



THE AMERICAN UNIVERSITY IN CAIRO

Public Policy and Administration Program

Gender and Regulation

Dr. Jennifer Bremer
American University in Cairo
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Gender and Regulation – Roadmap

- How Does Gender Mainstreaming Apply to Regulatory Reform?
- Areas of Priority from a Gender Perspective
- Obstacles to Gender Mainstreaming in Regulation
- Tools for Gender Mainstreaming in Regulatory Frameworks
- Discussion



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**If we don't ask the
questions, we won't
get the answers.**



How Does Gender Mainstreaming Apply to Regulatory Reform?

- Gender mainstreaming reflects large role that gender plays throughout society.
- Regulation broadly shapes interactions of individuals and business with each other and with government.
- It therefore shapes and is shaped by gender concerns.
- Regulation is itself a tool to encourage greater responsiveness to gender issues.



Three Pathways for Gender-Regulatory Reform Interaction

- Impact on Women and Equity: Will regulatory reform:
 - improve women's access to services
 - create opportunities for women, and/or
 - promote equitable treatment of women in all spheres?
- Impact on Women's Roles: Will regulatory reform promote increased participation of women in the economy, public life, and society generally?
- Participation of Women in Decision-making: Will the reform process engage women directly?



Principles of Regulatory Reform

1. Adopt at political level broad reform programmes with clear objectives and implementation frameworks.
2. Assess impacts and review regulations systematically – do they meet intended objectives efficiently and effectively in a changing world?
3. Ensure regulations, implementing institutions, and regulatory processes are transparent and non-discriminatory.



Principles of Regulatory Reform

4. Review and strengthen scope, effectiveness, enforcement of competition policy.
5. Design economic regulations to stimulate competition and efficiency; eliminate if not the best way to serve broad public interests.
6. Eliminate unnecessary regulatory barriers to trade and investment.
7. Identify linkages across policy objectives and develop policies to achieve objectives that support reform.



Adding a Gender Lens to the Principles

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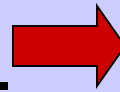


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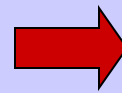
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2. Does the review process examine whether regulations have differential impacts on men and women and determine whether corrective measures are needed?

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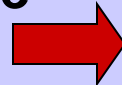


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2. Does the review process examine whether regulations have differential impacts on men and women and determine whether corrective measures are needed?
3. Are there opportunities for women to participate directly or indirectly through civil society groups and is there monitoring of actual participation?

