



Westminster Workshop on Gender Sensitive Scrutiny

OFFICIAL REPORT

**17-19 June 2019
UK Parliament, London**

ABOUT CPA UK

CPA UK's Strategic Objectives are:

Objective 1. To strengthen parliamentary democracy

Being responsive to the complex challenges of Parliaments and facilitating access to information and skills

We will:

- provide opportunities for UK parliamentarians to learn from Commonwealth peers
- convene Commonwealth parliamentarians to increase their capacity to hold governments to account and to effectively represent their electorates
- build knowledge within the Commonwealth parliamentary community on issues of common interest and concern

Objective 2. To link Westminster with the Commonwealth

Promoting collaboration, understanding and cooperation, emphasising its continuing relevance to future generations

We will:

- play a leading role in CPA
- establish and strengthen networks across parliaments, and beyond
- engage young people in our work and vision

Objective 3. To set and demonstrate high performance standards

Increasing the positive impact of all we do

We will:

- achieve value for money in the organisation and delivery of our activities
- set and uphold high standards of behaviour
- use evidence-based learning to improve what we do and how we do it

CONTENTS

About CPA UK	i
Contents	ii
Meet the team	4
Introduction	7
Outcome and outputs	6
Output 1	8
Output 2	16
Output 3	17
Conclusion	20

MEET THE TEAM



Elorm Haligah is the lead Project Manager for the Westminster Workshop on Gender Sensitive Scrutiny. He worked on the 2017 and 2018 Westminster Seminar. In addition to this, he led on the 2018 Pacific Islands Parliamentary Workshop in New Zealand. Elorm has also been working on strengthening the youth engagement strategy of CPA UK.

He also has prior experience of working in Parliament with an MP. His experience expands internationally as he has worked on projects with senior figures from the United Nations, the World Bank, International Monetary Fund in Washington DC and the Ministry of Foreign Affairs in Ghana.

Elorm joined CPA UK the summer of 2017 and he holds a BA in Politics and an MA in Global Citizenship, Identities and Human Rights from The University of Nottingham.



Salma El Kassmi joined CPA UK at the end of 2017 and worked as a Project Officer for the Multilateral Projects Team as well as supporting wider CPA UK activities.

She first began working in Westminster in 2014 and has also worked as a parliamentary assistant to a Peer. During university, Salma started a co-operative in Morocco to support women living under the poverty line which has since been scaled to 2 further locations. She has prior experience in the charity sector working with NGOs based in the UK as well as Africa and has delivered youth programmes in Morocco to help widen political engagement. She holds a LLB (Hons) in Law from BPP University and is fluent in Arabic.



Rebekah Northall has been the Project Assistant for both the 2018 Westminster Seminar on Effective Parliaments and The Westminster Workshop on Gender Sensitive Scrutiny. The Westminster Seminar was Rebekah's first event at CPA UK having recently joined in September 2018.

Prior to working in Parliament, Rebekah worked for the Directorate General for Education, Youth, Culture & Sport at the European Commission and previously worked for the British Council in Brussels and London based think-tank 'UK in a Changing Europe'.

Rebekah holds a BA in History & German Studies from the University of Birmingham and an MA in European Studies from King's College London.



Felicity Newall is the Communications Manager for CPA UK.

Felicity joined CPA UK after almost six years working for Members of the House of Commons in the UK Parliament. Before this, she worked for a PR agency with consumer and B2B clients.



Matthew Hamilton joined CPA UK in 2017 and is responsible for implementing the Monitoring and Evaluation Strategy for CPA UK.

Prior to joining CPA UK, Matthew worked for NGOs in the field of international development (including CAFOD and WaterAid) coordinating the planning, delivery, monitoring and reporting for complex multi-country projects funded by DFID, USAID and the European Commission. He holds a BA (Hons) in International Relations and an MSc in Conflict, Security and Development from the University of Birmingham.



Victoria Bower is the Deputy Head of the Multilateral Projects Team at CPA UK. Victoria has worked in Parliament for the past 10 years in a variety of roles. Prior to that she worked for Cancer Research UK, an organisation she is still heavily involved in through volunteer work.



