



WORKSHOP 1 - Gender-inclusive Leadership and Public Sector Innovation for Sustainable Development: Empowering Women Leaders for Future-ready Public Administration



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Workshop 1 - Session 3: Strategies for Advancing Gender Equality in Public Administration

Name of presenter- Tshering Choden, Regional Gender Specialist, Bangkok Regional Hub
Bangkok Metropolitan Administration Experience in Implementing the
Gender Seal for Public Institution

Getting Started

- Bilateral meetings held between **UNDP and BMA**, including the Deputy Governor and BMA working-level officials.
- **“Address 2 goals with one solution”** Deputy Governor to address the implementation of SDG 5 and the Gender Seal for Public Institutions.
- Governor signed letter of commitment 15 August 2023.
- A **Gender Equality Committee** was established immediately to coordinate and advance this initiative within BMA.
- A **national gender equality advisor** hired. BMA working-level staff and officials participated in the **induction webinar sessions**.
- BMA, with support from advisor and UNDP, developed the **Seal baseline self assessment**.



BMA's self assessment Seal baseline: key issues

- **Data collection:** Very limited documentation of the gender equality work implemented by BMA, resulting in insufficient evidence.
- **Internal coordination:** limited coordination between different departments and divisions within BMA hindered the effective collection of data.
- **Mainstreaming of gender perspective in BMA's work:** no dedicated gender strategy and/or work plan; gender equality related activities considered only in 3 out of 9 thematic policy areas.
- **Sex disaggregated data:** no system to collect sex-disaggregated data.
- **Work mostly focused on LGBTI access to services:** gender gaps between women and men with limited target; work on LGTBI and non binary not specifically reflected.

BMA's self assessment Seal baseline: key recommendations

- **Design the institutional gender equality action plan** based on the Gender Equality Seal baseline report and recommendations
- **Establish the gender equality unit** to lead the institutional work on gender equality
- **Put in place a permanent capacity building program** to ensure all staff develops the necessary skills to integrate gender equality perspective in their work in practice.
- Continue building on **solid engagement of BMA leadership (externally and internally)** to achieve desired results
- **Raise awareness of staff** on existing policies and mechanisms in place to prevent and address gender discrimination and sexual harassment.
- **Strengthen the engagement with key national partners** on gender equality.
- **Improve the documentation** process.

Way Forward

- **Action Plan:** Developed and pending the Governor's approval
- **Implementation timeline:** July 2024 to July 2025 (12 months)

