

**COUNCIL****Meeting of the Council at Ministerial Level, 7-8 June 2023****THE OECD'S CONTRIBUTION TO PROMOTING GENDER EQUALITY****JT03520847**

## Introduction

1. **Gender equality is a core value and a strategic priority for the OECD.** The OECD [Vision Statement adopted in 2021](#) affirms the OECD’s commitment to accelerating the development of policy options to help close gender gaps and ensure that all its analysis, research and policy advice integrates a gender equality perspective. Achieving gender equality and the empowerment of women and girls is also part of Members’ commitments to the 2030 Agenda for Sustainable Development.
2. **While progress has been made in narrowing some longstanding gender gaps, additional meaningful progress is needed across the board.** Gender gaps have narrowed in education, employment, and public leadership in most OECD Members. Discriminatory social institutions and other structural challenges continue, however, to constrain women from fully benefiting from opportunities – including those created by the green and digital transitions – and the increase in flexible work practices. The current global context further challenges the pursuit of gender equality. Russia’s large-scale war of aggression in Ukraine has led to huge losses of life, life-changing injuries among civilians and the military – especially men, and a massive displacement of people – especially women and children. The COVID-19 crisis, the fall-out of the war in Ukraine, and devastating natural disasters have reduced fiscal space in many countries, making it even more urgent to ensure that public spending addresses rather than exacerbates gender gaps. This is also an opportunity to enhance efforts towards the United Nations (UN)’s Women, Peace and Security agenda. New threats to gender equality are also emerging in the form of online harassment and gender-based disinformation.
3. **Realising gender equality and removing structural barriers** – including those related to discrimination and that intersect with other inequalities<sup>1</sup> – **must remain a priority**, as a matter of basic human rights and long-term economic wellbeing and prosperity. **Gender equality drives economic growth, strengthens democracy, enhances social cohesion and increases the well-being of all members of society.** Closing gaps in labour force participation and working hours could result in an average boost of 9.2% to GDP across OECD countries by 2060. Closing these gaps and gaps in earnings can also improve fiscal sustainability and expand the labour force in face of population ageing.
4. As we approach the tenth anniversary of the adoption of the first OECD Recommendation of the Council on gender equality,<sup>2</sup> there is an opportunity for the OECD and OECD Members to reinforce their shared commitment to gender equality and to deepen the mainstreaming<sup>3</sup> of gender equality (hereafter “gender mainstreaming” for brevity). Transformative approaches that address the root causes

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<sup>1</sup> As noted in the 2022 Report on the Implementation of the OECD Gender Recommendations [C/MIN(2022)7], individuals can face multiple forms of discrimination, as a result of being exposed to different, often intersecting forms of exclusions or disadvantages.

<sup>2</sup> The OECD Recommendation on Gender Equality in Education, Employment and Entrepreneurship [OECD/LEGAL/0398] was adopted by the Council on 29 May 2013.

<sup>3</sup> Gender mainstreaming is a strategy that helps governments make better decisions to achieve gender equality including as they relate to policy and spending decisions. See, OECD (2021), Policy Framework for Gender-Sensitive Public Governance.

of gender inequalities<sup>4</sup> can help shape and drive economic growth as well as the climate and digital transformations.

5. This document sets out OECD actions to step up the level of ambition of the Organisation's work on gender equality, identifying opportunities around four main pillars: data; mainstreaming; staying at the policy frontier; and outreach. Some of the proposed actions could be pursued in connection with the 2023 Meeting of the OECD Council at Ministerial Level.

### Gender equality: some progress, but much left to do

6. Across OECD Members, gender gaps persist in all spheres of economic, public and social life.
7. Even though girls and young women now have higher educational attainment in all OECD countries – on average, in 2021, 53% of young women compared to 41% of young men attained a tertiary level of education – they are still under-represented in many educational fields that promise good job opportunities. Men's underrepresentation in certain fields, such as teaching and nursing, contributes to labour shortages. There are clear differences in young men and women's choices about education in science, technology, engineering (including information communications and technology fields) and mathematics.
8. Despite some improvements, women still spend significantly more time than men on unpaid care and housework, making it more difficult for them to participate in the labour market, especially once they become mothers. For example, women in OECD countries are on average ten percentage points less likely to be employed than men and they are more likely to work part-time. OECD estimates place the value of time spent on unpaid work to approximately 15% of GDP on average.
9. Lower employment rates, fewer hours of paid work per week, substantial labour market segregation, persistent glass ceilings, and deep-rooted socio-cultural biases contribute to women being significantly underrepresented in decision-making positions in the public and private sector. Across the legislative, executive and judiciary branches of power in OECD countries, women still make up only about one-third of leadership positions on average. Women's representation in public leadership roles is further threatened by new forms of gender-based mis- and dis-information and online harassment, such as the spread of false or misleading information targeting women public figures. Their underrepresentation in critical decision-making positions means that their talent is not represented fairly or used effectively, and that women's perspectives might be missing from democratic and government decision-making processes.