Ellen Boivin Ellen joined CPA UK in February 2019 as Project Assistant for the Multilateral Projects Team. She previously worked as communications officer for a Middle East human rights NGO based in North London. In 2017 she completed her Masters degree in Middle Eastern Politics from the University of Exeter, specialising in Israel-Palestine studies.



Ruth Pope joined CPA UK in January 2019 as Head of Multilateral Projects. Her varied career has included: project and programme management for NGOs (Oxfam, ActionAid and Marie Stopes International); policy, legislation and delivery for the UK Civil Service; and education work for Amnesty International and a number of inner-London schools. She holds a BA (Hons) from the University of Cambridge, an MBA from Imperial College, London and a Post-graduate Certificate in Education from the University of Greenwich.

The Westminster Workshop on Gender Sensitive Scrutiny

INTRODUCTION

What is the Westminster Workshop?

The Westminster Workshop is a CPA UK capacity development programme, typically focusing on one specific thematic area. Recent workshops have looked at oversight of trade agreements and the importance of public accounts committees. This Westminster Workshop focussed on the important topic of gender sensitive scrutiny.

Why does CPA UK run this initiative?

Whilst many legislatures have their own training programmes, CPA UK's Westminster Workshop provides a unique platform for its participants to meet their counterparts from across the Commonwealth, build lasting relationships and explore the role and functions of parliamentarians on a specific thematic area. Attended by up to 50 parliamentarians and parliamentary officials, participants have an unrivalled opportunity to share their knowledge and experiences with others and consider the challenges they face in their own work. They also have an opportunity to learn first-hand from renowned figures on the topic. CPA UK hopes that this programme will have a lasting impact on all those that attend the programme.

What was the focus of this Westminster Workshop?

The programme was highly participatory and interactive and invited rigorous discussion using the context in Westminster as a starting point to explore gender sensitive scrutiny. The Workshop provided a unique opportunity for both male and female parliamentarians from across the Commonwealth to discuss common experiences and challenges in assessing the implications of budgets, policies and legislation for different genders.

The programme focused on learning from the experiences of others and the sharing of knowledge between participants. CPA UK drew on best practice from across the Commonwealth to design this programme for it to enable parliamentarians to reflect on their own roles, responsibilities and opportunities and develop key skills to improve their capacity as representatives and legislators in the crucial functions of scrutiny and oversight from a gender perspective.

Gender Sensitive Scrutiny

A gender sensitive parliament is defined by the Inter-Parliamentary Union (IPU) as one which "institutionalises a gender mainstreaming approach through its representational, legislative, and oversight work to ensure that all the parliament's outputs consider, and counteract, any potential discrimination against women or men, girls or boys" (UK Gender-Sensitive Parliament Audit 2018).

In 2019, CPA UK established that Women in Parliament would be one of their strategic priority themes. The work taken forward through the Commonwealth Partnership for Democracy on Public Accounts Committees presented the opportunity to refocus the Westminster Workshop. This Workshop was designed and delivered for parliamentarians from across the Commonwealth to examine how to apply a gender perspective to policy and legislation as well as to parliamentary structures, processes and procedures. The highly practical and skills-based format of the workshop in its initial concept was intended to develop techniques and confidence in parliamentary work for both newly-elected and longer serving members and continue to develop networks for support and knowledge exchange.

OUTCOME & OUTPUTS

INTENDED OUTCOME:

For parliamentarians to legislate and scrutinise with an enhanced gender sensitive perspective.

The Westminster Workshop on Gender Sensitive Scrutiny had three outputs that we were hoping to achieve by the end of the programme. These were:

OUTPUT 1:

Parliamentarians will have a deeper understanding of what gender sensitive scrutiny is and how it is being approached in different Commonwealth parliaments.

OUTPUT 2:

Parliamentarians will increase their network and have opportunities to learn from counterparts from across the Commonwealth.

OUTPUT 3:

Parliamentarians will further their understanding of the roles they can play with regards to gender sensitive scrutiny in their own respective parliaments.

