



# Gender Equality in Public Administration (GEPA)

## OECD-UNDP GEPA Tool

**Validation Workshop: the Review of Good Practices, Laws and Organizational Policies for Gender Equality and the Promotion of Women's Leadership in the Public Sector**

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DATA

ACTION

IMPACT

## Research

- 2014 GEPA Report
- 2021 Global GEPA Report (Data from 170 countries)

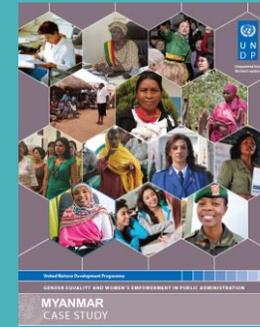
## SDG 16 .7.1b Indicator

- SDG 16.7.1b
- Tier two indicator status since 2019

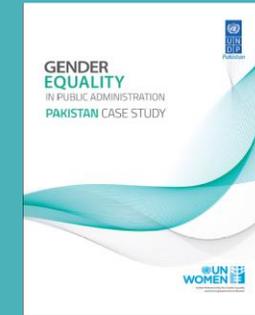
## Country Support

- Support towards implementation of OECD-UNDP GEPA tool, 2015 (Myanmar & Pakistan)
- Gender Equality Seal in public institutions program

# OECD-UNDP GEPA Tool\*



(2019)



(2017)



- Comprehensive assessment of GEPA national/sub-national level
- Aims to identify gaps, barriers and opportunities for effective gender equality policies and practices in public institutions
- Provides evidence-based recommendations for system-wide GEPA action
- Offers assistance and support to governments for creating roadmaps to mainstream gender equality in public institutions



\*Official name is the “OECD-UNDP Framework for Assessing Gender Equality in Public Life”

## Key issues covered by methodology on GEPA

- Institutional framework, resources and policy coherence
- Strategies and policies for promoting gender equality
- Implementation and coordination of mechanisms
- Public consultations
- Accountability, monitoring and evaluation
- Gender analysis (impact assessments)
- Participation and leadership
- Recruitment
- Career stream
- Remuneration
- Work-Life balance
- Workplace harassment

Official  
Statistics



Surveys



Interviews



Focus  
Groups

- **Time Frame: 3-6 months**
- **Capacity: gender expert (consultant), public administration expert, and regional focal point**
- **Country Buy-In: Inception workshop with national stakeholders and public launch**
- **Deliverable: Assessment Report with entry-points for follow-up action**

A comprehensive overview and knowledge of the system

Awareness on the extent of gender inequality

Shared knowledge on the gaps between the policy and the practice

Baseline established → Motivation and Solutions for Improvement

Clarity of the objectives facilitates ownership and engagement of Government institutions

Confidentiality promotes sharing of candid insights necessary for the analysis

Knowledge of the country's gender equality context enriches the analysis

Diverse individual experiences lead to creative solutions



Thank You.

