



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



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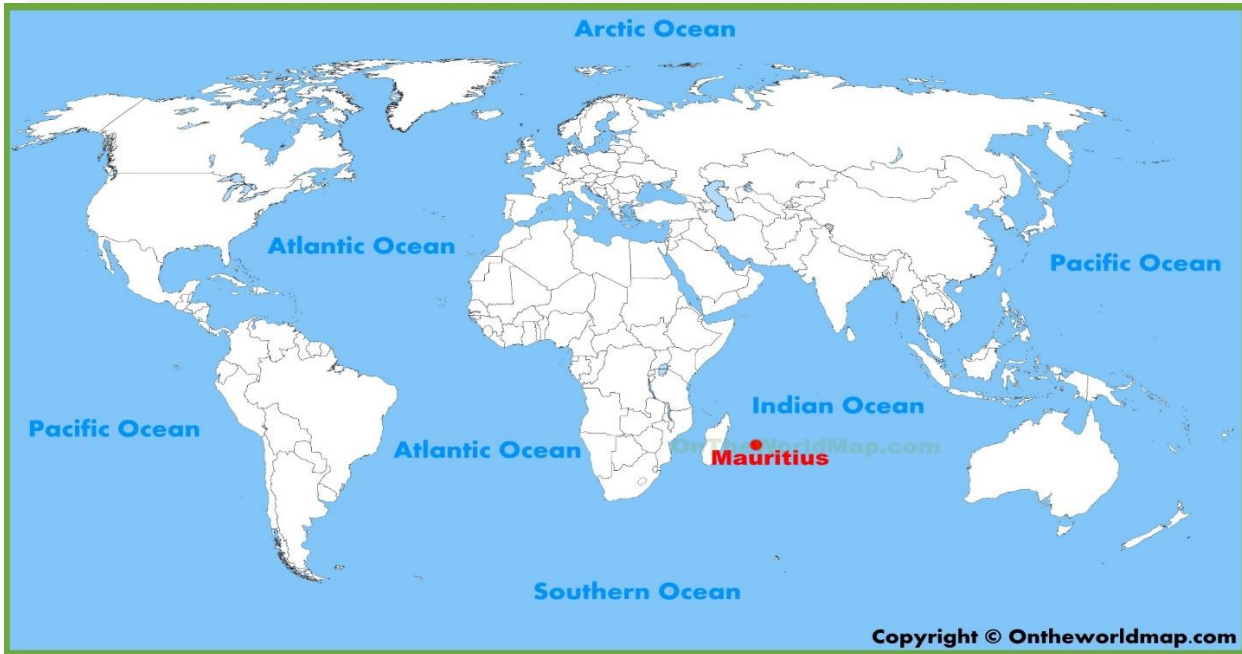
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Workshop 1 - Session 1: Strategies to Promote Gender Equality in Public Administration - Lessons Learned in Africa

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Strategies to promote gender equality in public administration

– lessons learned in Africa



REPUBLIC OF MAURITIUS

Continent of Mauritius: Africa
Mauritius Currency: Mauritian Rupee (MUR)
Area of Mauritius: 2,040 sq. km (790 sq mi)
Population-1.3M
Disaggregated by sex-50.7%F &48.3%M



Strategies to promote gender equality in public administration – lessons learned in Africa

Guiding question 1:

What lessons have project countries in Africa learned from creating gender equality action plans to address challenges related to enhancing women's representation and leadership across all levels of public administration?

Guiding question 2:

In what ways do initiatives aimed at promoting gender equality in the public sector in Africa contribute to advancing sustainable development goals and fostering more inclusive governance structures? What key insights can be gleaned from such progress?

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From Mauritian side, It has indeed been a very enriching experience and the points that have captured from creating gender equality plans to address challenges in enhancing women's representation and leadership across all levels of public administration comprise the following:

- Cultural and Societal Norms:

Challenge: Deeply ingrained cultural and societal norms often dictate traditional gender roles which limit opportunities for women to participate in leadership positions.

Solution: Implement awareness and educational campaigns to challenge stereotypes and promote gender equality from a young age thereby changing perceptions and bringing about a Cultural Shift and there is a noticeable shift in societal norms and attitudes towards women in leadership roles.

- Policy and Legislative Barriers:

Challenge: inadequate gender sensitive policies and legislation that can hinder women's participation in leadership roles.

Solution: Enact, review and enforce legislations and effective policies implementation that promote gender parity, such as gender quotas and affirmative action plans. Aligned them with the Human rights instruments to which the country is signatory.

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- **Workplace Discrimination and Bias:**

Challenge: Discrimination and bias in recruitment, promotion, and decision-making processes can impede women's progress.

Solution: Implement training programs to combat bias and establish transparent and equitable hiring and promotion practices.

Review recruitment, promotion and decision making processes and policies

- **Work-Life Balance:**

Challenge: Women often face difficulties balancing professional responsibilities with family and caregiving duties. Gender disparity issue in sharing household responsibilities

Solution: Introduce flexible working arrangements, parental leave policies, and support services like childcare facilities amongst others, thereby helping more women advance in their careers.

Undertake aggressive IEC campaign on gender concepts and institutionalize gender in all sectors

- **Educational and Professional Development:**

Challenge: Women may have fewer opportunities for education and professional development, limiting their leadership potential.

Solution: Ensure equal access to education and continuous professional development opportunities for women.

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- Monitoring and Accountability:

Challenge: Lack of effective monitoring and accountability mechanisms can lead to slow progress in gender equality.

Solution: Establish robust monitoring and accountability frameworks to track progress and hold institutions accountable for gender equality outcomes.

- Financial Barriers:

Challenge: Women may face financial constraints that hinder their ability to pursue leadership roles.

Solution: Provide resources and financial support, scholarships, and grants aimed at empowering women in public administration.

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Some other measures to address the challenges comprise also the following:-

- **Positive Role Models**

- As more women take on leadership roles, they serve as role models and inspire future generations.
- Visibility of women leaders encourages more women to aspire to and achieve similar positions.

- **Sustainable Progress:** The steady upward trend would indicate that efforts towards gender equality are yielding sustainable results.

- Long-term commitment to gender equality initiatives is essential for maintaining progress.

Undertaking a multifaceted approach in addressing policy, societal norms, support systems, education, financial empowerment, and accountability collectively contributes to significant and sustainable progress in respect of enhancing women's representation and leadership in public administration.

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THANK YOU FOR YOUR ATTENTION