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<sup>4</sup> Several approaches to policymaking from a gender equality lens exist. A gender-sensitive approach entails taking gender equality into account, by adequately considering and reflecting the concerns and experiences of all individuals in decision-making based on their gender, ideally in intersection with other identity factors. A gender-responsive approach entails interventions to strengthen gender equality. A gender-transformative approach goes beyond this, to entail specific actions to change gender relations and roles, with the aim of contributing to long-term structural and sustainable changes in societies to promote gender equality, also ideally in intersection with other identity factors. See, *OECD (2021), Policy Framework for Gender-Sensitive Public Governance*, *OECD (2022), Gender Equality and the Empowerment of Women and Girls: Guidance for Development Partners* and *OECD-DAC (2016), Handbook on the OECD-DAC Gender Equality Policy Marker*.

10. Women also face structural barriers to entrepreneurship and self-employment. In 2021, women were about 30% less likely than men to start or manage a new business across OECD countries. Barriers include lower financial literacy skills, more limited business networks, and more limited collateral and financial history, as well as bias by lenders and investors. Issues of labour market segregation also affect foreign direct investments (FDI), trade, energy, nuclear energy, and transport sectors.
11. All these factors result in substantial gender gaps in wages, life-time earnings, pension income and poverty in old age. At the median, the gender pay gap for full-time workers on average across OECD Members stood at 12% in 2021.
12. As we take urgent action to address climate change, only about 2.5% of the environmental and green recovery measures introduced as a response to the COVID-19 pandemic can be characterised as gender-relevant.<sup>5</sup> It is important to integrate a gender-responsive approach in green and sustainable finance. It is also important to take into account women's access to and use of natural resources and integrate a gender perspective in natural disaster risk management.
13. Discriminatory laws and practices – including unequal land, property and inheritance rights – prevent women and girls from accessing and controlling critical productive and financial resources globally and, though to a lesser degree, in OECD countries. Reviewing existing legislation and regulations to identify and remove any discriminatory provisions, followed by effective enforcement and compliance, is key. Another pathway for closing these gaps is through development assistance that explicitly considers gender equality and women's empowerment. The share of total official development assistance (ODA) with gender equality as a policy objective dropped slightly in 2020-2021 to 44%. The bulk of this was committed to programmes integrating gender equality as one policy objective amongst others. Only 4% of ODA went to programmes with gender equality as the main, dedicated objective.
14. Sexual exploitation abuse and harassment (SEAH) and gender-based violence (GBV) are among the most abhorrent forms of gender discrimination and violation of human rights, health, dignity, safety and well-being. It is estimated that, globally, around one in three women experience sexual and physical violence in their lifetime. The COVID-19 pandemic has further highlighted the need for major efforts to eradicate GBV, including emerging forms of harmful practices such as online violence and harassment.
15. Although gender mainstreaming has gained momentum across OECD countries, it remains uneven across policy areas. Similarly, while OECD Members are increasingly using gender budgeting and gender-sensitive public procurement, there is significant scope for improvement. Data scarcity remains an obstacle in better identifying policy areas with strongest linkages with gender.
16. Gender equality is not only about making life better for girls and women: it will also benefit boys, men and societies as a whole. Structural and cultural norms and gender stereotypes create problems for men and boys too, including school dropouts, mental health problems and underrepresentation in certain fields of study and professions. Structural disincentives and cultural norms also discourage men from participating in care work, both paid and unpaid.

