INVESTMENT CLIMATE REFORM FACILITY

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INSIGHTS FOR CCIs AND BMOs

HOW TO INTEGRATE GENDER EQUALITY IN PUBLIC-PRIVATE DIALOGUES

As a Chamber of Commerce and Industry (CCI) or a Business Membership Organisation (BMO), you serve as a bridge between the private sector and policymakers, facilitating dialogue to shape business environments and economic policies. Ensuring that these public-private dialogues (PPDs) are inclusive and gender-responsive is essential for driving equitable and sustainable growth.

However, women are often underrepresented in these discussions, limiting their ability to influence policies that directly impact their economic participation. This tool will highlight best practices you can follow to mainstream gender in PPDs.

Why Mainstream Gender in PPDs?

- **Gender representation gaps:** Many PPDs do not actively consider gender perspectives, resulting in male-dominated discussions among government, business, and investors.
- **Barriers to women's participation:** Women encounter structural and practical challenges that limit their involvement in PPDs, including:
  - Underrepresentation in leadership and decision-making positions
  - Limited access to networks and resources
  - Constraints related to time, mobility, and social norms.

How to Mainstream Gender in PPDs?

1. ESTABLISH GENDER-RESPONSIVE MANDATES

- Ensure gender equality is explicitly included in the PPD's mandate and objectives.

2. STRUCTURE AND PARTICIPATION

- **Equal representation:** Ensure women and men are equally represented in all PPD structures (plenary, secretariat, steering committees, task forces).
- **Leadership:** Promote the participation of women leaders and male gender equality advocates.
- **Consult diverse women's groups:** Engage diverse groups, including women-led businesses, women entrepreneurs, trade associations, and informal sector representatives, to ensure all voices are heard.

3. FACILITATION AND MANAGEMENT

- **Inclusive facilitation:** Train facilitators on gender-sensitive moderation techniques, ensuring discussions are inclusive and that women's perspectives are integrated into policy recommendations.
- **Facilitator representation:** Ensure both women and men serve as facilitators, reinforcing gender balance in leadership roles within PPDs.
- **Logistics:** Make sure PPD logistics (timing, location, accessibility, safety) are conducive to women's participation.

4. OUTPUTS AND OUTCOMES

- **Address gender issues:** Ensure the outputs of the PPD actively address gender concerns.
- **Gender awareness:** Leverage PPDs to showcase the business case for gender inclusion and raise awareness on how gender-responsive policies benefit the economy.
- **Influence change:** Ensure the PPD influences gender-responsive changes in policies and practices.
- **Build capacity:** Strengthen the capacity of both women and male allies to advocate for gender equality.

5. OUTREACH AND COMMUNICATION

- **Gender-responsive communication:** Ensure that all PPD communications—reports, event materials, and promotional content—use gender-sensitive language and visual to foster inclusivity.
- **Representation in communication:** Ensure women are adequately represented and can contribute meaningfully to communication activities.

KEY TAKEAWAYS

- Gender considerations must be embedded in PPD structures, processes, and outcomes to ensure meaningful participation and impact.
- Representation of women in decision-making and leadership roles is critical for inclusive discussions.
- Training facilitators and ensuring gender-sensitive logistics are essential for promoting women's participation.
- Communication and outreach must be make sure to ensure equal representation and contribution from all stakeholders.

By actively mainstreaming gender in PPDs, you can help create a more representative and impactful dialogue that benefits businesses, policymakers, and society as a whole.

ADDITIONAL RESOURCES

- Gender-Informed Public-Private Dialogue, Practical Note on Inclusion of Women Entrepreneurs' Voices, World Bank
- Investment Climate Reform Toolbox – Tools for Reforming the Business Environment
- Oxfam's Organizational Capacity Assessment Tool for Gender-Just Organizational Strengthening

ANY QUESTIONS? Contact us

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