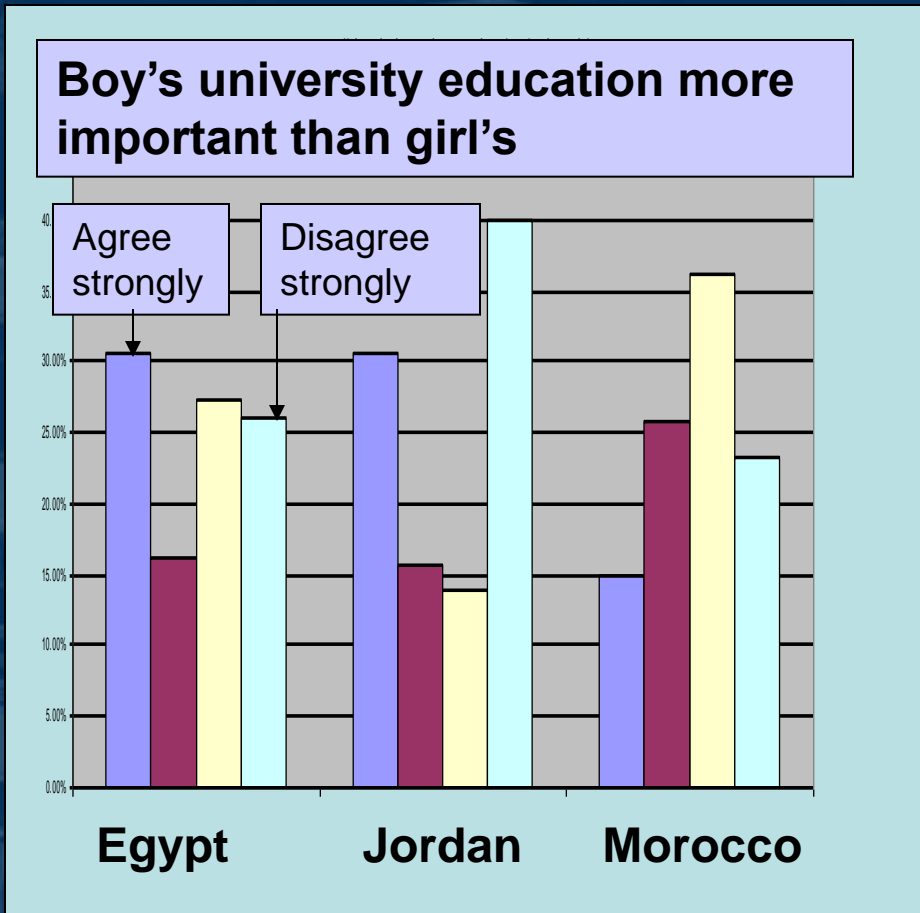


Regulation and Societal Values

- Regulation can LEAD or LAG changes in social values over time
- In rigid systems, outdated regulations may slow society's ability to reflect changing values
- Regulations can promote social change
- But regulations cannot get too far ahead of societal values without being undercut