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<sup>5</sup> Recovery measures are classified as gender-relevant if they included at least one of the words “gender”, “sex”, “women”, “female” or “girl” in their description. Source: OECD (2022), “Supporting women's empowerment through green policies and finance”, OECD Environment Policy Papers, No. 33, OECD Publishing, Paris, <https://doi.org/10.1787/16771957-en>

## The OECD's unique strengths to support gender equality

17. The OECD has a recognised global leadership role in measuring gender equality in its many facets, providing policy analysis and advice, and monitoring policy developments in OECD countries and beyond. Its strengths include:

- **A multi-disciplinary approach and expertise**, covering policies across virtually all areas of economic activity. Given the cross-cutting nature of gender equality and its intersections with other forms of inequalities, the OECD's policy reach, and its ability to engage directly – through its committees – with policy makers across multiple policy areas, are essential to ensure coherent action and accelerate progress in OECD Members and beyond.
- **A strong base of quantitative evidence**, with its internationally comparable data, tools and indicators for monitoring and assessing progress towards gender equality in OECD Members and beyond. For example, the [OECD Gender Data Portal](#) annually updates indicators on education, employment, entrepreneurship, public governance, health, and development. The Trade Committee, in turn, has developed a Framework of Analysis for understanding the impacts of trade on women and has applied this Framework in its first Trade and Gender country review. The OECD's FDI Qualities Initiative and related 2022 OECD Recommendation on Foreign Direct Investment Qualities for Sustainable Development [[OECD/LEGAL/0476](#)] can promote the positive impact of investments on gender equality. The [Social Institutions and Gender Index](#) (SIGI) measures discrimination against women in social institutions across 180 countries across the globe. The Development Assistance Committee (DAC) gender equality policy marker tracks development finance in support of gender equality and women's empowerment.
- **Global leadership in providing policy analysis and advice** in advancing gender equality in most areas of policy making for OECD Members and non-Members. As a large share of the donor base to the UN, OECD Members can support – also through the Organisation – gender equality in the global development agenda.
- **Global leadership in standard-setting**. With its legal instruments and other standards, the OECD contributes to shaping policies and monitoring their implementation. The 2013 [OECD Recommendation on Gender Equality in Education, Employment and Entrepreneurship](#) [[OECD/LEGAL/0398](#)] and the 2015 [OECD Recommendation on Gender Equality in Public Life](#) [[OECD/LEGAL/0418](#)] (referred together as the “Gender Recommendations”) provide a comprehensive framework to help Adherents design and implement policies that foster gender equality in education, employment, entrepreneurship, and public life. The 2019 [OECD DAC Recommendation on Ending Sexual Exploitation Abuse and Harassment in Development Co-operation and Humanitarian Assistance](#) [[OECD/LEGAL/5020](#)] is a framework for action on SEAH prevention and response. Many other OECD standards provide guidance on gender dimensions in a range of policy areas, such as the OECD Recommendation on Principles of Corporate Governance [[OECD/LEGAL/0413](#)].

- **Long-standing experience in convening a wide range of stakeholders** from both OECD Members and non-Members to facilitate knowledge sharing, peer-based learning, and joint work. By partnering with international, national, and sub-national stakeholders from business, trade unions, civil society, academia, and government representatives, the OECD can take onboard different perspectives and secure broad endorsement and buy-in.
- **Participation in global fora** – such as the United Nations, G7, G20, APEC and ASEAN – which helps amplify the reach and impact of OECD policy insights and promote adherence to OECD legal instruments to support economic growth. In particular, the OECD helped to develop and continues to monitor progress towards the G20 Brisbane Gender Target, jointly with the ILO. The OECD also delivered a G7 Dashboard on Gender Gaps for the 2022 G7 Elmau Summit, which will be updated annually and complemented by a policy implementation report on a triennial basis. With the ILO and UN Women, the OECD is a founding member of the Equal Pay International Coalition (EPIC). The OECD regularly contributes to discussions on gender equality at the UN Commission on the Status of Women (CSW). OECD analysis on trade and gender supports discussions in the World Trade Organisation (WTO)'s Informal Working Group on Trade and Gender.
- **The OECD's Country and Regional Programmes** in Southeast Asia, the Middle East and North Africa (MENA), Latin America and the Caribbean, Eurasia, as well as South-East Europe increasingly include gender equality in their activities and feature specific projects on gender equality.<sup>6</sup>
- **The accession process**, which includes rigorous and in-depth evaluations on gender equality dimensions as part of the accession review process, in particular in the Employment, Labour and Social Affairs Committee (ELSAC) and the Public Governance Committee (PGC).