The programme was designed in such a way that all sessions and activities were linked to at least one of the outputs. It was also devised for the delegates to be able to do the following:

- Learn about the empirical side of gender sensitive scrutiny with some examples from across the Commonwealth
- Develop their skills on scrutinising legislation and effectively asking and answering the right questions
- Put everything they have learnt into practice with the culmination of a freeze facilitated committee inquiry exercise on a gender sensitive issue
- Make pledges with regards to effecting gender sensitive scrutiny in their own legislatures.

This report will look at what was done in the workshop to achieve these outputs.

OUTPUT 1:

Parliamentarians will have a deeper understanding of what gender sensitive scrutiny is and how it is being approached in different Commonwealth parliaments.

What is Gender Sensitive Scrutiny?

This session gave delegates an introduction to the topic and touched on the different aspects of gender sensitive scrutiny.

Speakers:

Janet Veitch OBE, Associate Gender Adviser, British Council

Richard Cracknell, House of Commons Library

It was noted that several select committees are working well to tackle gender sensitive scrutiny in Westminster, offering a public way to hold government ministers to account. However, it was pointed out that they still needed to do more. Reference was also made to the fact that Westminster is about to appoint a gender expert to advise all select committees and this was commended with the view that it will make a huge difference.

One common point was consistently highlighted through this session; it is a common misconception that gender sensitivity concerns women only. There was an emphasis on the importance of acknowledging the topic has a lot of value for all MPs and it should not just be women who are involved. In the Caribbean, for examples, gender sensitive scrutiny was useful in providing data which allowed them to see who needed help when hurricanes hit. A claim was made that men often do not have a settled home, so often needed more help in times of disaster, conveying that gender sensitive scrutiny is not a single gender issue.

It was noted that the Welsh parliament has roughly 50/50 men and women, including women in the cabinet. This had led to an altering of the agenda, with more focus on issues like childcare. The example of women in Kenya was highlighted whereby delegates felt that women did not want to run for elective positions or senior leadership roles. This was something that resonated with different parts of the Commonwealth as the dual burden of being a mother and parliamentarian can be too taxing. The idea of women-only shortlists and affirmative action was explored as a means of helping women get women into parliament. Although some felt that quotas had worked in the UK for instance, there was also a school of thought that these women did not earn their roles through merit. Westminster was also commended for their work to make parliament more women-friendly, with friendlier sitting hours and fewer late nights, for example.



Keynote by Amelia Kinahoi Siamomua, *Commonwealth Secretariat*

This session gave delegates an introduction to the topic and touched on the different aspects of gender sensitive scrutiny.

In 2017, Commonwealth Secretary-General Baroness Scotland launched an initiative called “Peace in the home: Ending domestic violence together” and unveiled specific measures to help governments tackle domestic violence. The programme was a key contribution to 2017’s Commonwealth theme: A Peace-Building Commonwealth. The Secretary-General’s aim is to build a coalition of governments, businesses, civil society and citizens committed to ending domestic violence and achieving peace in the home.



A discussion was had about how the Commonwealth Secretariat support activities to strengthen parliamentary democracy across the Commonwealth and to encourage parliamentarians to insert a gendered perspective into everything that they do. In 2012/13, leaders signed off the Commonwealth Charter, which recognised that gender equality and democracy are interdependent.

The importance of the UN’s ‘Sustainable Development Goal’ (SDG) 5 was explored, as it ensures that women and girls have a place on the agenda and that the Commonwealth is committed to implementing that agenda. It was highlighted how in 2016, ministers across the Commonwealth decided on 4 priority areas: increasing the number of women in leadership positions, promoting women’s economic empowerment, working with NGOs and other non-state actors to end violence against women, and looking at gender and climate change. The imperative nature of mainstreaming SDG 5 into plans and design of their projects as parliamentarians was heavily emphasised.

The notion of women’s access to justice and ‘levelling the law for all’ was spoken about, where the example of The Gambia was used to highlight how legal drafters and gender experts were brought in to look at gaps in current legislation. It was mentioned how partnerships were built with UN Women, World Bank, Le Francophoné, Council of Europe, Commonwealth and others.