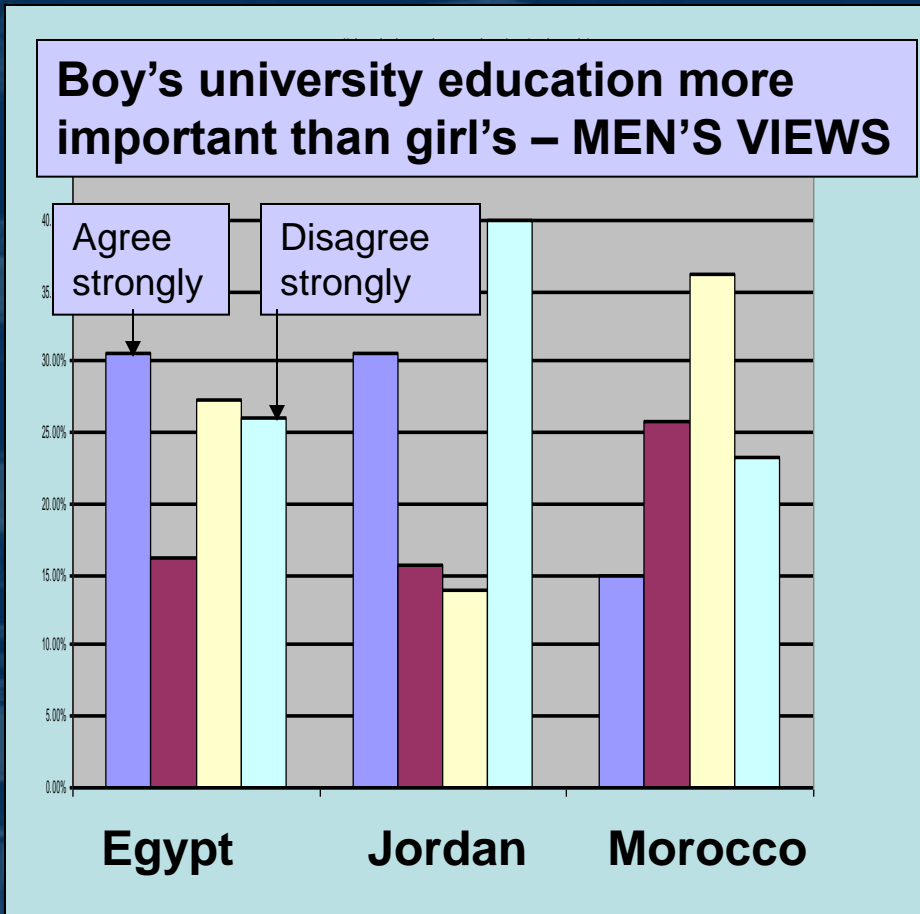


Gender and Policy Values





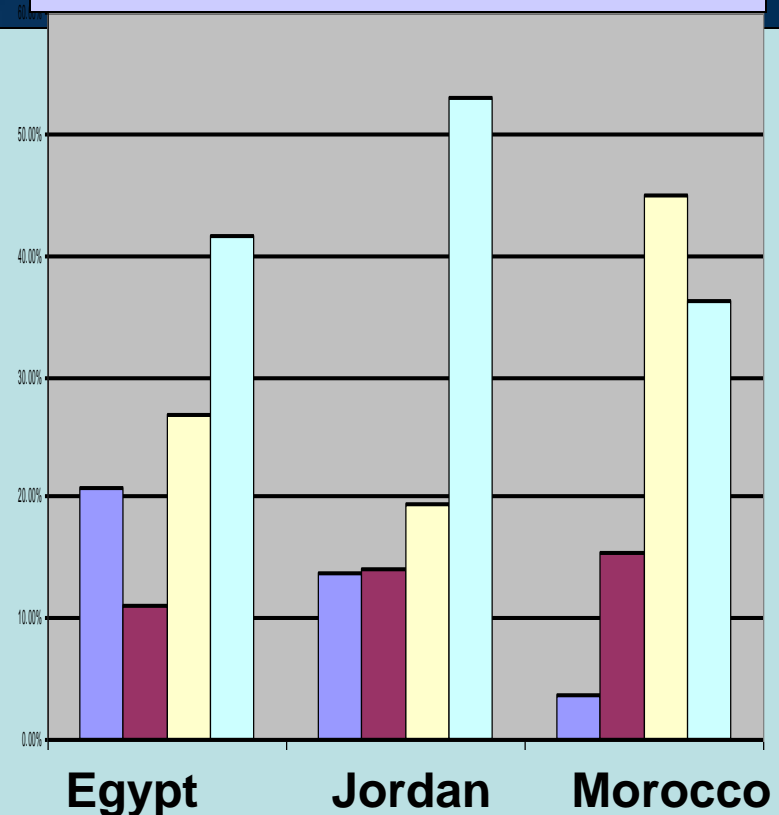
Gender and Policy Values



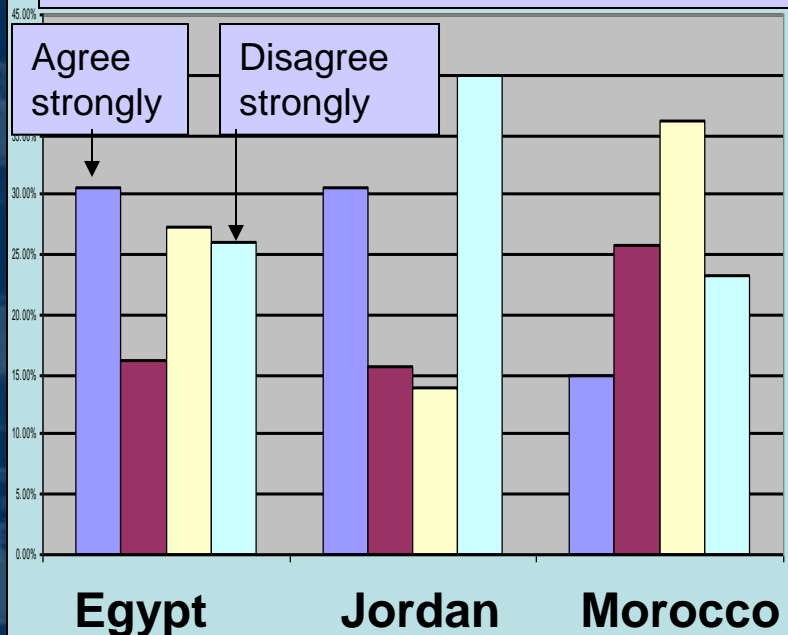


Gender and Policy Values

And Women's view...