### A whole-of-OECD approach

18. Gender equality can only be achieved through an integrated and mainstreamed policy approach that acknowledges the range of interconnections between gender equality and socioeconomic, geographic, institutional, policy and sectoral factors and stakeholders.
19. Mechanisms for a whole-of-OECD approach to promoting gender equality and gender mainstreaming already exist at the OECD:

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<sup>6</sup> These OECD Regional Programmes include: the OECD Southeast Asia Regional Programme Gender Initiative; the MENA-OECD Initiative on Governance and Competitiveness for Development with its Platform on Gender Mainstreaming, Governance and Leadership and its Women Economic Empowerment Forum; the OECD Latin America and the Caribbean Regional Programme; the South-East Europe Regional Programme.

- The **OECD Gender Recommendations** were developed by the ELSAC and the PGC in consultation with other 12 committees.<sup>7</sup> ELSAC and PGC support – with other relevant committees – the implementation and dissemination of the Gender Recommendations, including through an implementation report submitted every five years to the Council at its meeting at Ministerial level [[C/MIN\(2017\)7](#) and [C/MIN\(2022\)7](#)].
  - Tools such as the **OECD Toolkit for Mainstreaming and Implementing Gender Equality and the OECD Gender Budgeting Framework** have been developed to support countries and institutions in their efforts to implement gender mainstreaming across different policy and governance areas.
  - The **Working Party on Gender Mainstreaming and Governance (GMG)**, established by the PGC, convenes senior policy practitioners on gender equality from OECD Members to strengthen the gender mainstreaming agenda across policy areas. To date, it has collaborated with committees responsible for budget, labour markets and social policy, statistics, environment, development policies and development cooperation, corporate governance, and anti-corruption.
  - OECD DAC Members convene for peer learning and collective action to advance gender equality and women’s empowerment in development policies, practice and financing through the **DAC Network on Gender Equality (GENDERNET)**.
20. The Organisation is also taking active steps to embed gender mainstreaming in its policies and practices by strengthening its leadership and governance structures to ensure diversity and inclusion:
- The **Friends of Gender Equality Plus (FOGE+)**, a group of OECD Ambassadors formed in 2018, has strengthened awareness of the importance of gender mainstreaming among Ambassadors to the OECD and the Secretariat, including through the annual inventory of gender mainstreaming and by hosting regular discussions with senior OECD officials, OECD Members and other partners on topics related to the mandate of the OECD in the fight for gender equality.
  - **OECD Gender and Diversity Champion and OECD Taskforce on Gender and Diversity.** As part of his personal commitment to Diversity and Inclusion, the Secretary-General formed the OECD Taskforce on Gender and Diversity, headed by the Head of Policy and Programme, and appointed a Deputy-Secretary General as the OECD Gender & Diversity Champion. The Taskforce serves as a point of coordination, outreach, and internal governance to facilitate a consistent approach to promoting gender

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<sup>7</sup> The Education Policy Committee (EDPC); the Committee on Statistics and Statistical Policy (CSSP); the Committee on Financial Markets (CMF); the Committee on Industry, Innovation and Entrepreneurship (CIIE); the Committee on SMEs and Entrepreneurship (CSMEE); the Co-operative Action Programme on Local Employment and Economic Development (LEED) Directing Committee; the Corporate Governance Committee (CGC); the Development Assistance Committee (DAC); the Committee on Digital Economy Policy (CDEP); the Investment Committee (IC); the Environment Policy Committee (EPOC); and the Regulatory Policy Committee (RPC).

mainstreaming in OECD work across the board (see Box 1 on OECD actions to promote gender equality within the organisation).

## OECD actions to promote gender equality

21. This section identifies opportunities to boost the OECD's action in support of gender equality around four main pillars: data; mainstreaming; staying at the policy frontier; and outreach.
22. The proposed actions would represent an important acceleration in the ambition of the Organisation's work on gender equality. While these actions would be consistent with the OECD's programme of work and would be rooted in the work of relevant OECD committees and their subsidiary bodies, meeting the ambition of some of the proposed work would require additional resources. Actions that "will" be undertaken are funded through the current PWB. Actions that "could" be undertaken are contingent on the availability of voluntary contributions provided, possibly, by a subset of OECD Members, or could be included in future PWBs. The actions would create synergies with existing international and national initiatives. Depending on resources made available, the Organisation could move to implementation of the full set or a subset of the proposed actions.

