

Capacity Development Workshop

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

Hotel Fleur de Lys Point E, 14 to 17 November 2023

Programme

Day One, 14 November 2023	
08:30-9:00	Registration
9:00-10:00	Opening remarks <ul style="list-style-type: none">• Ms. Dienaba Wane Ndiaye, Director of UN Women Senegal• Mr. Medoune Gueye, Governance a.i. Team Leader UNDP Senegal• Ms. Valentina Resta, Senior Governance and Public Administration Officer, UN DESA• Mr. Mohamed Ndiaye, Cabinet Director, Ministry of Women, Family and Childhood Protection
10:00-10:30	Group photo and coffee break
10:30-11:00	Project information session <ul style="list-style-type: none">• Presentation of the platform
11:00-12:00	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.• Presentation for 30 mins and Discussions for 30 mins
12:00-13:00	Gender equality in public institutions: how to achieve it? <ul style="list-style-type: none">• Review of global best practices• Review of national policies, strategies and legislation relating to gender mainstreaming• Presentation for 30 mins and Discussions for 30 mins
13:00-14:00	Lunch break
14:00-16:00	Institutional and policy framework for women's participation and leadership in public administration
16:00-17:00	Group work on gender equality in public administration Presentation in plenary

Day Two: 15 November 2023	
9:00-10:00	Recap of day 1 Review of key messages from day 1
10:00-10:45	Findings from the National Review
10:45-11:00	Coffee break
11:00-11:45	Findings from the National Review (continued)
11:45- 13:00	Discussion
13:00-14:00	Lunch break
14:00-15:30	Small group discussion: 1. Assessment and comments on the conclusions of the national examination 2. Organizational policies and practices impacting the potential and ability of women to occupy leadership positions in public administration
15:30-17:00	Presentation in plenary
Day Three, 16 November 2023	
9:00-09:30	<ul style="list-style-type: none"> Day 2 Recap
9:30-10:30	Action plan on gender equality in public administration: discussions on strategies and good practices <ul style="list-style-type: none"> Review and discuss examples of good practice
10:30-11:00	Coffee break
11:00-12:00	<ol style="list-style-type: none"> Institutional and policy framework for the participation and leadership of women in public administration - Priorities, main orientations, measurable indicators and accountability mechanisms: group work The most urgent investments in capacity building in human capital development The investments necessary to improve the accessibility and availability of disaggregated data of quality (local and central)
12:00-13:00	Presentation of group work and discussion
13:00-14:00	Lunch break
14:00-15:00	1. Human resources policies and practices - Priorities, main directions and measurable indicators <ul style="list-style-type: none"> Action plan building block on human resources policies and practices with emphasis on recruitment, retention, compensation, compensation and benefits, as well as policies on work-life balance and protection against harassment in the workplace Review global best practices in human resources policies and practices in public administration, including recruitment, promotion, retention, compensation and benefits, to encourage equality gender and parity in management positions Discuss priorities, lines of action and measurable indicators, including differences at national and international levels
15:00-16:00	Presentation of group work and discussion
Day Four, 17 November 2023	
9:00-11:30	Gender Equality Action Points: Implementation Planning <ul style="list-style-type: none"> Recap of key points from day 3 group work (filling in the table)
11:30-12:00	Next steps <ul style="list-style-type: none"> Group discussion on the next steps

12:00-13:00	<ul style="list-style-type: none">● Closing✓ Mr. Medoune Gueye, Governance a.i. Team Leader UNDP Senegal✓ Ms. Valentina Resta, Senior Governance and Public Administration Officer, UN DESA✓ Ms. Dienaba Wane Ndiaye, Director of UN Women Senegal● Workshop evaluation by participants
13:00-14:00	Lunch