As a result of the discussions held from the session, one of the delegates challenged themselves to come up with a parity bill in their own country otherwise it would be impossible for women to run. It was also a concern of some delegates from Australia that in their jurisdiction people were getting ‘weary’ of the constant talk about Gender Based Violence (GBV) and the little change in statistics. It was argued that parliamentarians have to be the access point to make change on the issue of GBV.

Gender Sensitive Scrutiny and the UK: The Current Situation

This session was a discussion on what work is being done on gender sensitive scrutiny and challenges faced, as well as developments in Westminster and across the UK.

Speakers:

Professor Hugh Bochel, Professor of Public Policy, University of Lincoln

Sarah Champion MP, Member, Women and Equalities Committee

Naz Shah MP, Shadow Minister, Women and Equalities

Baroness Barker, Liberal Democrat Lords Spokesperson for Voluntary Sector and Social Enterprise and LGBT Equality

It was stated that nearly 45% of committee witnesses are female in the Scottish Parliament, which is much higher than Westminster where it is around 25%. There tends to be more female representation in some areas, such as education and health, than others like finance and transport. There is evidence that committees with more women on them are more likely to get female witnesses.

The need for diverse parliaments was argued in order for diversity to be reflected in its policies. The negative gender impact of austerity measures in the UK was noted and it was argued that when women are impacted negatively, so are children. It was argued that 86% of government cuts in the UK affect women negatively conveying the need for gender sensitive scrutiny of budgets. Furthermore, it was stated that Universal Credit had been shown to discriminate against women in the UK, and that Wales, Scotland and Northern Ireland have brought in additional legislation to combat this.

The notion of ensuring men were included in the conversation about gender sensitive scrutiny was mentioned as everyone noted it was important, for example to find ways that male parliamentarians can spend more time with their families. Therefore, it was argued that a cultural change is needed alongside legislation. Furthermore, female members shared testimonies about how male colleagues encouraged them to run to be parliamentarians and maintained that more of this was needed. A discussion on all women shortlists was also had with some saying that it was the best way to strive for gender representation, but with others maintaining that it undermined meritocracy.



Gender Sensitive Scrutiny and The Commonwealth: The Current Situation

This session focussed on what is being achieved regarding gender sensitive scrutiny across the Commonwealth. Representatives from different Commonwealth countries shed light on the different gender sensitive scrutiny frameworks used in their countries, what they have done to scrutinise government policy and budgeting on gender sensitive issues and some of the challenges they have faced.

Speakers:

Tara Cheyne MP, Government Whip, Deputy Chair of Standing Committee on Public Accounts; Member of Standing Committee on Administration and Procedure; Chair of Fuel Prices in the ACT Select Committee, Australian Capital Territory

Hon. Fatoumatta Njai MP, Member of the Finance and Public Accounts Committee, The Gambia

It was argued that in some parts of the world although they had a gender responsive constitution, and their parliaments aim to promote equality amongst women and men, the culture of certain countries makes it difficult for this to be carried out in practice. In The Gambia for example, the government has already done a lot to abolish forced marriages and female genital mutilation. The high number of female representatives in committees gives it a better gender perspective, but in The Gambia there is a feeling that there needs to be a greater emphasis on gender responsive budgeting.

Gender Sensitive Scrutiny should be a fundamental aspect to the legislative process. Being female does not necessarily mean that they give a better gender sensitive lens. It is perceived that women only tend to speak about 'women's issues', such as abortion, which means that we need to get a variety of voices speaking on other pressing matters. It was argued there should be a bigger focus on financial security for women, especially for the more elderly who may not have enough finances to retire comfortably.

In Australia all states had women's budget statements in the early 1990s. However, it was mentioned that enthusiasm waned and the statements became more advertisements and glossy statements of women's initiatives. It was argued that from the mid 80s to mid 90s the women's budget statement was most effective and led to an increase in childcare and other measurable impacts for women. It was also argued that the government stopped wanting to use the women's budget statement because some of the figures that they included were embarrassing and they didn't want to share them.