## Data to measure gender gaps

23. The OECD will continue its existing gender data work. Building on this work, the OECD will expand its efforts to measure gender gaps creating synergies with existing international and national initiatives whilst further mainstreaming gender equality in its data work. Initiatives coming from this work stream are:
24. **OECD Dashboard on Gender Gaps.** To monitor and track progress in achieving gender equality, the OECD could develop an OECD Dashboard of Gender Gaps of internationally comparable data covering all OECD countries. This would comprise a small set of headline indicators and a summary view of shared gender equality challenges. The Dashboard would be updated every year, with communication activities around the annual release. The Dashboard would build on the OECD Gender Data Portal and the G7 Dashboard on Gender Gaps.
25. **Expanding OECD databases with new gender-disaggregated, gender-relevant and intersectional data and indicators.** Digital and energy indicators have been added to the OECD Gender Data Portal in 2023. Discussions are under way to include other science and taxation-related indicators. In addition, the OECD could develop indicators to expand gender and intersectional coverage of Trade in Value Added to non-Member countries, foreign direct investment, access to finance, environmental impacts, exposure to environmental risks, development of green technologies, transport mobility, social mobility, access to healthcare, outcomes and experiences of healthcare, new data on gender-based violence, and indicators measuring the impacts of gender mainstreaming initiatives.
26. **OECD Gender Data Initiative.** The OECD will develop a Gender Data Initiative to define the main principles for collection, analysis, and dissemination of gender disaggregated and gender-relevant data at the OECD, in collaboration with relevant OECD Committees. The Initiative would build on ongoing statistical and methodological activities around gender disaggregated and gender-relevant data and



indicators at the OECD, such as the OECD Quality Framework for Statistics or the OECD Corporate Guidelines on Gender-Sensitive Statistics.

27. **Strengthening countries' capacity to collect, curate and use gender-disaggregated, gender-relevant and intersectional data.** The OECD will explore how to help National Statistical Offices and Line Ministries identify existing gaps, strengthen capacity, develop new indicators and ensure the collection of relevant and timely data also by using new technologies. This will be done through capacity development (e.g. providing methodological information, training of staff), exchange of experiences (e.g. peer-to-peer training) based on the model of PARIS21 partnership hosted by the OECD, and/or a compendium of good practices and a platform on continuous learning on gender-relevant and intersectional data and evidence.

### **Gender mainstreaming and joined-up action across the Organisation**

28. **Mainstreaming gender dimensions in all relevant policy work.** The OECD will renew its efforts to mainstream gender equality into its core products (e.g., economic surveys<sup>8</sup>, country reviews, reports, standards, toolkits and guidance) and data collection processes across policy areas where the OECD has a comparative advantage, while avoiding duplication with the work of other International Organisations. Building on the annual inventory on gender mainstreaming across the OECD and working with relevant OECD bodies, in line with the Action Plan on Gender Equality adopted by the PGC, the OECD will develop further action-oriented mechanisms (e.g. guidance, priority setting, monitoring, and strengthening staff know-how) to improve gender mainstreaming in its work. The recent launch of the OECD Gender Inclusive Competition Policy Toolkit is an example of moving the dial on the relevance of gender equality issues to competition policy. The OECD Framework of Analysis for examining impacts of trade on women, and its application to a country review of New Zealand, is a blueprint for undertaking analysis, combining data in new and innovative ways, and recommending policy actions to better support women through trade.
29. **Accelerate the engagement of the GMG and DAC GENDERNET with other OECD bodies and stakeholders.** There is a strong need for collaborative, multi-sectoral interventions to ensure policy coherence and address cross-cutting structural and intersectional inequalities. The GMG will and GENDERNET could accelerate their engagement with other OECD bodies and stakeholders (e.g. through policy dialogue) to identify concrete tools and joined-up horizontal solutions for systematic gender mainstreaming across policy areas.

