

Promoting the presence and leadership of women within public institutions at the national and local levels in Asia and the Pacific

Regional Workshop

22-25 April 2024

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Outline



- Overview of the workshop objectives and programme
- Project on promoting the presence and leadership of women in public institutions
- Community of practice and Moodle platform
- Nex steps



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Objectives of the workshop



- Review **draft action plans** developed by **Bhutan** and **Lao PDR** to promote gender equality at all levels of public administration.
- **Exchange experiences** on implementing strategies, measures, and actions to increase the presence and leadership of women in public administration.
- **Raise awareness** of action planning to address the challenges faced by women at the national and subnational levels of public administration.



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Workshop agenda



Day 1, 22 April

Day 2, 23 April

Day 3, 24 April

Day 4, 25 April

Morning

Welcome & Intro.

Participants' Intro. & Group Photo.

Gender Equality in Public Institutions

Country Experiences

Country Experiences

Gender Action Plans for Public Administration

Gender Action Plans in Bhutan and Lao PDR

Institutional & Policy Framework in PA

Human Resource Policies and Practices

HR Policies and Practices Bhutan & Lao PDR

Group Work

Evidence and Data-Based Analysis

Refinement of the Action Plans of Bhutan and Lao PDR

Group Work

Institutional & Policy Framework in PA Bhutan & Lao PDR

Group Work

Evidence and Data-Based Analysis Bhutan & Lao PDR

Group Work

Next Steps

Closing

Afternoon



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Project



Building capacities for promoting the presence and leadership of women within public institutions at national and local levels

Timeline: 2022 - 2024

Budget: \$750,000 contributed by the Government of Italy

URL: <https://publicadministration.desa.un.org/projects/building-capacities-promoting-presence-and-leadership-women-within-public-institutions>



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Project overview



The project aims to...

- Enhance government capacity to develop and implement an **action plan** to prioritize gender equality in public administration at the national and local levels and promote women's career progression to leadership positions in the public sector.
- Stimulate knowledge transfer to enhance awareness across governments
- Target Countries: Bhutan, Lao People's Democratic Republic, Mauritius, and Senegal
- Partnering Countries: Cambodia, Sierra Leone, Solomon Islands, Vanuatu, and Zambia



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Partnerships



UN Department of Economic and Social Affairs through the Division for Public Institutions and Digital Government (UN DESA/DPIDG) is partnering with:

- UN Development Programme
- UN Economic Commission for Africa
- UN Economic and Social Commission for Asia and the Pacific
- RCOs and UNCTs
- UN Women



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Project milestones in 2022-2023



November 2022

Completed Global review of laws and policies and compilation of good practices

January 2023

Online Moodle platform

September 2023

Capacity-building modules on gender equality in public administration posted on Moodle

November 2023

Capacity development workshops in Mauritius and Senegal

December 2022

Workshop to Validate the Findings of the Review of Good Practices, Laws and Organizational Policies for Gender Equality

March – September 2023

National reviews Bhutan, Lao PDR and Senegal (Mauritius started in 2024)

October 2023

Capacity development workshops in Bhutan and Lao PDR



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National review and gap analysis- in project countries



- Extend gender parity law provisions to the civil service; coordination across the national gender machinery, policies to eliminate occupational segregation and sex-based discrimination.
- Accountability for implementation and monitoring is not clearly established. No uniform reporting on measurable gender equality targets. No sanctions or incentives.
- Address human resources gender-blind measures, ensure equal pay, introduce flexible working arrangements, in-service capacity building, mentorship and leadership training opportunities; address lower training opportunities at the subnational level
- Strengthen mechanisms to track and report on gender equality in public agencies. Collect and analyze data to identify gender gaps at the national and subnational levels e.g. tracking, parity at decision-making levels, pay gaps, etc.



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Moodle Platform



- **The Moodle Platform** provides access to knowledge, resources and tools to help prioritize gender equality in public administration and promote women's career progression towards leadership positions in public administration.
- It supports the implementation of the project **"building capacities for promoting the presence and leadership of women within public institutions at national and local levels."**
- The Platform-is available on the United Nations Systems Staff College (unssc.org) Course Catalogue, under the course titled Promoting the presence and leadership of women in public administration



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Moodle Platform - Overview



Promoting the presence and leadership of women in public administration



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Welcome to *Promoting the presence and leadership of women in public administration*.

This platform provides access to knowledge, resources and tools to help prioritize gender equality in public administration and promote women’s career progression towards leadership positions at the national and subnational levels of government.

The platform supports the implementation of the project “building capacities for promoting the presence and leadership of women within public institutions at national and local levels.”