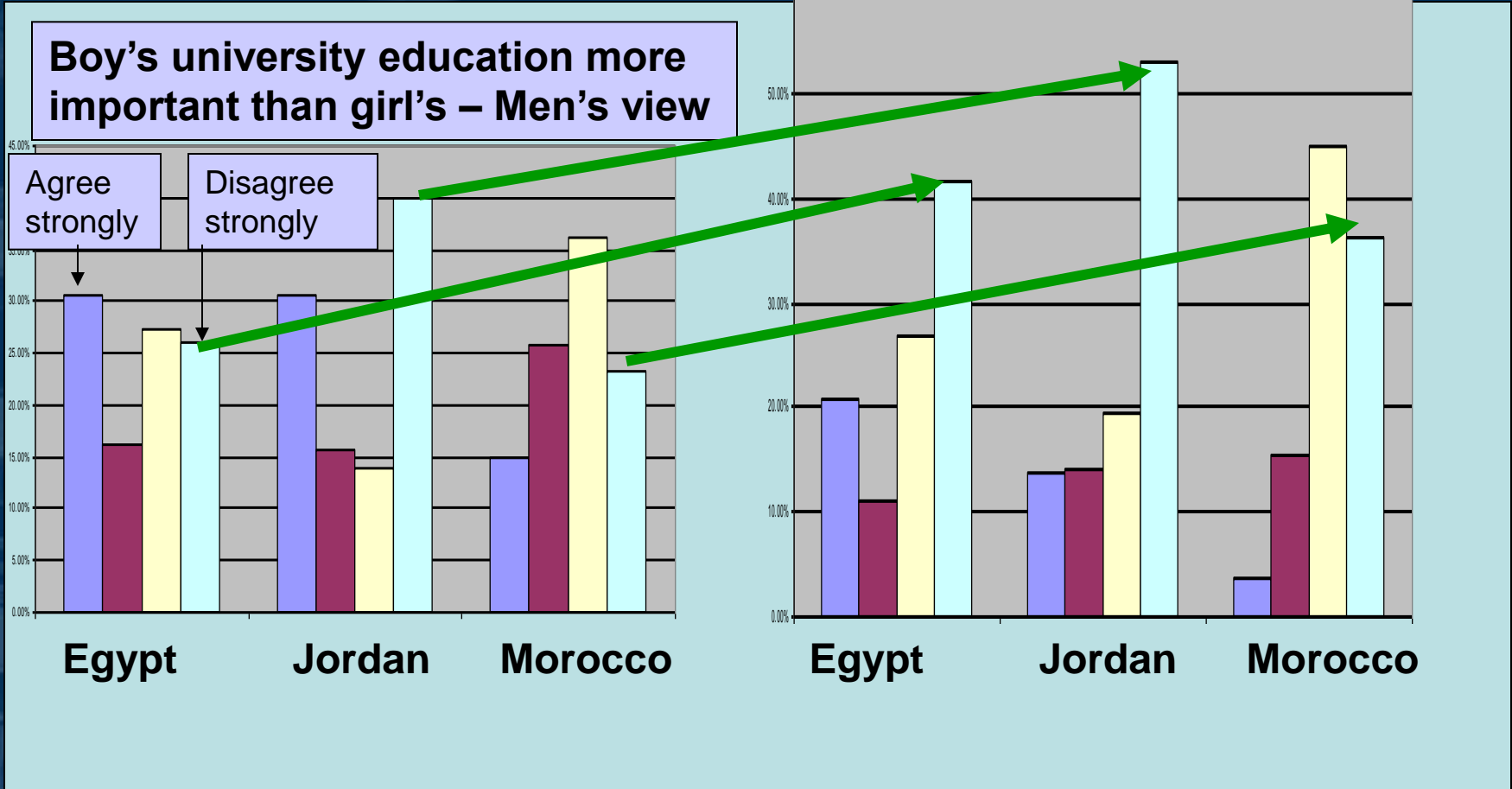
Boy's university education more important than girl's – Men's view