### **Staying at the policy frontier: addressing long-standing and emerging policy challenges**

30. **Policy action at the country level.** Country-specific analysis and recommendations could drive policy change in Member and accession candidate countries. The OECD will continue to deliver dedicated country reviews on gender equality, assess the effectiveness of policies to foster gender equality and work on policy implementation – at the request of countries and as part of the programme of work of ELSAC, PGC and other committees. Proposals have been put forward to include gender equality as a regular feature in the OECD Economic Surveys. The OECD will also continue to

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<sup>8</sup> See paragraph 30.

support and report on the implementation of the OECD Gender Recommendations. In this work, the OECD benefits from the direct access they give the Organisation to senior policy makers across multiple policy areas.

31. **Transforming harmful social norms and gender stereotypes and eliminating discriminatory laws.** Using regulatory reviews and gender impact assessments, the OECD will support Members and non-Members in removing discriminatory legal and/or policy frameworks, as well as overt and implicit barriers that hamper human rights and equal participation in public/economic life. The OECD should develop guidance on integrating innovative efforts in this area into policy design, in OECD and non-OECD countries. The OECD will also continue to monitor through the SIGI the discrimination against women and girls, in social institutions (laws, norms and practices).
32. **Addressing discrimination with an intersectional perspective.** The OECD will deepen ongoing work on discrimination and its intersection with gender, respecting members' values and priorities. This will build on VC-funded ongoing work on the discrimination of LGBTI persons<sup>9,10</sup> in the labour market, education and legal frameworks, on the basis of voluntary participation and funding with VCs; work on the situation of and challenges faced by female immigrants in OECD countries; and work on addressing discrimination using an intersectional approach taking into account other groups in vulnerable situations.
33. **Preventing, addressing and mitigating sexual and gender-based violence.** The OECD will deepen the understanding of what works in eliminating GBV – including gender-based disinformation and tech-facilitated gender-based violence – by extending and consolidating existing evidence (e.g. use of behavioural insights, links with economic dependence, integrated service delivery, and ensuring privacy) and by developing good practice principles. The OECD will also prepare a Report on the implementation, dissemination and continued relevance of the DAC Recommendation on Ending Sexual Exploitation, Abuse, and Harassment in 2024, at the five-year mark since its adoption. The OECD could also undertake work to improve development co-operation efforts to end GBV and SEAH in OECD and non-OECD countries.
34. **Promoting gender equality and women's empowerment through diplomacy and development co-operation.** The OECD could further strengthen its existing work to support OECD Members' efforts to promote gender equality and women's empowerment in diplomacy including through the DAC GENDERNET. The OECD could also deepen its ongoing efforts to support collective actions to increase the quality and quantity of development finance for gender equality (ODA in particular but also blended finance, gender lens investing and gender-responsive budgeting).

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<sup>9</sup> Footnote by Hungary: Ongoing, voluntary contribution-funded work on the discrimination of LGBTI persons does not involve all members, and does not reflect Hungary's non-discrimination priorities and interpretations in its own national context.

<sup>10</sup> Footnote by Türkiye: The Republic of Türkiye interprets the term "gender", throughout the document, as identical with "sex" pursuant to the binary concept of biological female and male sex. The term "gender equality" shall be interpreted as "equality between women and men". The Republic of Türkiye states its reservation in regards to any reference to the acronym LGBTI. The Republic of Türkiye dissociates itself from the future work to be based on ongoing LGBTI inclusion project.

