



# Economic Recovery and Gender Equality

*an OECD perspective*

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# WHY SHOULD RECOVERY PLANS BE INCLUSIVE?



# Why inclusive recovery plans?

## Traditional stereotypes and gender norms are exacerbated during crises

**+ 40% / + 60%**

Increase in calls during first / second lockdown (France)

**1.16 p.p.**

Drop in labour force participation of women in 2020 compared to 2019, and in participation of men (1.10 p.p)

**3 Times**

Mother were more as likely as fathers take on additional unpaid care work



### ➤ Need for **Inclusive Recovery** recognized by **OECD and EU**

*“Mitigating the exacerbating effect of the COVID-19 crisis on some of the long-term disadvantages experienced by women and to ensure that gender equality becomes a driver for recovery” – EU Council 2021*

*“Place gender equality and inclusivity as a crosscutting priority at the core of our recovery efforts”– MCM OECD 2022*

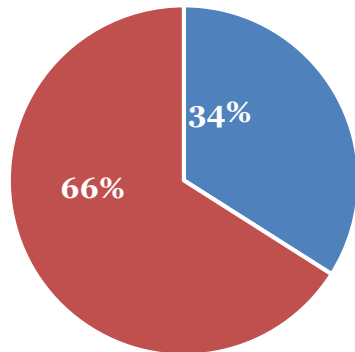


WHERE DO WE STAND?



# Gender-balance in leadership and governments' capacities to promote gender equality

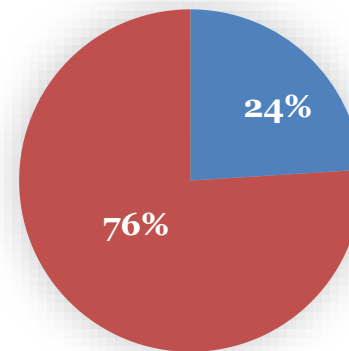
## Women Ministers at the onset of COVID-19



- Federal/central government ministerial positions held by women (2020)

Source: *Gender equality in public institutions*, OECD (2020)

## Gender composition of COVID ad-hoc decision-making structures globally



- Women ■ Men

Source: UNDP and UN Women (2021)



