 - Use of gender mainstreaming tools
 - International cooperation

Conclusions (1)

- **Diversity in format:** a standalone ministry, an agency (independent institution or as part of ministry/PM/president's office) or a commission/council (as part of ministry/PM/president's office)
- **Establishment:** by a government decision or law
- **Leadership and staff:** mainly women, from 104 (Sweden) to 4 (Ukraine)
- **Complex organizational structure:** divisions, field offices, advisory bodies, info centres, gender focal points...

Conclusions (2)

- Two-track approach to policymaking:
 - Gender mainstreaming
 - Gender-targeted policies

Figure 2. GM tools used on a regular basis

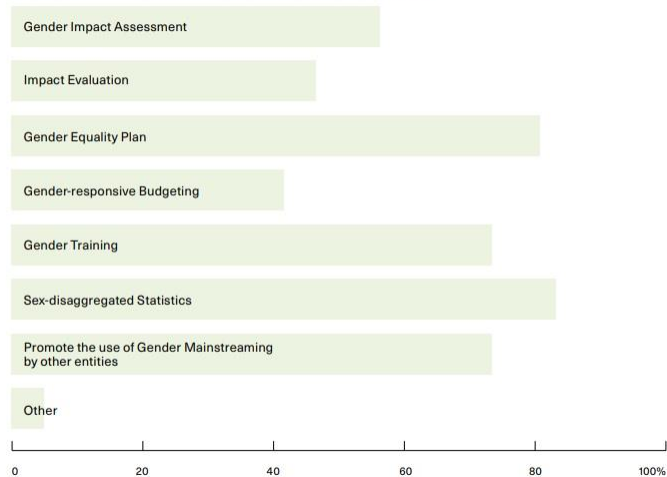
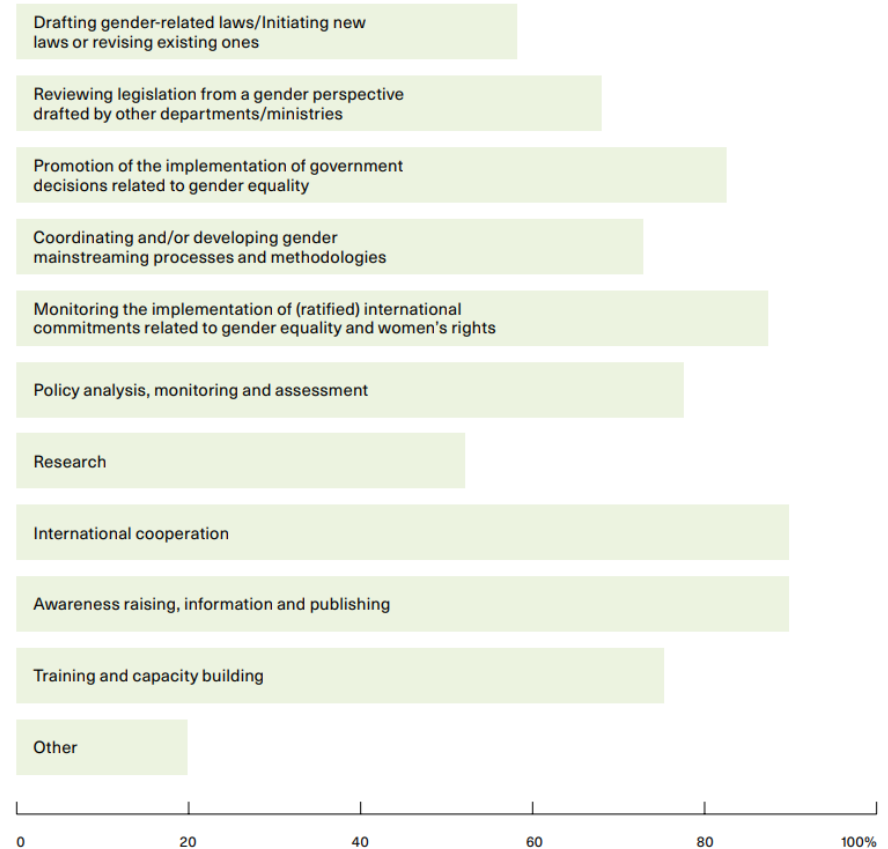


Figure 1. Policy related tasks performed by IM in the past 3 years



Conclusions (3)

Most effective when acting with other stakeholders:

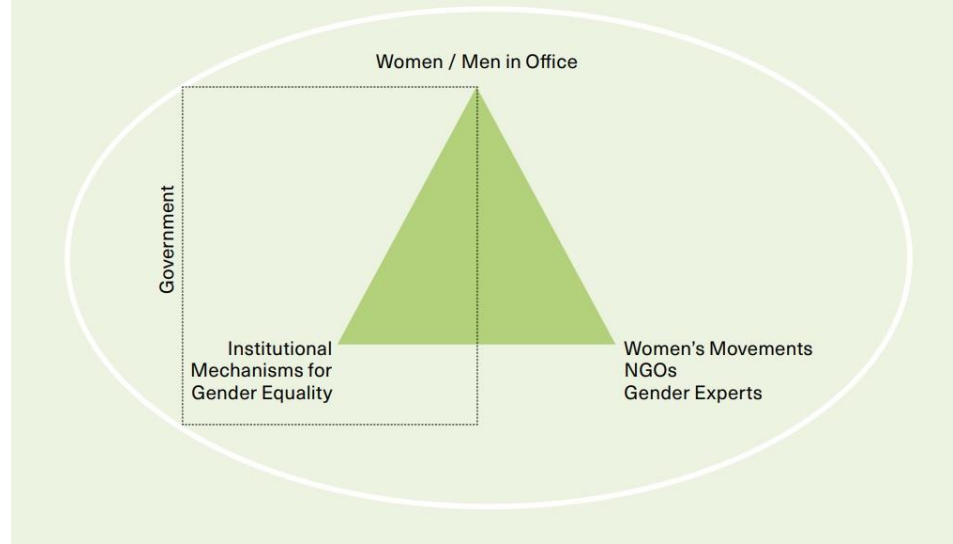
“Triangle of empowerment”

Brings us back to the definition:
central policy-coordinating unit

In some cases 4th angle:
International cooperation

“Boomerang effect”

Box 8. The potential of IMs: The Triangle of Empowerment



6 case studies

Pair 1: Achieving Gender Equality Goals

Slovenia: Division of Equal Opportunities (GFPs)

Germany: Division of Gender Equality (new Foundation)

Pair 2: Gender Mainstreaming Tools in Action

Ukraine: Commissioner for Gender Policy (diversity of tools)

Belgium: Institute for the Equality of Women and Men ('gender test')

Pair 3: International Collaboration

Bosnia: Agency for Gender Equality (coordinated donor funding)

Sweden: Gender Equality Division and Gender Equality Agency
(foreign policy with gender equality priority)

Recs: Helping IMs be effective (1)

Type, Establishment and Mandate

- Establish IMs through statute legislation linked to regularly updated gender equality policy and legal frameworks
- Have a single IM that oversees and coordinates all government action
- Give IMs direct access to ministerial and chief executive leadership
- If an IM is based in a ministry or parent ministries, it should include gender equality in the title

Leadership and Administrative Capacity

- Select the most experienced person for the job
- Ensure that all IM staff have civil servant status
- Give IMs the opportunity to apply diverse organizational structures at national and sub-national levels of government and the resources to administer them
- IM gender focal points should be established in all ministries and be fully funded (full-time and senior-level)

Policymaking Capacity: Tasks and Approach

- Give IMs the authority to lead public policy developments at all stages — pre-adoption, adoption and post-adoption
- Equip IMs to take a dual-track approach that combines focusing on specific gender equality actions with gender mainstreaming

Recs: Helping IMs be effective (2)

Government Consultation

- Promote gender-sensitivity among all government decision-makers
- Make gender equality a top government priority
- Provide IMs with regular and direct access to decision-makers
- Put into place capacity building and awareness-raising programmes for upper-level civil servants and political leadership, including ministers

Civil Society Consultation

- Formally consult CSO's and give them open access to the IM
- Include NGOs that might have very critical views
- Include CSOs representing under-represented groups
- Identify shared goals

International Collaboration

- Ensure national compliance with relevant international conventions and treaties
- Make gender equality a foreign policy goal and promote it in international organizations
- Nurture meaningful partnerships with international actors
- Include a full range of CSO representatives

Recs: Organisational structure and formalising gender mainstreaming tools

Tool 2. Organizational structure and coordination in government administration

| | | | | |
|---|--|---|---|---|
| Separate divisions or enough staff to have a clear division of labour | Advisory councils that include ministerial and CSO representatives | Significant budgets for CSO projects and programmes | Funded and full-time focal points in all ministries | Formal links with lower-level IMs and advisory councils |
|---|--|---|---|---|

Tool 3. Checklist of gender mainstreaming tools to formalize and use

- Gender Impact Assessment
- Gender Equality Plan
- Gender-responsive Budgeting
- Gender Training
- Sex-disaggregated Statistics
- Gender Impact Evaluation

How we can work together?

How can ODIHR support you?

Reach out to us

Democratization Department, Democratic Governance and Gender Unit

Yulia Netesova, Chief of Unit, Yulia.Netesova@odihr.pl

Saša Gavrić, Gender Officer, Sasa.Gavric@odihr.pl

Sara Haapalainen, Gender Adviser, Sara.Haapalainen@odihr.pl

More on ODIHR's work on gender equality www.osce.org/odihr/gender

ODIHR's factsheet on how we can support you to advance women's political participation and gender equality in politics: <https://www.osce.org/odihr/537792>