



NTO WEBINAR

"Mainstreaming Gender in Tax Administrations"

Background

Tax systems have significant implications for gender equality and require intentional consideration and adaptation on the part of policymakers. This is particularly pressing in the post-COVID world where many underlying gender inequities have been exacerbated. When dealing with the interaction between taxation and gender, for example, it is imperative for governments to address both the explicit impacts of tax systems on gender equality – which are caused by intentional policy design, as well as implicit gender biases – which arise from the interaction of tax systems with existing “gendered patterns of social arrangement, gender pay gaps, and other economic behaviour” that create a favourable outcome for men [1]. The international effort directed at mainstreaming gender aspects in the design and enforcement of tax policy also requires the active engagement of tax administrations, among other things, on the topic of gender disaggregated data collection, empowering women to take leadership roles, and improving the experience of women taxpayers [2].

Recognising the need to embrace gender equality in tax systems and based on the indicated interest of NTO members to engage on the topic of tax and gender, on **27 April 2023**, the **Network of Tax Organisations (NTO)** will host a webinar on the topic. The event will bring together experts and country examples in a webinar that will focus on different ways of addressing gender inequality in the field of taxation, with a particular focus on tax administrations. It will feature presentations on salient areas of tax and gender including the **women in leadership development forum held in Zambia, and policy changes and gender mainstreaming in Pakistan**. Further, insights into the collection of **gender disaggregated data** from a regional tax organisation perspective will be provided by the **African Tax Administration Forum (ATAF)**, together with **ATAF Women in Tax Network (AWITN)**'s experience on a **mentorship program** for young women tax professionals [3].

[1] OECD. (2022). *Tax and gender*.

[2] Oxfam. (2019). *Gender and Taxes: The gendered nature of fiscal systems and the Fair Tax Monitor*.

[3] ATAF. (2022). *Are Tax Policies Developed to Reduce Gender Inequality in ATAF Member Countries?*



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Objectives

The peer learning event aims at facilitating exchange among member tax administrations of NTO members on the topic of tax and gender. The concrete country cases will provide an opportunity to have exchange among tax administrations coming from the different regions of the world. Experience from the mentoring program of AWITN is expected to serve as an encouragement to other NTO members, their member tax administrations, and the wider tax and development community.

Agenda

The event will take place on Thursday, **27 April 2023 at 12.30 (UTC time)**.

Time (UTC)	Agenda item	Speakers
12:30 - 12:40	Opening and welcome remarks	Moderated by Berni Smith , HM Revenue and Customs (HMRC)/FCDO
12:40 - 13:00	Country case 1: <i>Pakistan</i>	Naghma-e-Tehniat Jerral , Governance Adviser and Tax Lead- Macro-economic Stability and Growth Team- Economy and Trade Group, Pakistan
13:00 - 13:20	Country case 2: <i>Zambia</i>	Suzyo Musukwa Ng'andu , Board Secretary, Zambia Revenue Authority (ZRA)
13:20 - 13:30	Break and networking	
13:30 - 13:45	NTO Perspective: ATAF Women in Tax Network	Nana Akua Achiaa Mensah , Consultant, ATAF Women in Tax Network (AWITN)
13:45 - 14:00	Q&A and open discussion	All participants
14:00 - 14:05	Closing remarks	Berni Smith , HMRC/FCDO
14:05 - 14:15	Exchange and networking with speakers	All participants

The webinar will take place via the video conferencing tool "Hopin", featuring an exhibition area with all webinar materials and a networking possibility during the event. The webinar will be held in English with simultaneous interpretation into French and Spanish. Participation is by invitation only. After registration, participants will receive a link to the platform and a calendar blocker.