# HOW TO INTEGRATE GENDER INTO RECOVERY PLANS?

*OECD POLICY RECOMMENDATIONS*

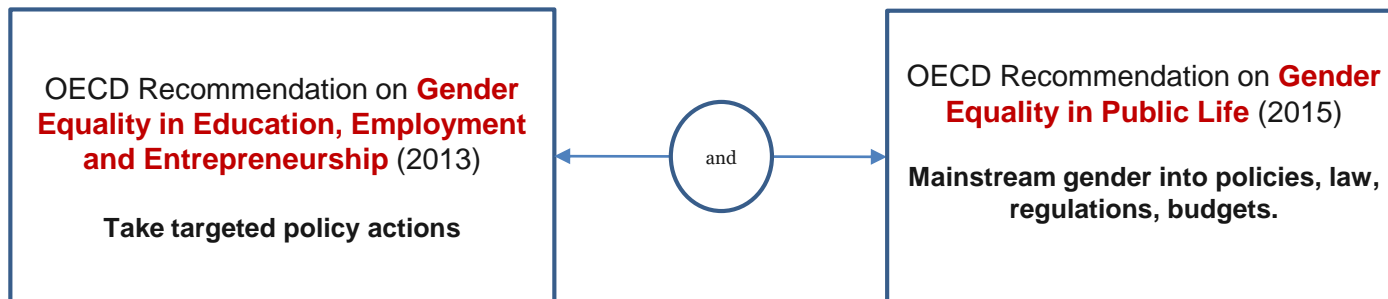


# OECD Policy Brief *towards a gender inclusive recovery* (2021)



## Towards gender-inclusive recovery

### *Dual Approach*





# Inclusive recovery: key measures in the short term

## Key measures in the short term



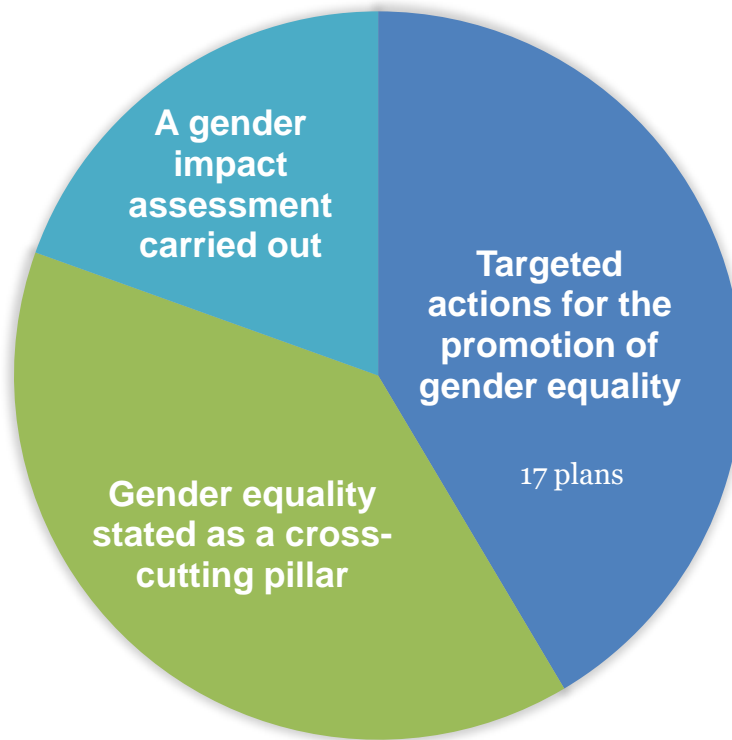
- Short term targeted measures are not sufficient if they are not complemented by broader gender mainstreaming efforts



# Inclusive recovery: gender mainstreaming (1)

## 1. Building gender-inclusive frameworks now could help for future crises

### ➤ Gender equality in recovery plans





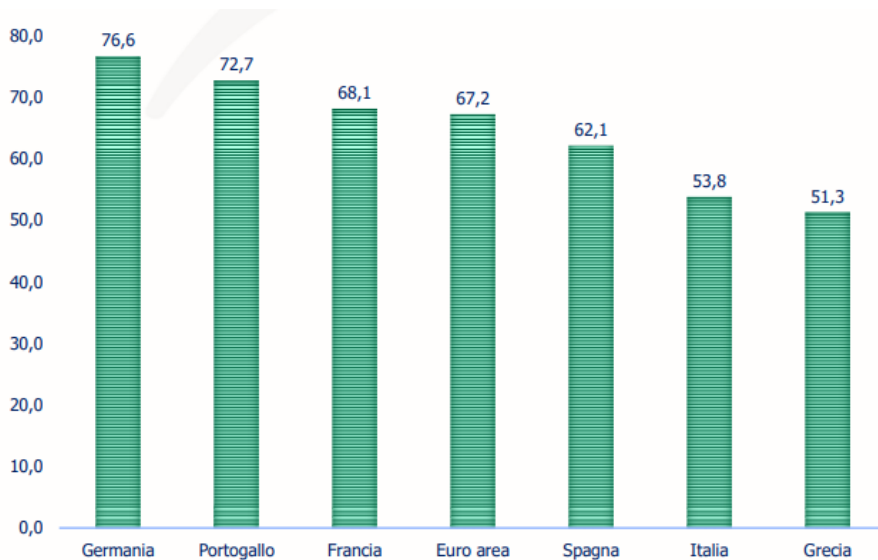
# Inclusive recovery: the case of Italy

## Gender Assessment of the National Recovery and Resilience Plan

- **Tools used by the Ministry of Economy and Finance:**
  - Gender perspective to performance framework and selection process
  - Macroeconomic modelling to assess impact of Plan on female employment

