



Capacity Development Workshop

Promoting the Presence and Leadership of Women in public institutions at the National and Local Levels

S Vang Vieng Boutique, Vang Vieng, Lao PDR

24 - 27 October 2023

Tuesday 24 October 2023	
08:30-09:00	Registration
09:00-09:40	Opening Remarks <ul style="list-style-type: none">Mme. Vilaythone Sounthone Xaymongkhounh, Head of Cabinet Office, MoHAMs. Martine Th��rer, UNDP Resident Representative Introductory Remarks by Project Partners <ul style="list-style-type: none">Ms. Valentina Resta, Senior Governance and Public Administration Officer, UN DESA
09:40-09:55	Briefing on the Project <ul style="list-style-type: none">Ms. Valentina Resta, Senior Governance and Public Administration Officer, UN DESA
09:55-10:05	Group Photo
10:05-10:20	Coffee Break
10:20-10:30	Moodle Platform
10:30-12:00	Gender Equality in Public Institutions: Why is it a priority? <ul style="list-style-type: none">Review of the rationale and purpose of gender mainstreaming in civil service: Why are gender equality and parity important for public institutions?Review of concepts and terminology on gender equality in public institutions.
12:00-13:30	Lunch Break
13:30-15:00	Gender Equality in Public Institutions: How can it be attained? <ul style="list-style-type: none">Review of good global practices: Ms. Koh Miyaoi, UNDPReview of national policies, strategies and legislation on gender mainstreaming: Ms. Chansouk Insouvanh
15:00-15:15	Coffee Break

15:15-16:30	Group work on Gender Equality in Public Administration and Reporting Back in Plenary <ul data-bbox="592 300 1485 443" style="list-style-type: none">• Group Discussion on challenges and opportunities at the national and subnational levels• Reporting back in plenary (key concerns and aspirations)• Participant feedback on day 1
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Wednesday 25 October 2023	
08:30-09:30	Recap of Day One <ul style="list-style-type: none"> • Review of key messages from day 1
09:30-10:15	Findings from the National Review <ul style="list-style-type: none"> • Presentation of findings and recommendations: Ms. Chansouk Insouvanh
10:15-10:30	Coffee Break
10:30-12:00	Findings from the National Review Continued <ul style="list-style-type: none"> • Presentation of findings and recommendations: Ms. Chansouk Insouvanh
12:00-13:30	Lunch Break
13:30-14:45	Small Group Discussion on Findings from the National Review <ul style="list-style-type: none"> • Discussion on the reported gender equality gaps • Discussion on other gender gaps may have been overlooked/undiscussed in the national review • Discussion on why these gaps exist: institutional challenges, capabilities and resources
14:45-15:00	Coffee Break
15:00-16:30	Organizational Policies and Practices Affecting Women's Potential and Capacity to Serve in Leadership Positions in Public Administration <ul style="list-style-type: none"> • Group Discussion: organizational policies, institutional culture and HR/other practices that affect women's potential and capacity to serve in leadership positions in public institutions; specific focus on leadership training and mentoring opportunities and differences at national and subnational levels • Participant feedback on day 2

Day Three, 26 October 2023	
08:30-09:30	<p>Gender Action Plans for Public Administration: Getting Them Right</p> <ul style="list-style-type: none"> • Recap from Day 2 • Review of checklist from Capacity Building Module 3 “Developing and Implementing an Action Plan in Public Administration” • Discuss the reasons why we need this plan • Review necessary steps and possible red flags to design and implement effective gender action plans for public institutions • Review and discuss good practice examples
10:15-12:00 & Coffee Break	<p>Institutional and Policy Framework for Women’s Participation and Leadership in Public Administration-Priorities, Action Lines, Measurable Indicators and Accountability Mechanisms</p> <ul style="list-style-type: none"> • Action plan building block on the institutional and policy framework for women’s participation and leadership in public administration • Review global examples of institutional and policy framework to advance women’s participation and leadership in public administration • Discuss priorities, action lines, measurable indicators and accountability mechanisms including differences at the national and subnational levels
12:00-13:30	Lunch Break
13:30-15:15	<p>Human Resource Policies and Practices-Priorities, Action Lines, and Measurable Indicators</p> <ul style="list-style-type: none"> • Action plan building block on human resources policies and practices with a focus on recruitment, retention, remuneration, allowances and benefits as well as work-life balance policies and work-place harassment protection • Review global good practices on human resources policies and practices in public administration including recruitment, promotion, retention, allowances and benefits to encourage gender equality and parity in leadership positions • Discuss priorities, action lines and measurable indicators including differences at the national and subnational levels
15:15-15:30	Coffee Break
15:30-16:30	<p>Evidence and Data-based analysis-Priorities, Action Line and Measurable Indicators</p> <ul style="list-style-type: none"> • Action plan building block on evidence and data-based analysis • Discuss differences at the national and subnational levels • Review global good practices on evidence and data-based analysis • Discuss priorities, action lines and measurable indicators including differences at the national and subnational levels • Participant feedback on day 3 (most important priority action points, necessary capacities and resources, implementation risks)

Day Four, 27 October 2023	
08:30-10:00	Gender Action Points: Planning for Implementation <ul style="list-style-type: none"> • Recap on key points from day 3 group work • Group discussion on the next steps on action points and implementable proposal to: <ul style="list-style-type: none"> ○ Set Long-Term vision and Short-Term objectives ○ Improve monitoring and reporting progress ○ Encourage analyses based on sex-disaggregated data ○ Strengthen Accountability Policies and Processes
10:00-10:15	Coffee Break
10:15-12:00	Gender Action Points: Planning for Implementation (continued) <ul style="list-style-type: none"> • Continuation of group work • Report back to plenary on next steps to taking action points into implementable proposals to: <ul style="list-style-type: none"> ○ Set Long-Term vision and Short-Term objectives ○ Improve monitoring and reporting progress ○ Encourage analyses based on sex-disaggregated data ○ Strengthen Accountability Policies and Processes
12:00-13:30	Lunch Break
13:30-14:30	Gender Action Plan in Public Administration: The Way Forward <ul style="list-style-type: none"> • Large group discussion of the next steps for the implementation of the gender action plan in PA • Review of available resources • Discussion of next steps with the project and additional learning priorities.
14:30-15:30	Closing Session & Award Ceremony <ul style="list-style-type: none"> • Closing Remarks <ul style="list-style-type: none"> ○ Mme. Vilaythone Sounthone Xaymongkhounh, Head of Cabinet Office, MoHA ○ Ms. Koh Miyaoi, Regional Gender Advisor and Team Leader, UNDP ○ Ms. Valentina Resta, Senior Governance and Public Administration Officer, UN DESA • Participant evaluation of the workshop