Introduction to the Women and Equalities Committee – In Conversation with the Chair

The Women and Equalities Committee examines the UK Government's performance on equalities issues. This session shed light on what they have done to scrutinise government policy on gender sensitive issues and some of the challenges around this.

Chair: Dr Roberta Blackman Woods MP, *BIMR Regional Representative, Commonwealth Women Parliamentarians International Steering Committee*

Rt Hon Maria Miller MP, *Chair, Women and Equalities Committee*

It was claimed that the committee's most controversial report was on abortion law in Northern Ireland. The controversy was because the Northern Ireland Assembly (which was not sitting at the time) is a devolved power. However, the committee decided to investigate after CEDAW reported that lack of access to abortion was a human rights issue. It was the first time they had a minority report where one member disagreed because there was contention about interfering in devolved issues. It was expressed that there can sometimes be issues gaining a consensus, but the best way to unite people is when you are evidence-led.

One case where change took place through the work of the Women and Equalities Committee is the recent implementation of mandatory, statutory sex and relationship education (SRE) in UK schools. The committee conducted a report on sexual harassment in schools and found that many girls were being routinely harassed in schools. One of the recommendations they made was that SRE was compulsory so that children could understand what a respectful relationship looked like. It helped to give the government an insight into exactly how children were being affected. The committee was not the only group involved, but their engagement moved the issue up the agenda.

In Canada, amongst other countries, they did not have a women and equalities committee, so delegates were quite interested in how to set one up. In the UK establishing the committee had to be agreed with the Leader of the House and consequently their remit was decided at this point. It was felt that the committee was stronger for having people with contrary views which helped when the committee came under scrutiny.

An issue in Australia was raised about how they often had problems finding witnesses, especially on sensitive topics. It was agreed that the best way to engage people to be witnesses is to let them know their contribution will be published in reports. This empowers people to speak out.



Institutionalising Gender Sensitive Parliaments: UK Gender-Sensitive Parliament Audit 2018 – The Report

This session invited members from the UK Audit Panel to give an overview of the UK Gender-Sensitive Parliament Audit 2018, whilst talking through the context, aims and objectives, the recommendations and the outcomes of the report.

Chair: Baroness Goudie, *Member of the House of Lords*

Speakers:

Sarah Petit, *Lead Advisor to the Independent Director for Cultural Transformation*

Dr Lynn Gardner, *Principal Clerk, Select Committees, House of Commons*

Baroness Thornton, *Shadow Spokesperson (Health), Former Shadow Spokesperson (Equalities and Women's Issues)*

Alison Thewliss MP, *Member for the Scottish National Party*

Context to the gender-sensitive audit that was conducted in 2018 was provided to the group. The audit was established by the Commissions of both the House of Commons and House of Lords to examine how the UK Parliament as an institution might respond to the ongoing debate on continued barriers to parliamentary participation for women and issues surrounding bullying and harassment.

It was explained that gender sensitivity refers to not only the number of representatives in Parliament, but also culture in parliament and looking at needs of both men and women. The audit aimed to look at the current position, data gaps, and how to implement best practice.

The UK Audit panel was composed of different people to get a wide range of perspectives. However, a number of limitations during the audit were outlined, particularly the fact that they could not cover everything due to the breadth of the topic and coordinating all the panel members.

The delegates were reminded that, should they conduct their own gender sensitive audit it takes a lot of time and they must prioritise the most important matters rather than trying to cover everything.



Committee Exercise Briefing & Effective Communication

Delegates here were given an overview of how committees work in the UK House of Commons to prepare them for their committee exercise later in the week. This gave them an understanding of what an effective arm of scrutiny should look like and in particular, focussed on the workings of the Women and Equalities Committee.

Speaker: Jyoti Chandola, Clerk, Women and Equalities Committee

Facilitators: Kate Faragher, Founder Bespoke Skills

Mems Ayinla, Second Clerk, Digital, Culture Media and Sport Committee

Attention was placed on explaining how chairs were elected where it was clarified that party whips are responsible for nominating members onto committees and sometimes there are internal party elections for popular committees. The report process for Select Committees was explained; after a report is published the Government has 60 days to respond and confirm whether it is going to address any of the recommendations. It was emphasised that committees don't have the power to force governments to comply with their recommendations, with only around 40% of recommendations being accepted, according to the UCL Constitution Unit. The delegates took this information on and mentioned that there were some key points that they can suggest in their own jurisdictions with regards to how committees work.

