

Division for Public Institutions and Digital Government

Workshop to Validate the Findings of the  
Review of Good Practices, Laws and Organizational Policies for Gender Equality  
and the Promotion of Women’s Leadership at the National and Subnational Levels  
of the Public Sector

8 December 2022 (Virtual format)

Concept Note

**Context**

The project “[building capacities for promoting the presence and leadership of women within public institutions at national and local levels](#)” is implemented by the UN Department of Economic and Social Affairs through its Division for Public Institutions and Digital Government (UN DESA/DPIDG). The project, funded by the government of Italy, aims to support the development of action plans that prioritize gender equality and promote women’s career progression toward leadership positions in the public sector at national and local levels in Mauritius, Senegal, Bhutan, and the Lao People’s Democratic Republic. Project implementing partners include the UN Economic Commission for Africa (ECA), the UN Economic and Social Commission for Asia and the Pacific (ESCAP), UNCTs in respective countries, the UN Development Programme (UNDP), and UN Women.

The project contributes to the implementation of the 2030 Agenda for Sustainable Development with a focus on Goal 5: “Achieve gender equality and empowerment of all women and girls” as well as indicator 16.7.1 of Goal 16: “Proportions of positions in national and local institutions, including (a) the legislatures; (b) the public service; and (c) the judiciary, compared to national distributions, by sex, age, persons with disabilities and population groups”.

A global review of existing legislation, organizational policies, and good practices that promote women’s access to leadership positions in public administration is currently being carried out under the framework of the project.

## **Analytical Framework for Gender Equality in Public Administration**

Gender equality is at the core of an inclusive, accountable and responsive public administration. Representation of women in parliaments and top government leadership (ministerial level) is well covered by the literature. Less known are factors affecting the participation of women in the middle and lower ranks of public administration. Despite representing almost half of the civil service around the world, women remain under-represented at all levels of public decision-making, particularly at higher hierarchical levels.

Women's representation at the subnational levels of government differs among and within countries. In some contexts, women participate at higher levels in subnational than in central public administration. Also, the presence of women in public administration appears unequal across policy areas. Information technology, for example, is among the policy areas with the lowest representation of women.

Since 2011, UNDP has been implementing the Gender Equality in Public Administration (GEPA) initiative with a robust methodology to support women's empowerment and expanded participation and leadership in public institutions. Both the GEPA methodology and existing initiatives that promote capacity building around indicator 16.7.1 b) on proportional representation in public institutions will provide a reference for the project.

UN DESA is developing an addendum to the GEPA methodology. The addendum is the result of a global analysis of existing laws and organizational policies and good practices that have proved effective in enhancing women's access to decision-making roles in public administration at national and local levels.

## **Objectives of the Workshop**

The workshop will be held in a virtual format on 8 December 2022. The objectives of the workshop are three-fold. First, the meeting aims to present the findings of the global review and the compilation of good practices. Second, the workshop aims to acquaint participants with the analytical framework to be used for the national in-depth reviews of gender gaps in public administration at the national and subnational levels. Third, the meeting also aims to encourage substantive feedback on how the review framework will serve as a benchmark for the national self-assessment.

The meeting will start with short presentations on the project, the analytical framework and the findings of the global review of existing legislation, organizational policies, and good practices that promote women's access to leadership positions in public administration. Discussions will consider the key issues that should be addressed during countries' in-depth gender gap reviews in public administration. National teams will also have an opportunity to raise any concerns about the upcoming reviews.

## **Participants**

The workshop will gather 40-50 central and local government officials and national consultants from the project countries, staff from UNDP country offices, the Resident Coordinator's Office and United Nations Country Teams, UN DESA, UN Women, other United Nations Organizations as well as international experts. Participants should be those officials that will later be involved in the in-depth gender gap reviews in

public administration at the national and subnational levels. They should have technical-level expertise on the issues covered by such reviews.

### **Date and duration**

8 December 2022. The workshop will last three hours.

### **Format and Structure**

The meeting will be held in a virtual format. Participants will receive a calendar invite with a link to the meeting. The meeting will comprise plenary sessions that all countries are expected to attend, and sessions devoted to countries in the Asian and African regions, respectively. The Chatham House Rule will be followed (anyone who comes to a meeting is free to use information from the discussion but is not allowed to reveal who made any particular comment).

The preliminary agenda of the workshop is available on page four.

### **Outcomes**

A brief status update based on the feedback from workshop's discussions will be posted on the project website. The recordings of the workshop will be made available to participants for later reference but not shared more widely.

### **Language**

The meeting will be held in English.

### **Link to join the workshop**

The event will be held via the Zoom platform. Participants will receive a message from UN DESA DPIDG with a unique link to access the meeting.

An information note will be made available separately.

### Agenda (EST)

Date	7:00-7:10 am	7:10 -7:35 am	7:35 -7:50 am	7:50-8:00 am	8:00-9:00 am	9:00-10:00 am
8 December 2022	Introduction, agenda and expected outcomes of the meeting  (All countries)	Overview of the project Presentations of the review of laws, policies and good practices  (All countries)	Presentation of the analytical framework  (All countries)	Break	Introduction by focal points in Bhutan and Lao PDR followed by questions and answers  (All countries: Project countries in Asia can leave at the end of the session)	Introduction by focal points in Mauritius and Senegal followed by questions and answers  (Project countries in Africa)