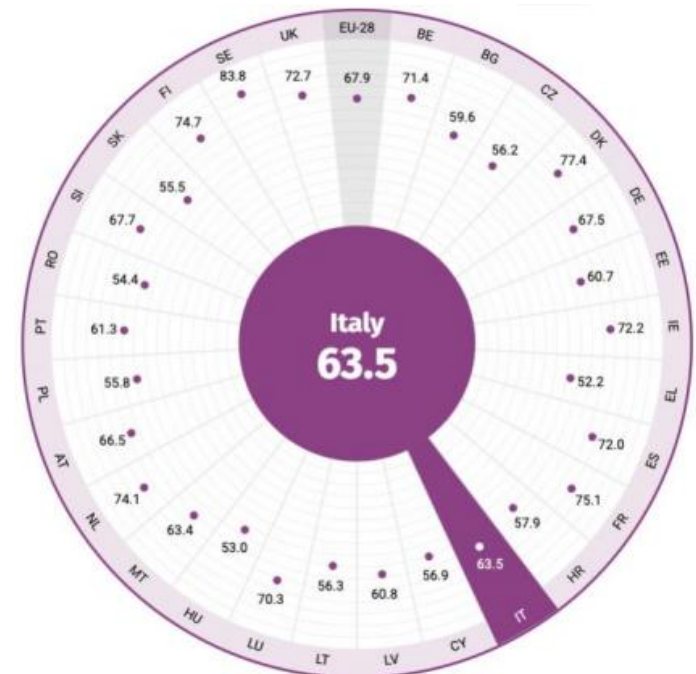
Source: Italian Ministry of Economy and Finance (2021)

**Female employment rate, 20-64 years (2019)**  
in various European countries



Source: Eurostat (2019)