The current work of the Women and Equalities Committee was explained, with a focus on LGBTQ rights and mental health in men and boys, amongst other things. Consideration of timing was also highlighted with sensitivity in mind, particularly sexual harassment inquiries, as they need to balance transparency with the privacy of witnesses.

Communication makes up a huge part of the work of a parliamentarian. In preparation for the committee exercise, delegates were trained by a communications expert on how to effectively ask and answer questions during committee hearings. They were taught various techniques and how to use them in the context of their jobs in scrutinising policy and holding their colleagues to account. They also got a chance to put these techniques in practice. Delegates learnt that there were certain techniques they could employ in order to get their points across when asking questions to make impact.

Delegates were also able to watch a committee hearing live and ask questions throughout. It gave them an opportunity to see what constitutes of an effective committee hearing in preparation for their own committee enquiry exercise.

Gender Sensitive Scrutiny: Including Young People in the Conversation

This part of the Workshop shone a spotlight on some young people in the Commonwealth and the great work they have been doing to lobby Governments in having a gender perspective embedded in their work.

Chair: Danielle Rowley MP, Member, Scottish Affairs Committee

Speakers:

Oluwaseun Ayodeji Osowobi, Executive Director, Stand to End Rape Initiative & Commonwealth Young Person of the Year 2019

James Appiah, Member, UK Youth Select Committee & Co-Chair of the Newham Youth Commission

Claudia Quinn, Former Chair, UK Youth Select Committee

There are many young people across the Commonwealth who are working hard to be involved in the scrutiny of policies. The Youth Select Committee for instance is a joint initiative between Parliament and the British Youth Council giving young people across the country the opportunity to scrutinise and hold inquiries into topics of importance to them. Their most recent report called on the Government to act on unequal work experience opportunities where a gender-based perspective was also taken and various recommendations were given to the Government.

All speakers shared the work they were currently doing or have done in the past to support parliamentarians to scrutinise from a gender lens. Specific attention was paid to a youth coalition in Nigeria that campaigned to pass the Violence Against Women Bill. In the initial instance it was turned down and the general feeling was that the terminology used was too biased towards women. They renamed it the Violence Against Persons Prohibition Bill and the law was consequently passed in 2015. In this instance it was said that having young women who had experienced sexual and domestic violence come to public hearings to share their views helped push the bill through.

Parliamentarians were urged by all three speakers to closely scrutinise budgets to see the impact on women and be intentional about including young people in the conversation.

In Conversation with Rt. Hon Nicky Morgan MP, Chair, UK Treasury Committee

Speaker: Rt Hon. Nicky Morgan, Chair, UK Treasury Committee

As the Chair of the UK House of Commons Treasury Committee, Rt Hon Nicky Morgan MP is at the helm of examining the expenditure, administration and policy of various bodies such as HM Treasury, HM Revenue & Customs, and associated public bodies, including the Bank of England and the Financial Conduct Authority.

Ms Morgan spoke about some of the work the Treasury Committee has achieved in gender budgeting scrutiny as well as some of the challenges they have faced. Reference was made to how in 2017 the committee asked the Chancellor why no Gender Impact Analysis (GIA) has been taken on the budget. It was maintained that this was due to data being unavailable. It was then argued by the Treasury committee that in order for GIA to be effective, it needs to be absorbed and highlighted at the very top, i.e. through the Chancellor. More questions can be asked in the Treasury on the impact of the budget on different groups, including gender.

Ms Morgan noted that politicians make promises about tax breaks all the time, but there isn't enough debate on the impact of tax on various groups, including women. This falls under the remit of her Committee; to make sure that the question of the impact on women is mainstreamed.



OUTPUT 2:

Parliamentarians will increase their network and have opportunities to learn from counterparts from across the Commonwealth.

