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Strategies to Promote Gender Equality in Public Administration - Lessons Learned in Asia and the Pacific

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Bhutan-Snapshot

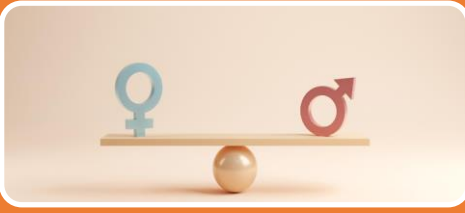
- Total area of the country : 38,394 sq. km
- Elevation : 100m – 7000m
- Population: 727,145 (NSB, 2017)
- Government : Constitutional Democratic Monarchy
- Over 70% of Bhutan is covered in forest
- Thimphu is the only capital city in the world where there aren't any traffic lights



Source: Google pictures, 2021



GEPA- Lessons Learned



Gender-disaggregated data is crucial for identifying gaps and measuring progress of increasing women participation in public administration. The RCSC and HR offices should maintain digitalized gender-disaggregated data to facilitate easy access and effective utilization for gender mainstreaming.



Promoting women's leadership in public administration requires a holistic and systemic approach, including the legal and policy landscape, HR policies, data and evidence, and transforming socio-cultural norms and attitudes.



To support women's participation and advancement, gender-responsive infrastructure such as childcare facilities and transportation options should be provided. Additionally, mentorship programs and leadership development initiatives tailored to women's needs should be implemented to facilitate their career progression.



Building capacities of civil servants (including Sr. Managers) is key to implementing measures that support gender equality in public administration



GEPA- Lessons Learned Contd.



Strengthening institutional capacity and providing technical assistance are important for promoting gender equality. Training programs and workshops should be conducted to enhance understanding and commitment to gender mainstreaming across all levels of public administration.



Facilitating the exchange of knowledge and cross-pollination of experiences and practices among participating and partnering countries increases awareness of effective gender equality interventions, highlighting successes and lessons learned.



Fostering partnerships and engaging HR personnel and officials from the subnational level is essential for a successful development and implementation of gender equality action plans.



Ownership and Accountability in Advancing Gender Equality Action Plans.



Measurable Potential Impacts

Increased Women's Representation and Leadership

- Enhanced decision-making quality
- More diverse perspectives considered
- Addressing women's needs and perspectives in policy-making

Improved Gender-Responsive Policies and Practices

- Integration of gender perspectives in policies (parental leave, flexible work, childcare)
- Better work-family balance for women
- Increased well-being and productivity
- Promoting equity and fairness in the workplace

Enhanced Capacity and Awareness on Gender Equality

- Increased awareness and understanding of gender issues
- Dismantling stereotypes and biases
- Fostering an equitable workplace culture
- More inclusive and representative policy-making



Measurable Potential Impacts Contd.

Addressing Gender Pay Gap and Occupational Segregation

- More equitable remuneration and career advancement opportunities
- Economic empowerment of women
- Contributing to economic growth and poverty reduction
- Retaining talented women in the public sector

Creation of Enabling Work Environments

- Increased participation of women due to gender-responsive facilities and flexible conditions
- Higher job satisfaction and retention rates
- Enhanced institutional stability and performance
- Continuous contribution of women to public administration

Strengthened Institutional Frameworks for Gender Equality

- Improved coordination and implementation of gender equality initiatives
- Systematic pursuit of gender equality
- Supporting long-term sustainable development goals
- Promoting accountability and continuous improvement

Way Forward

- **Implement GEPA Action Plan**

- First draft reviewed among key national stakeholders
- Second draft presented and consulted during the regional workshop in Bangkok, Thailand
- Revised version after the Bangkok workshop presented in the national validation workshop
- Final draft in shape and process of finalisation
- Meeting with training institute like RIM, RUB, RIGGS, etc.
- SOP on “Go to Person” under review
- Educate HR personnel on gender-inclusive hiring
- Update regulations to include gender-sensitive policies.

