



United Nations

Department of
Economic and
Social Affairs

5 GENDER
EQUALITY



16 PEACE, JUSTICE
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INSTITUTIONS



Institutional and Policy Framework for Women's Participation and Leadership in Public Administration: Priorities, Action Lines, Measurable Indicators and Accountability Mechanisms

Promoting the Presence and Leadership of Women in Public Institutions at the National and Local Levels in Asia and the Pacific
Regional Workshop, 22-25 April 2024, Bangkok, Thailand

INSTITUTIONAL AND POLICY FRAMEWORK

Successful Gender Equality Action Plans for Public Administration

- **integrate** gender equality principles into public administration policies and regulations, and **focus** on a strategy to enhance women's representation in decision-making positions
- **develop** institutional mechanisms for implementation, monitoring and long-term sustainability of gender equality initiatives at the national and subnational levels
- **mainstream** commitment to accountability and transparency

GOOD PRACTICE EXAMPLES

INSTITUTIONAL & POLICY FRAMEWORK EXAMPLES

AUSTRALIA Delivering for Tomorrow: Australian Public Service Gender Equality Strategy 2021-2026

The strategy builds on significant progress made under the previous Australian Public Service Gender Equality Strategy 2016-19. It provides a flexible framework to enable agency-level conversations and targeted actions on shared areas of focus, outlining how the Australian Public Service can remain a leader in gender equality, and integrate the principles of gender equality into all aspects of work.

Cambodia Gender Equality and Women's Empowerment in Public Administration

The government of Cambodia has taken steps to formulate policies on gender responsive budgeting and mainstreaming. A number of national mechanisms have been established to promote gender equality in Cambodia, including Gender Mainstreaming Action Groups (GMAGs) within line ministries. These are an evolution of the previous Gender Focal Point (GFP) system and have been key to developing the Gender Mainstreaming Action Plans (GMAPs) for line ministries.

INSTITUTIONAL & POLICY FRAMEWORK EXAMPLES WITH SPECIFIC ACTION LINES

Malaysia National Women's Policy and Women's Development Action Plan

This policy is equipped with the Women Development Action Plan (WDAP) which sets out the actions that need to be taken by the Government agencies, non-governmental organizations private sector and civil society to achieve the objective and the mission of the National Women Policy.

Cambodia Ministry of Civil Service (MCS) and National Programme for Public Administrative Reform (NPAR)

Cambodia is in the process of a 10-year plan for the National; Program for Public Administrative Reform (NPPAR). One of the components on the NPPAR is 'reform and strengthen capacity and capability of public institutions.' The Ministry of Civil Service (MCS) developed The Gender Mainstreaming Action Plan for Civil Service (GMAP) with three goals set out for greater gender equality in the civil service:

- Increase female representation for the whole of the civil service
- Increase the percentage of women with decision making power
- Build capability for women by providing training

INSTITUTIONAL & POLICY FRAMEWORK EXAMPLES WITH SPECIFIC TARGETS

Namibia Ministry of Gender Equality, Poverty Eradication and Social Welfare (MGEPESW) of Namibia Strategic Plan Matrix 2020/21-2024/25

The Namibian strategic plan has strategic objectives which are desired goals and outcomes that MGEPESW looks to achieve during the strategic period. For instance, Strategic Objective 1(SO1) is to ensure gender equality, equity and the empowerment of women, girls, boys, marginalized communities, and people with disabilities.

Colombia Quota Law of 2000

Colombia's Quota law of 2000 establishes that women must hold at least 30% of top decision-making positions in public administration.

INSTITUTIONAL & POLICY FRAMEWORK EXAMPLES WITH SPECIFIC ACCOUNTABILITY COMMITMENTS

Indonesia National Civil Service Recruitment System

In Indonesia, the civil service reform bill is a top national priority and aims to improve the capacity and accountability of the civil service through numerous initiatives, including the introduction of clear job performance requirements, greater capacity development and training of civil servants, an updated institutional framework covering new regulations, working procedures and management, and various anti-corruption measures.