**Gender Equality Index**

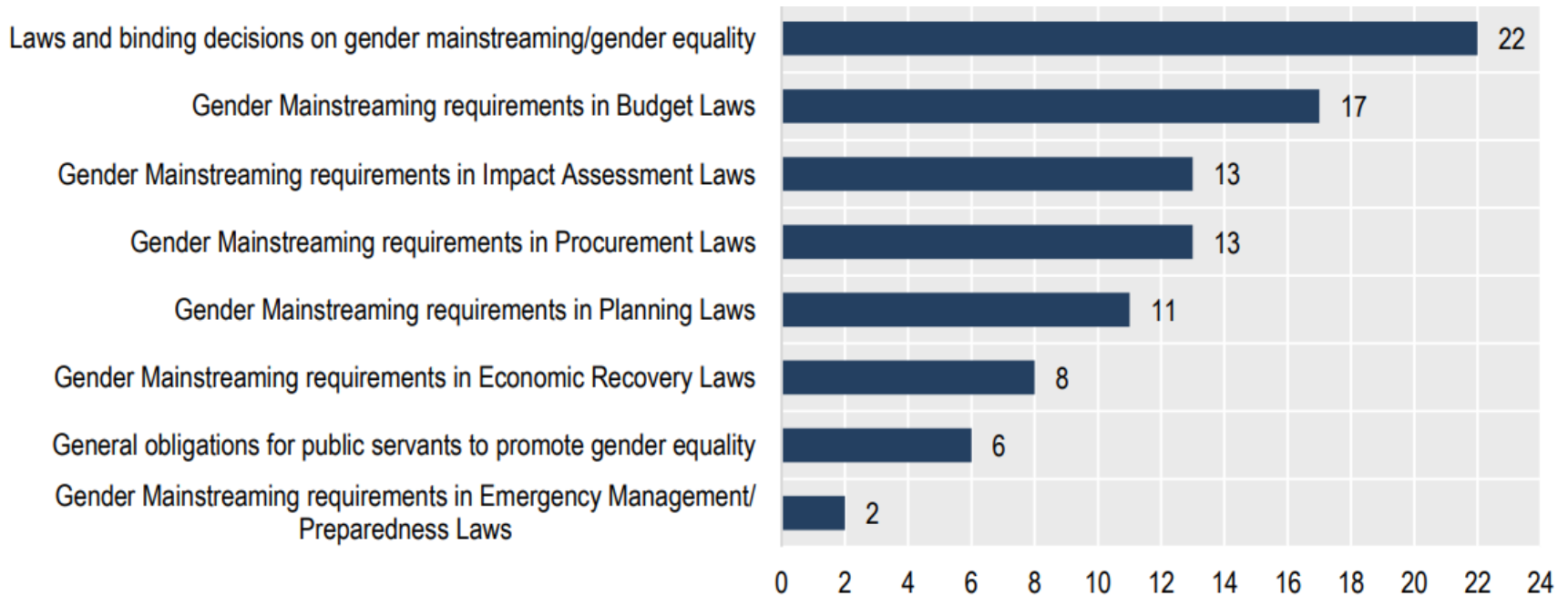


Source: EIGE



# Inclusive recovery: gender mainstreaming (2)

## 2. Governments can further leverage government tools to help ensure policy benefit men and women equally



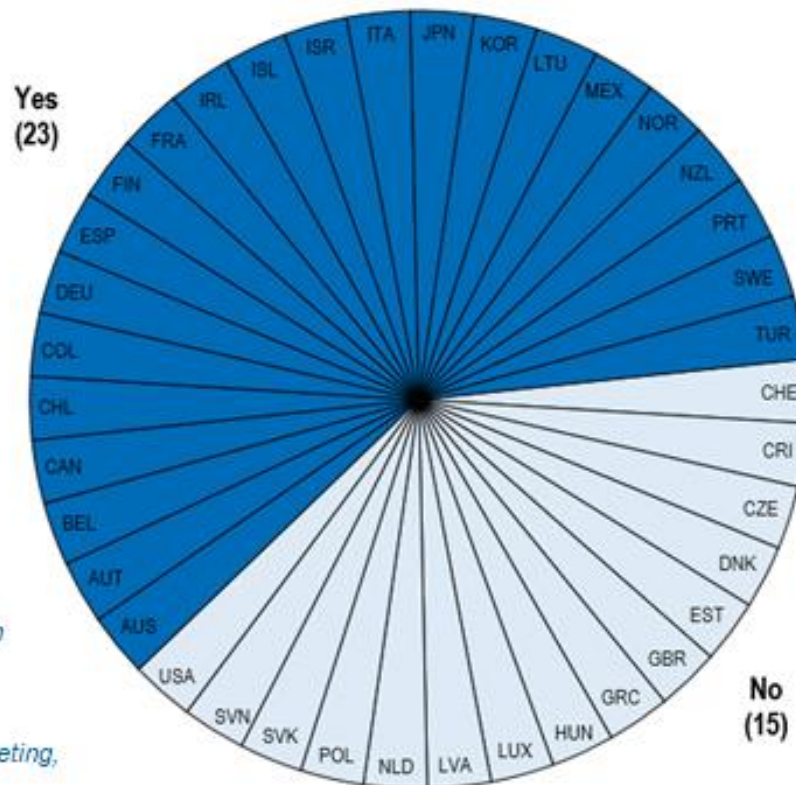
Note: Total number of Respondents is 33.

Source: 2021 OECD Survey on Gender Mainstreaming and Governance (2021 GMG Survey).



# Inclusive recovery: gender mainstreaming (2)

- **Gender Budgeting:** Positive impact of integrating gender perspectives into spending reviews on gender equality



*Note: Gender budgeting is in place in New Zealand on a pilot basis*

*Source: Preliminary results from 2022 OECD Survey on Gender Budgeting, Question 1*



# Inclusive recovery: gender mainstreaming (3)

## 3. Investing in good data governance and infrastructure could improve access to timely and disaggregated data

### ➤ Main challenges



Note: Total number of Respondents is 33.

Source: 2021 OECD Survey on Gender Mainstreaming and Governance (2021 GMG Survey).



# CZECH REPUBLIC: STRENGTHENING THE GOVERNMENT CAPACITY FOR GENDER-SENSITIVE AND INCLUSIVE RECOVERY



# Czechia towards inclusive recovery: collaboration with OECD (supported by EC)

## Czechia: Strengthening the government capacity for gender-sensitive and inclusive recovery

- National Plan for Recovery and Resilience (NPRR)



Národní  
plán  
obnovy

- Existing governmental tools (GIA, Gender Budgeting) to be used for inclusive recovery



# OECD RESOURCES



# OECD resources to strengthen inclusive decision-making



- OECD policy brief “**Women at the core of the fight against COVID-19**” (2020)
- OECD policy brief “**Towards gender-inclusive recovery: leveraging the role of the state and government tools**” (2021)
- Policy Framework for **Gender-sensitive Public Governance** (2021)
- OECD Recommendation on **Gender Equality in Education, Employment and Entrepreneurship** (2013)
- OECD Recommendation on **Gender Equality in Public Life** (2015)
- OECD [Gender Portal](#)

## Policy networks:

OECD Working Party on Gender Mainstreaming and Governance  
OECD Gender Budgeting Network  
OECD-MENA Governance Programme: Women in Government Platform  
Asian Public Governance Forum on Gender Mainstreaming



Thank you