  

**Promoting the presence and leadership of women within public institutions**

**at the national and local levels in Africa**

**Regional Workshop**

**Holiday Inn Mauritius Mon Tresor**

**4-7 June 2024**

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| **Programme Day One, 4 June 2024** |
| 09:30-10:00  | **Registration and Security Briefing*** Mr. Hansraj Khirodhur, UNDSS Field Security Associate, UNRCO, Mauritius and Seychelles
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| 10:00-10:30 | **Opening Remarks** * Ms. Lisa Simrique Singh, United Nations Resident Coordinator Mauritius & Seychelles
* Ms. Fatuma Hassan Musa, OIC, UNDP Mauritius and Seychelles
* Mr. Dr Anjiv Ramdhany, Senior Government Official, Administrative and Institutional Reforms, Ministry of Public Service
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| 10:30-10:4510:45-10:55 | **Project and workshop introduction*** Ms. Valentina Resta, Senior Governance and Public Administration Officer, UN DESA

**Participants’ Introduction and Group Photograph** |
| 10:55-11:10 **Coffee Break**  |
| 11:10-11:30  | **Gender Equality in Public Institutions** – presentation by Ms. Aimee Muziranenge, Programme Specialist and Head of Transformational Governance Unit, UNDP Rwanda* Review of the rationale and purpose of gender mainstreaming in civil service: Why are gender equality and parity important for public institutions?
* Review of concepts and terminology on gender equality in public institutions
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| 11:30-13:00 | **Gender Equality in Public Institutions: Country Experiences** * Country presentations followed by Q&A
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| 13:00-14:00  | **Lunch Break**  |
| 14:00-15:55  | **Gender Equality in Public Institutions: Country Experiences** (continued) * Country presentations followed by Q&A
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| 15:55-16:10  | **Coffee Break**  |
| 16:10-17:00  | Group Work: Promoting Gender Equality in Public Institution Leadership * Group discussion facilitated by national consultants: policy change for achieving gender equality in decision-making at the national and subnational levels of public administration (two groups: Group A led by Mauritius and Group B led by Senegal, 30 min.)
* Reporting back in plenary on key requirements for successful implementation (20 min.)
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| **Programme Day Two, 5 June 2024** |
| 09:00-10:00  | **Gender Action Plans for Public Administration** – Ms. Aimee Muziranenge’s presentation* Review of checklist from [Moodle Platform](https://unsec.unssc.org/login/index.php) Capacity Building Module 3 “Developing and Implementing an Action Plan in Public Administration”
* Discuss the reasons why we need an action plan
* Review necessary steps and possible red flags to design and implement effective gender action plans for public institutions
* Q&A and discussion
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| 10:00-11:00  | **Gender Action Plans in Mauritius and Senegal: Country Presentations** (overall goal, key actions and commitments by government agencies) * Gvt of Mauritius (speaker/s tbc)
* Mr. Aboune Diatta, Director of Workforce Management, Employment and Skills Planning, Senegal
* Q&A and discussion
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| 11:00-11:15  | **Coffee Break**  |
| 11:15-12:30 | **GEPA Action Plans - Institutional and Policy Framework for Women's Participation and Leadership in Public Administration** **•** Ms. Aimee Muziranenge’s presentation • Q&A and discussion |
| 12:30-13:30 | **Lunch Break**  |
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| 13:30-15:30  | **GEPA Action Plans in Mauritius and Senegal - Institutional and Policy Framework for Women's Participation and Leadership in Public Administration** * National consultants’ in-depth presentation of actions, measurable indicators, means of verification, timeframe, resource requirements, agency responsibilities, capacity requirements and pitfalls noted (45- min. presentation for each country followed by 15-min. Q&A)
* Q&A and discussion
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| 15:30-15:45 | **Coffee Break**  |
| 15:45-17:10  | **Recommendations on Institutional and Policy Framework for Women's Participation and Leadership in Public Administration – Group work** * Group discussion facilitated by national consultants: two groups: Group A led by Mauritius and Group B led by Senegal (30 min.)
* Reporting back in plenary (45 min.)
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| **Programme Day Three, 6 June 2024** |
| 09:00-09:40  | **GEPA Action Plans - Human Resource Policies and Practices** * Ms. Aimee Muziranenge’s presentation
* Q&A and discussion
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| 09:40-10:40  | **GEPA Action Plans in Mauritius and Senegal - Human Resource Policies and Practices** * National consultants’ in-depth presentation of actions, measurable indicators, means of verification, timeframe, resource requirements, agency responsibilities and pitfalls noted
* Q&A and discussion
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| 10:40-11:10  | **Recommendations on Human Resource Policies and Practices – Group Work** * Group discussion facilitated by national consultants: two groups: Group A led by Mauritius and Group B led by Senegal (30 min.)
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| 11:10-11:25 | **Coffee Break**  |
| 11:25-12:10  | **Recommendations on Human Resource Policies and Practices** (continued) * Reporting back in plenary (45 min.)
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| 12:10-12:50  | **GEPA Action Plans - Evidence and Data-Based Analysis** * Ms. Aimee Muziranenge’s presentation
* Q&A and discussion
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| 12:50-13:50 | **Lunch Break**  |
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| 13:50-15:20  | **GEPA Action Plans in Mauritius and Senegal - Evidence and Data-Based Analysis** * National consultants’ in-depth presentation of actions, measurable indicators, means of verification, timeframe, resource requirements, agency responsibilities and pitfalls noted
* Q&A and discussion
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| 15:20-15:50  | **Recommendations on Evidence and Data-Based Analysis – Group Work** * Group discussion facilitated by national consultants: two groups: Group A led by Mauritius and Group B led by Senegal (30 min.)
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| 15:50-16:05 | **Coffee Break**  |
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16:05-17:00 **Recommendations on Evidence and Data-Based Analysis** (continued)

* Reporting back in plenary (45 min.)

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| **Programme Day Four, 7 June 2024** |

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| 09:00-10:30 | **Refinement of the Action Plans of Mauritius and Senegal –** **Group Work*** Group discussion facilitated by national consultants: two groups, Group A led by Mauritius and Group B led by

Senegal |
| 10:30-10:45 |  **Coffee Break**  |
| 10:45-12:30 | **Refinement of the Action Plans of Mauritius and Senegal – Group Work** (continued)* Group discussion facilitated by national consultants: two groups, Group A led by Mauritius and Group B led by Senegal
* Reporting back in plenary
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| 12:30-13:30 |  **Lunch Break** |
| 13:30-14:15 14:15-15:15 | **Development approach for promoting gender equality in Africa** * Ms. Amanda Serumaga- UNDP Resident Representative, Mauritius & Seychelles
* Ms. Charlotte Pierre, British High Commissioner, Mauritius
* Ms Kate Chamley, Australian High Commissioner

**Discussion on Gender Action Plan in Public Administration** **and Next Steps*** Plenary discussion on the implementation of gender action

plan in public administration in Mauritius and Senegal* Conclusions and key messages
* Discussion of next steps and remaining project milestones
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| 15:15-15:4515:45-16:30 | **Closing Session** Closing Remarks:* UNDP Mauritius
* Ms. Valentina Resta, Senior Governance and Public Administration Officer, UN DESA
* Ms. Fanta Sow, Program Officer, Women Political Participation, Un Women Senegal
* Participants’ evaluation of the workshop

**Refreshment** |