

In-Depth Global Review of Existing Legislation and Organizational Policies and Analytical Framework for Promoting Women's Access to Leadership Positions in Public Administration

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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

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Importance of Women Leaders in Public Administration for Gender Equality

Including women in public administration decision making is important for a number of reasons:

- it asserts women's right to participate in public life; it signals to other institutions and individuals that gender equality matters;
- it takes women's and men's interests and perspectives into consideration, and it improves the quality of decision-making and the outcomes.

At the national level, women average 46 percent of public administrators globally. Looking across different levels of seniority, women average 38 percent of managers, 30 percent of senior managers, and 31 percent of top leaders. As the GEPA report indicates, more data is needed at all levels of government to increase women in leadership positions and promote gender equality.

Selection of 15 Countries Included in Analysis

<i>Central & South Eastern Asia</i>	<i>Eastern & South Eastern Asia & Oceania</i>	<i>Europe & North America</i>	<i>Latin America & the Caribbean</i>	<i>North Africa & Western Asia</i>	<i>Sub-Saharan Africa</i>
Maldives	Australia	Latvia	Dominican Republic	United Arab Emirates	Lesotho
Sri Lanka	New Zealand	Lithuania	Chile	Israel	Namibia
	Malaysia	Slovenia			
		Sweden			

Legislation and Policy Focus Areas

- Measures to Promote Gender Parity in Public Administration
- Stereotypes and Gender Roles in the Workplace to Promote Women's Leadership in Public Administration
- Workforce Development to Promote Women's Leadership in Public Administration
- Work-life Balance to Promote Women's Representation and Leadership in Public Administration
- Information and Communications Technology to Address the Digital Divide and Promote Women's Leadership in Public Administration
- Remuneration to Promote Women's Leadership in Public Administration

Legislation and Policy Examples: Remuneration

- Maldives: National Pay Policy Act 2016
- New Zealand: Equal Pay Amendment Act 2020

Analytical Framework Examples

Original	Revised
<p>P. 70, Q. 7 Does your agency/department/ministry in the civil service of government make use of any of the below measures to ensure gender pay equality?</p>	<p>P. 70, Q. 7 Does your agency/department/ministry in the civil service of government make use of any of the below measures to ensure gender pay equality? Please indicate national/subnational.</p> <p>Add: Pay policy to promote gender equality Add: Measures to promote gender pay equality (i.e. guidelines for addressing the pay gap, salary gap calculator, pay disclosure, and compliance policies) Add: Accountability structures that hold public sector managers accountable for breaches to equal pay policies</p>

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Initiative for Gender Equity
in the Public Sector

