



# Institutional change & gender equality:

## *Lessons from OECD countries*

Pinar Guven, Policy Analyst, Public Governance Directorate,  
OECD

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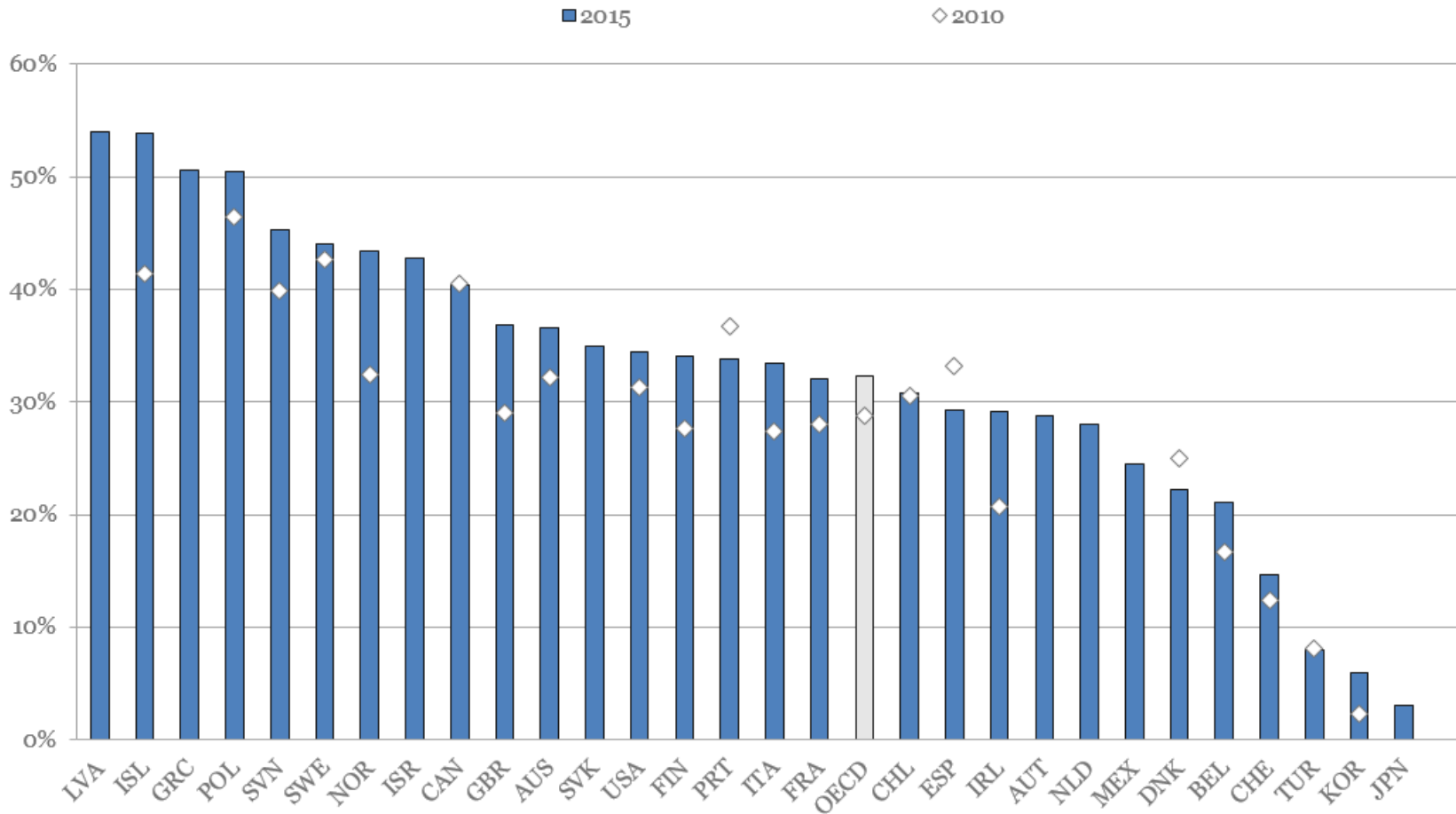


# **GENDER EQUALITY IN PUBLIC INSTITUTIONS:**

## ***CURRENT LANDSCAPE***



# Women in senior management positions in the civil service





# **A GENDER EQUAL PUBLIC SERVICE:**

***CHALLENGES, PROGRESS AND  
BEHAVIOURAL INSIGHTS***



## Strategic planning & institutions for gender-sensitive people management

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### People management plans for gender equality

- **Australia**: Balancing the Future: The Australian Public Service Gender Equality Strategy (2016-2019)
- **France**: 2018 Memorandum of Understanding on Professional Equality between Men & Women in the Public Service
- **Spain**: The second Plan for Equality between Women and Men in the General State Administration



## Strategic planning & institutions for gender-sensitive people management

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- **Institutional frameworks** for promoting gender equality in the civil service (*e.g., Australia, Mexico*)
- **Leadership & accountability** (*e.g., Canada*)



# Integrating gender considerations into people management frameworks

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- Innovative approaches to address roots of inequalities
- Target setting
- Data, transparency & reporting requirements
- Attracting & retaining talent
- Preventing sexual harassment
- Addressing the gender wage gap
- Work-life balance