There were several formal and informal opportunities throughout the workshop for delegates to network with each other. A networking reception and closing ceremony were held on the first and final day respectively. These were opportunities for the delegates to have more in depth individual discussions with one another about gender sensitive issues and more general issues in their own parliaments. Amongst the delegates were other members of staff and officials from across the UK Houses of Parliament, youth delegates and UK Members from both Houses.

At the closing ceremony delegates were joined by the following esteemed guests:

- **Dawn Butler MP, *Shadow Secretary of State for Women and Equalities***
- **Sarah Fountain Smith, *Deputy High Commissioner for Canada, UK***

They both shared their experiences in their respective countries on the past and current situations of gender sensitive scrutiny, urging all delegates to continue building their network and to keep in touch so that they may continue to learn from one another and increase their capacity.



OUTPUT 3:

Parliamentarians will further their understanding of the roles they can play with regards to gender sensitive scrutiny in their own respective parliaments.

Working with partners

The session focussed on how parliamentarians can work with external organisations.

Speakers:

Jakob Kopperud, *Special Representative to the UK, World Bank*

Mary-Ann Stephenson, *Director, Women's Budget Group*

Baroness Elizabeth Barker, *Voluntary Services Consultant*

Delegates gave their experiences of working with non-parliamentary organisations and shared the challenges as well as some successes. There was a huge interest in how they can work with more international organisations such as the World Bank and other UN agencies. Delegates were encouraged to reach out to their country's World Bank representative to report any issues. It was said that although the UN agencies fund projects, it is up to individual parliaments to organise and manage them, conveying the importance of active participation from parliamentarians. It was added that although the UN agencies monitored projects for corruption and safeguarding it was equally as important for people to report any problems.

Jakob Kopperud was appointed World Bank Special Representative to the UK and Ireland in June 2018, in which capacity he leads the World Bank team in London with oversight of all outreach activities to UK and Irish government, parliament and civil society. Mr Kopperud explained that the World Bank has gender parity in its CEO division but not in middle management, and there was a large majority of women in secretarial roles. He noted that its CEO and Chief Economist are women and that they had some strong, talented, hard working women in their leadership team. He also said there was current discussion about potentially introducing gender quotas. Mr Kopperud mentioned that the World Bank had helped countries to understand what gender sensitive scrutiny of budgeting is. He said it was up to them to demonstrate the economic benefit of taking gender into account when introducing new plans and policies.

Mary-Ann has worked for women's equality and human rights for over twenty years as a campaigner, researcher and trainer. She spoke about the work she does as the director of the Women's Budget Group. She noted that the Women's Budget Group was a small organisation and that many NGOs are underfunded. She said they do a lot of work with academics, by feeding their research to parliamentarians to provide expert. She said that one issue for the voluntary sector was that they did not always have the capacity to respond to parliamentary enquiries. She urged parliamentarians to cooperate with organisations in the voluntary sector and respond to their enquiries, as this is something that is often ignored. She stated they mainly work in the UK but a lot of their members did international work, for example they had done work in Kenya and Vietnam. She added that they did not provide data internationally, but they could advise on what data to look for. She said that the UK collected a lot of data, but it was not always disaggregated. She also explained that the Women's Budget Group does a lot of work with select committees and all-party parliamentary groups.

Baroness Barker has particular interest in developing best practice in governance and relationships between third sector organisations and businesses. Liz is a Trustee to the Andy Lawson Memorial Fund, and her other special interests include health, social services, charities and social enterprise. In this session she focussed on her work with Voluntary Services Overseas (VSO). Baroness Barker explained that a lot of what they do is brokering relationships and working on what might work best for different countries. She argued that parliamentarians need voluntary organisations to keep them informed on the issues they are interested in. With regards to the issue of more women being in influential positions, she argued that this is more down to a cultural shift that needs to take place.

Committee Inquiry Exercise

In this session, delegates had the opportunity to put into practice some of the skills they had developed throughout the week, through a committee inquiry exercise on the topic of sexual harassment in the workplace.