## Outreach

35. **Establishing a Forum on Gender Equality for Economic and Democratic Resilience.** The Forum would be a multistakeholder platform, convened by GMG, which could bring a wide range of OECD committees together, with a view to ensuring that they have capacity and guidance to undertake effective gender mainstreaming and develop joined-up actions to help close gender gaps across policy areas. The Forum would facilitate finding innovative and collaborative solutions to overcome cross-cutting challenges in OECD and non-OECD countries and maximise the potential of gender equality in building resilient and inclusive societies and promoting development. The Forum could be organised as a regular event bringing together a wide range of stakeholders, including officials from all relevant ministries (e.g. finance, gender equality, labour, statistics, environment and climate, education, trade, foreign affairs and development co-operation), regulators, experts, academics, the private sector, social partners and civil society. The Forum would focus on priority areas as defined by OECD Members and in which the OECD has expertise (e.g., education, environment, labour, finance, tax, trade, development co-operation, social policy, statistical policy, responsible business conduct, etc.).
36. **Ministerial Meeting/Conference on Gender Equality** to promote economic and democratic resilience. Building on the OECD multi-disciplinary approach and convening power, members could decide on proposals to organise periodically a Ministerial Meeting/Conference for Ministers responsible for the gender equality portfolio and other relevant ministries in OECD Members. The Ministerial Meeting/Conference would be an occasion to strengthen political and leadership commitment to promoting gender equality and mainstreaming it across the Organisation's work. It would also be an opportunity to establish priorities for the government-wide implementation of the gender equality agenda across OECD Members. The Ministerial Meeting/Conference could be organised back-to-back with the proposed Forum on Gender Equality for Economic and Democratic Resilience, allowing for a greater dialogue between the policy and political communities, establishing links with a wide range of stakeholders.
37. **Flagship report on gender equality.** Building on the progress reports to Council on the implementation of the OECD Gender Recommendations and the broader publications on gender equality published so far, the OECD could prepare a regular flagship report that analyses progress on gender equality across OECD countries and beyond, identifies emerging policy challenges, and highlights promising practices. It could address issues such as removing tax and regulatory barriers to gender equality or strengthening access to finance. The flagship report could also explore ways to further leverage government tools – such as gender budgeting, gender impact assessments, gender-responsive public procurement, and accountability – and analyse measures to improve gender equality policies, practices and financing in development co-operation.
38. **Deepening engagement and dialogue in global and regional fora.** The OECD will continue to support work on gender equality in the G20 and G7, promoting a gender lens across the work programme, while advancing legacy areas. The OECD will also seek to further engage with APEC on gender equality and women's empowerment, and in other fora as relevant. In addition, the OECD could strengthen regional engagement and dialogue on gender equality issues, including high-level policy makers in OECD Members and non-Members, through its regional programmes, and by deepening engagement with the Sahel and West Africa Club (SWAC) Secretariat.

39. **Communications.** To maximise the impact of its contribution to promoting gender equality, and as part of its communications strategy, the OECD will develop plans to strengthen the visibility and impact of its work. Gender balance will also be pursued in OECD conference panels and events, as well as in voices featured on corporate channels.
40. The proposed actions to further develop data, mainstream gender equality, provide policy advice, and convene policy makers and stakeholders would significantly lift the level of ambition of the OECD's contribution to promoting gender equality in OECD countries and beyond.

### Box 1. Walk the talk – OECD actions to promote gender equality within the organisation

- The diversity of OECD staff is essential to fulfil the OECD's mission. Gender equality is one of the key dimensions of the Secretary-General's HR Strategy and of the OECD's Diversity and Inclusion Framework. It is also an integral part of HR policies and practices at all stages of staff employment cycle. Various initiatives supporting greater gender equality within the OECD have been introduced recently and gender representation trends are tracked regularly through specific reports and tools, including the OECD [Annual Diversity and Inclusion Report](#). The Organisation is also committed to fostering a safe working environment and ensuring that appropriate actions are taken against harassment and discrimination, including through its *OECD Human Resources Strategy* and the introduction of a revised Conflict and Harassment Prevention and Resolution Policy in 2021.
- In 2023, the OECD achieved gender parity at the Deputy Secretaries-General level and at the A7 Director level while we are also progressing towards it at the remaining executive leadership A5 and A6 levels. More efforts should be made to increase the low share of men in corporate functions and administrative roles.
- As part of his personal commitment to Diversity and Inclusion, the Secretary-General appointed a Deputy Secretary-General as OECD Gender and Diversity Champion and formed an OECD Taskforce on Gender and Diversity, headed by the Head of Policy and Programme.
- The OECD has advanced to EDGE "Move" level in July 2022 after obtaining the first of three EDGE certification levels in March 2018 and in April 2020. In addition, in 2022 the OECD received the EDGE plus certification in recognition of its commitment to investigate intersectional issues, making the OECD one of two International Organisations that held both EDGE Move and EDGE plus certifications.
- On the basis of the 2022 EDGE Assessment, the OECD has identified 3 main areas of action going forward: (1) better communicate the Organisation's approach and policy on sexual harassment and discrimination prevention, (2) systematically ensure equal access to leadership development training and (3) improve the transparency of the promotion process. Diversity and Inclusion are one of the main pillars of the Human Resources Strategy that is being developed by the OECD.
- The OECD Women's Network promotes and supports women's leadership. It aims to inform, connect, empower and inspire women around the OECD to contribute to their

development and well-being through women's leadership, career management, advocacy for change and networking and support.