By clicking on tabs, you get access to specific resources. We recommend starting with

[Overview](#)

Additionally, we offer a discussion forum where you can pose a question to the Center’s community and/or leave comments. If you want to start or join a discussion directly, go to

[Forum](#)

SUSTAINABLE DEVELOPMENT GOALS





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Moodle Platform-Documents



Country documents

Bhutan



Lao People's Democratic Republic



Mauritius



Senegal





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Online Training Modules



Training Modules

Description of section and quizzes

Introduction



Module 1



Module 1 self-assessment



Having completed Module 1, please answer the following questions.

Complete the activity



Module 2



Restricted Not available unless: The activity **Module 1 self-assessment** is marked complete

Module 2 self-assessment

Module 3

Module 3 self-assessment

Module 4



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Event Recordings, Resources, & Guidance Material

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

8 December 2022

- [Event Link](#)
- [Summary](#)
- [Recording](#)

First Training of National Consultants on the Analytical Framework

15 December 2022

- [UNDP presentation](#)
- [UN DESA presentation](#)
- [Recording](#)

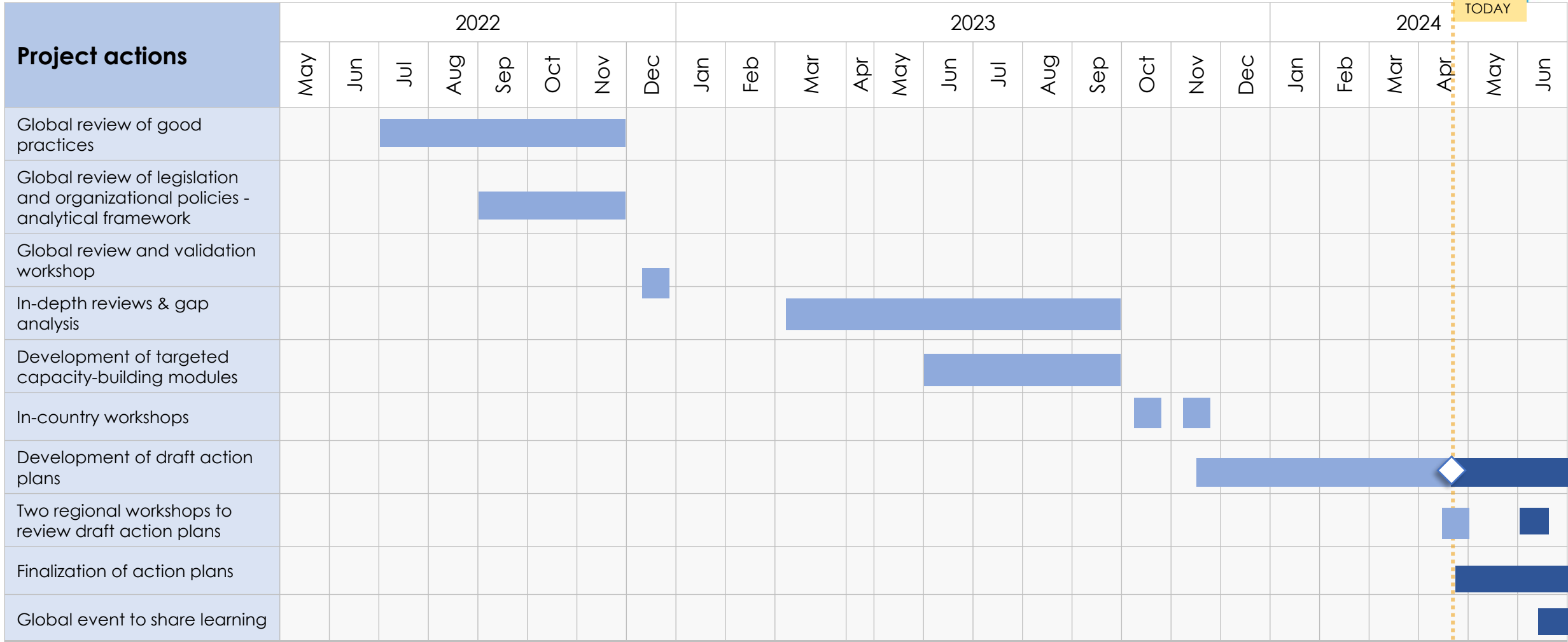
Second Training of National Consultants on the Analytical Framework

23 January 2023



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Next Steps



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Thank you!

Visit the website:

<https://publicadministration.un.org/en/Capacity-Building/Projects/Building-capacities-for-promoting-the-presence-and-leadership-of-women>