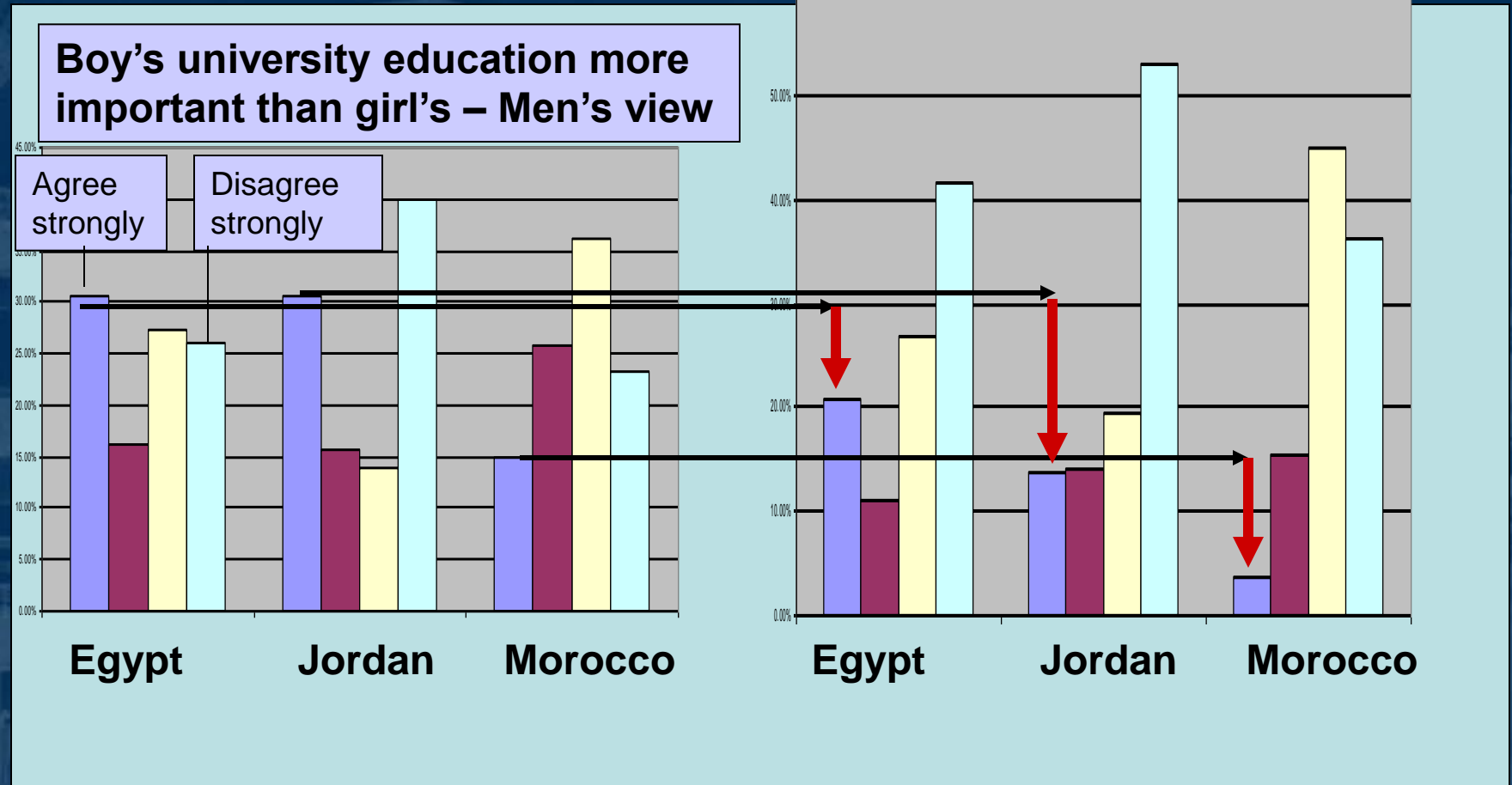
Gender and Policy Values

And Women's view...





Gender and Policy Values





Areas of Priority from a Gender Perspective

Three main areas:

- Regulations generally recognized as affecting the role of women
- Regulations needing increased attention with respect to impact on women
- Participation in the regulatory reform process



Priority: Regulations Affecting Women's Roles

- Education: access, discrimination, priority
- Health and health issues: access to healthcare, family healthcare access, gender-specific concerns
- Workplace issues: gender in the workplace, access to training, equity of pay, forced labor/trafficking
- Family issues: rights of women as wives and mothers, divorce, violence, inheritance, children
- The public sphere: limitations on appearance, behavior, or presence of women outside the home, access to courts of law, political participation, civil society



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Priority: Regulations Needing Increased Attention with Respect to Impact on Women

- Property Rights
- Access to Capital
- Access to Government Services for Business



Priority: Participation in the Regulatory Process

- **Transparency**: sufficient to create opportunities for participation
- **Voice**: public consultation system provides opportunities for input and raising of concerns, proposals for modification
- **Accountability**: reporting on outcomes enables stakeholders to raise concerns in implementation and get them addressed



Obstacles to Gender Mainstreaming in Regulation

- Non-transparency of regulatory processes
- Absence of consultative processes
- Assumption of representation
- Limited information on gender issues
- Deficit in civil society effectively engaged in gender mainstreaming of policies
- Weakness of gender monitoring of impacts
- Regulations as an expression of cultural values
- Barriers to mobilizing political will



Tools for Gender Mainstreaming in Regulatory Frameworks

- Main tool for assessing regulatory changes: regulatory impact assessment (RIA)
- EU guidelines for RIA offer a model; specifically address gender and other societal factors
- If RIA procedure not in place, consultation becomes more important
- If consultation is not possible, at minimum “engender” data collection
- Even if everything else is constrained,

Ask the questions!



Discussion

- Experiences in integrating gender concerns into regulatory process?
- Ways to expand consultation, directly or indirectly?
- Need for expertise in regulatory impact assessment or regulatory quality measurement?
- Others...