Canada Secretariat Treasury Board

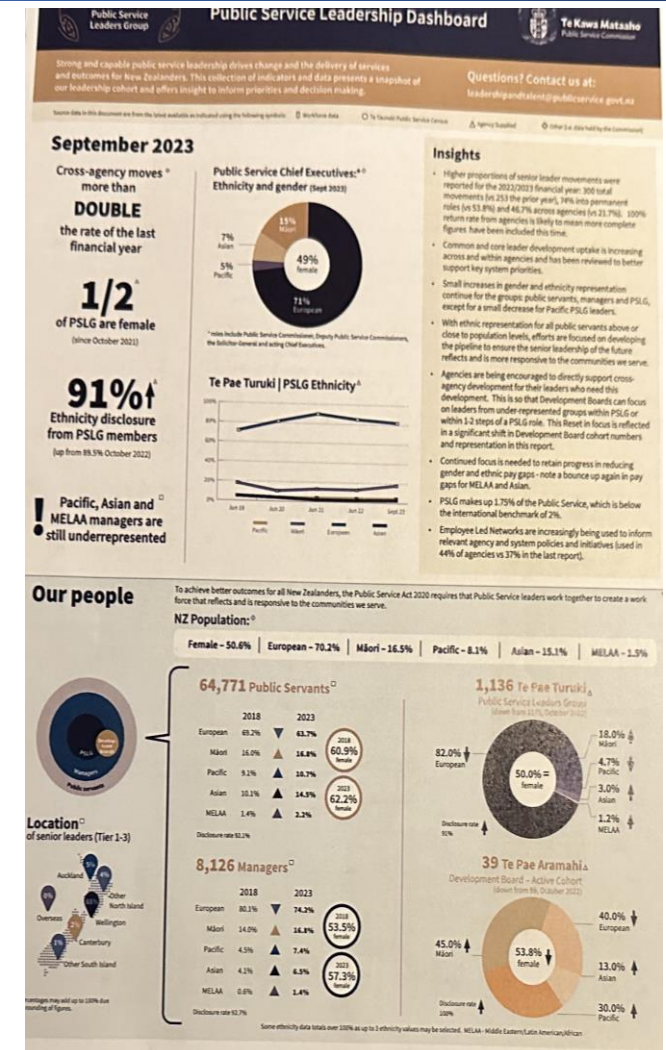
The Canada Secretariat Treasury Board provides the Static and interactive statistics on employment equity populations in Canada's public service (core public administration) and information related to diversity as part of the Public Service Employee Survey. For instance, representation data is provided for the four main employment equity designated groups (women, Indigenous peoples, members of visible minorities and persons with disabilities), as well as the overall workforce availability estimates as a benchmark for each of the corresponding groups.

INSTITUTIONAL & POLICY FRAMEWORK EXAMPLES WITH SPECIFIC LINKAGES TO E-GOVERNMENT

New Zealand's Public Service Leadership Dashboard (Data in the service of accountability)

Canada's School of Public Service Digital Academy

This is a platform which provides opportunities for learning and professional development in the public service in Canada. The Digital Academy provides learning in support of modernization of Government of Canada services, policies, workplace, and workforce to enable the transition to digital government. The Digital Academy supports public servants at all stages of their learning and at all levels of their careers through instructor-led and self-paced learning.



INSTITUTIONAL & POLICY FRAMEWORK EXAMPLES AT THE SUBNATIONAL LEVEL

The City of Graz, **Austria**

At the subnational level, the city of Graz in Austria promotes Gender Equality through the implementation of the city's Gender Equality Action Plan. The Action Plan emphasizes leadership commitment as vital to promoting gender equality in the municipal government.

The Seoul Metropolitan Government, **Republic of Korea**

At the Subnational level the Seoul Metropolitan Government offers an example of good practice targeting gender pay gap. The Seoul Metropolitan Government Introduced strategies to reduce gender-based pay inequality.



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