# Gender pay gap reporting: Spotlight on UK Department for Education



## 2018 Gender Pay Gap

December 2018

- ✓ Strengthening the female pipeline
- ✓ Developing a set of data and monitoring impact (e.g., talent management, recruitment, review of starting salaries.)
- ✓ Sharing best practice across the government
- ✓ Controls on starting pay
- ✓ Ensuring that Gender Pay Gap is considered in the department's strategic workforce plan





# Measures in the public sector to enhance work life balance

	Leave to take care of a sick family member	Leave to take care of an elderly family member	Employer provided childcare facilities	Subsidies for childcare	Flexible start and working hours and time saving	Part-time employment solutions	Teleworking	Condensed work week	Specific measures to accommodate the needs of pregnant women	Specific measures to accommodate the needs of breastfeeding women
Australia	●	●	○	●	●	●	●	●	○	○
Austria	●	●	●	●	●	●	●	●	●	●
Canada	●	●	○	○	●	●	●	●	●	●
Chile	●	●	●	●	●	○	○	○	○	●
Czech Republic	●	●	●	●	●	●	●	●	●	●
Estonia	●	●	●	●	●	●	●	●	●	●
Finland	○									
France	●	●	●	●	●	●	●	○	●	●
Hungary	●	●	●	●	●	●	●			
Korea	●	●	●	●	●	●	●	●	●	●
Poland	○	○			●	●	●	●	●	●
Slovak Republic	●	○	○	●	●	●	●	●	●	●
Spain	●	●	●	●	●	○	●	○	●	●
Switzerland	●	●	●	●	●	●	●	○		●
United Kingdom	●	●	○	○	●	●	●	●	●	●

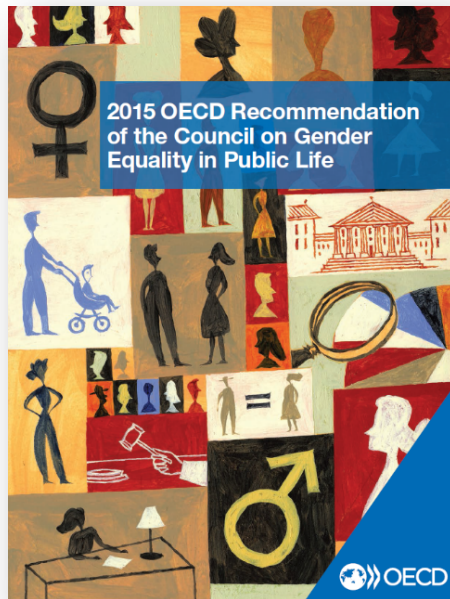
Notes: ● “yes”; ○ “no”.



# OECD RESOURCES & SUPPORT



# OECD resources to boost institutional change for gender equality

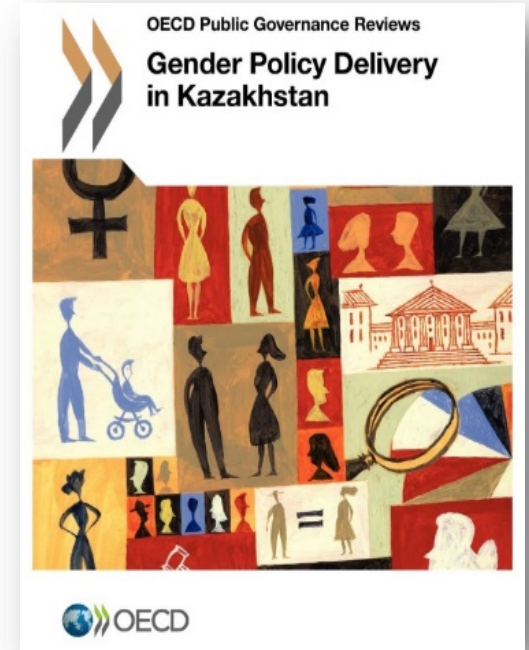
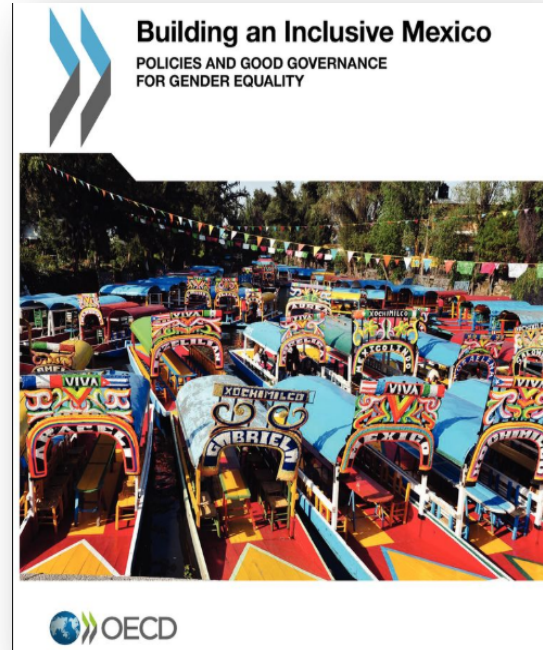


Decision-making body:

Working Party on Gender Mainstreaming and Governance



# OECD resources to strengthen governance for gender equality





Thank you

*[Pinar.guven@oecd.org](mailto:Pinar.guven@oecd.org)*