As a freeze-facilitated session, delegates had the opportunity to stop the exercise, ask questions and share best practice on how to approach certain situations when participating in committee hearings with the aim of effectively scrutinising government policy.

There were instances that the witnesses asked for questions to be repeated. It was concluded that in times like this, the witness does this to buy time to think of an answer as the question may be quite complicated. They explored techniques in which they could get to the core question quicker instead of beating around the bush. It was agreed that when you ask an expert a question, you may not always understand the answer. It is best to use supplementary questions to help you understand. It was noted that it is easy to get frustrated by answers and start making statements to explain context and so it was best to just stick to questions. Delegates also explored techniques to effectively ask questions, noting that closed questions often invite closed answers.



Pledges

Based on the discussions and practical sessions from the workshop, delegates were invited to pledge what actions they would take as a result of the workshop.

Raise a question in my parliament relating to gender sensitive scrutiny

Lobby for a gender audit or a follow up on recommendations from a previous audit

Instigate legislative change

Work with civil society organisations or external partners on advancing a gender sensitive issue

Partner with a delegate to work on strengthening a gender sensitive issue in my parliament



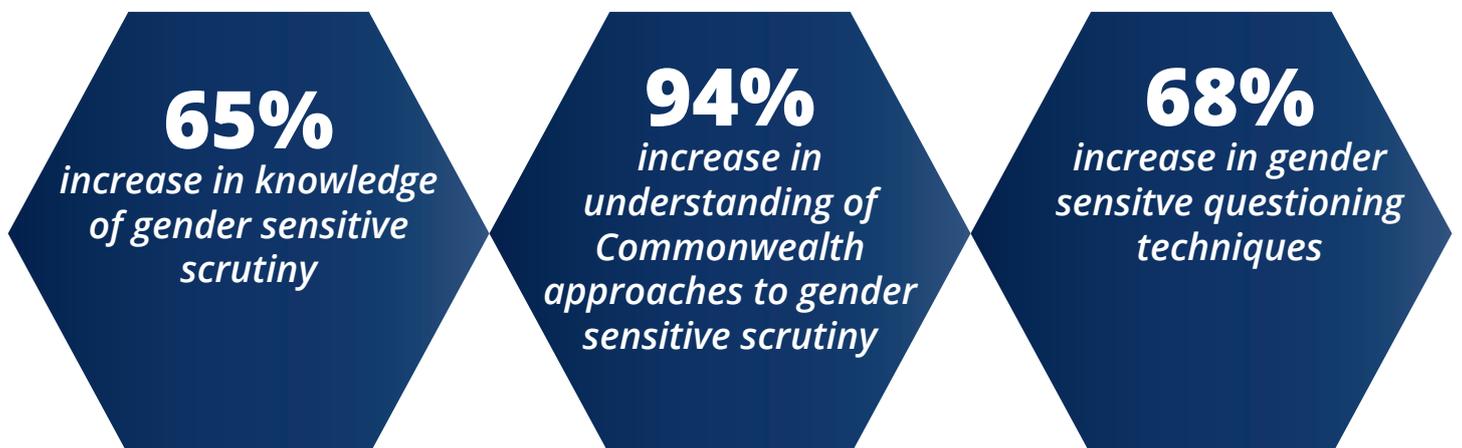
CONCLUSION

The Westminster Workshop on Gender Sensitive Scrutiny provided a huge amount of learning for the delegates, from both a theoretical and practical perspective. We were very grateful to have many leaders on the topic as contributors, providing detailed and up to date insights. Through the diversity of contributors, the overwhelming response was that the programme provided scope for comparative analysis, with the UK being used as a starting point, but with the opportunity to explore the situation across the Commonwealth. Delegates felt encouraged to share the views and experiences of their own legislatures freely.

However, the work does not stop now that the workshop is over. In particular, we look forward to following up with delegates on their pledges as this will be the real test of the effectiveness of the workshop. Moving forwards we hope CPA UK can work more closely with parliaments across the commonwealth to advance the agenda of Gender Sensitive Scrutiny.



Delegates were asked to compare their understanding of the topic of gender sensitive scrutiny as a result of the entire programme.





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