



Gendering policies and all the public actions

Parliament Secretariat of Mongolia

Michel Filion, MERIT Technical Advisor

June 28, 2021

Key contents

**Why gendering
public policies?**

**How to gendering
policies?**

**Five steps for
gendering policies**

**Macro gaps and
spending choices**

Taxes and revenues

**Socialization and
culture**

—— Why are we gendering policies?

There is introduction of gender perspective because:

- Women and girls are in disadvantage in all societies in around the world;
- International conventions force to apply some measures;
- Economic evidences state that inclusion is a factor of growth;
- PEFA starts to consider it as quality in Public Finance Management.

—— Reminder of some int'l conventions

The international conventions about gender:

- Convention on the Elimination of All Forms of Discrimination against Women;
- Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children;
- Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages.

Reminder of national laws and strategies

The national laws and strategies about gender:

- Constitution of Mongolia (1992);
- Law of Mongolia Civil code (2002);
- Labor Code of Mongolia (1999);
- Law of Mongolia against Domestic Violence(2005);
- Law of Mongolia on Promotion of Gender Equality (2011);
- Law of Mongolia on Civil Service (2019);
- “The Vision- 2050”, long term development policy of Mongolia ;
- Mongolia’s Five – year development guidelines (2021-2025 on);
- Action plan of the Government of Mongolia for 2020-2024;
- National Program on Gender Equality (2017-2021);
- Government Resolutions No. 206, 216, 217 and 218 of 2020;

—— Some economic evidences about gender

In 2012, World Bank reported the impact of gendering policies on development. Here are some facts:

- Productivity gains;
- Improved outcomes for the next generation;
- More representative decision making.

—— Be part: exercise 1

Individually, on a paper or on your computer, write a justification, a paragraph for an eventual note, explaining why a policy, anyone, must be gendered.

Get inspired by what you've just seen in the previous slides.

Some of you would have to share with the group.

How to gendering policies?

- By working on good institutions like laws on gender budgeting; against discrimination, equitable salaries, etc.;
- By putting in place committees, observatories and so for surveillance of discrimination;
- By analysing macro-policies and sectorial policies;
- By analysing the actual effects of programmes on men and women, by beneficiaries and by employees.

Macro-gaps

Observations of the situation of women around the world reveals some constants:

- Gender pay gap;
- Education level gap (apparently not in Mongolia) ;
- Transfers gap at the end of life;
- Political presence gap;
- Decision making positions gap;
- Assets and financial access gap.

—— Spending choices

Observations of some measures around the world reveals some constants:

- Importance of support to children care system;
- Importance of support for caregivers;
- Positive impact of a non-contributive scheme of pensions;
- Importance of public transportation;
- Importance of libraries, and public dissemination system of knowledge on equality.

Pakistan

- Not new!
- Experience in Pakistan in 2005.



—— Pakistan: Evaluation of public policies

- Academics with knowledge of the different sectors were commissioned to conduct gender-sensitive evaluations of education, health and social welfare policies;
- An analysis of the situation, policies and the sectoral budget, as well as the impacts of the measures in order to understand the needs and identify the gaps;
- The results of the studies were widely disseminated and were part of the inputs to the sectoral review reports as part of the budget framework process.

—— Pakistan: survey of beneficiaries

- Survey in a few provinces that sought the views of men and women on public investment and service delivery;
- The specific objectives of the survey included determining the level of satisfaction of beneficiaries by gender;
- The results of the survey were shared with staff in the hope that they would use the results for planning and budgeting for the following year.

_____ Pakistan: Time use survey

- Survey conducted by Pakistan's official statistics agency, covering a total of 20,000 households;
- Highlights the gender distribution of unpaid care work from providers of these services to others;
- This information, in turn, can be used to inform government programs and budgets.

—— Pakistan: Statement on Gender Equality

- An accountability tool used by the government to inform parliamentarians and members of civil society of the amounts allocated to gender equality initiatives.

_____ Five steps for a gender analysis

- Analysis of the situation of women, men, girls and boys in a given sector;
- Assessment of the extent to which policies address the gendered situation;
- Assessment as to whether budget allocations are adequate, in order to implement gender-responsive policies;
- Assessment of short-term outputs of expenditure, in order to evaluate how resources are spent;
- Assessment of the long-term outcomes or impact expenditures might have.

_____ Digging deeper: some frameworks for analysis

- Harvard Analytical Framework, also called the Gender Roles Framework;
- Moser conceptual framework;
- Levy conceptual framework, known as the web of institutionalisation;
- Capacities and vulnerabilities approach (CVA);
- Naila Kabeer's social relations approach;
- Gender analysis matrix framework;
- 4R method.

—— Getting closer to a checklist

The proposal agency of the new policy does and makes it visible:

- A sex-differentiated analysis of the sector;
- A statement about how the policy address the gender specific issues;
- A demonstration of resources planned for gender issues are adequate;
- If some historical data exist, a statement of how resources had been used for gender issues and how it will be improved;
- A long-term perspective of the impact of the policy on gender.

Be part: exercise 2

Individually, on a paper or on your computer, write five key words as your own checklist for verifying the use of gender perspective in the elaboration of a policy.

Get inspired by what you've just seen in the previous slides.

You will use this material of your own in the case study in few minutes.

Int'l pressure : nine PEFA' indicators (1)

- Gender Impact Analysis of Budget Policy Proposals;
- Gender Responsive Public Investment Management;
- Gender Responsive Budget Circular;
- Gender Responsive Budget Proposal Documentation;
- Sex-Disaggregated Performance Information for Service Delivery;

—— Int'l pressure: nine PEFA' indicators (2)

- Tracking Budget Expenditure for Gender Equality;
- Gender Responsive Reporting;
- Evaluation of Gender Impacts of Service Delivery;
- Legislative Scrutiny of Gender Impacts of the Budget.

—— Macro policies: taxes and revenues

Way a government raises revenues have a different impact on women and men. Mainstreaming a gender equality perspective into general tax policy analysis can significantly improve the quality of public policy.

—— Macro-policies: socialization

- What kind of message, the State, amongst all its actions of public education, send to the population, to the families, to the fathers and mothers to how socialize their children?
- This message reinforce inequality or not?

—— Macro-policies: culture

- How much do you do for women in culture, in History, in national myths? Do we give them the proportional place to their contribution? Do we have the right perception of their contribution?
- What kind of culture do we reproduce?

—— In conclusion: gender budgeting

- Could be part of the budget preparation, during the execution or at the time of the evaluation;
- Is not more than an audit of the spending and the taxation of the state and verifying how these policies affect differently men and women;
- In its simpler expression, it is a sex-disaggregated evaluation of the impact by beneficiaries and on the payroll;

But in a more complex expression, it is a full observation of the impact of the government in culture, socialization, goods and services, by what is done or not done.



Canada

Mongolia:
Enhancing Resource
Management through
Institutional Transformation

Address: Floor 3, National Times News Tower Khudaldaanii gudamj, Khoroo 1
Chingeltei district, Ulaanbaatar-15160 Mongolia

Phone: 7610-5000