GENDER EQUALITY IN PUBLIC ADMINISTRATION:
A GLOBAL ASSESSMENT OF PUBLICALLY AVAILABLE DATA

UNIVERSITY OF PITTSBURGH
Multi-disciplinary Graduate Student Working Group
Ford Institute for Human Security, GSPIA
Fall 2015 & Spring 2016
OVERVIEW

- INTRODUCTION
- WHAT IS “GOOD DATA?”
- GOLDILOCKS AND THE SEARCH FOR “JUST ENOUGH” DATA
- GLOBAL SUMMARY
- GOING FORWARD
INTRODUCTION

PUBLIC ADMINISTRATION MATTERS
• Central tool of policy implementation
• In many countries, the biggest employer

GENDER-EQUALITY IN INSTITUTIONS MATTERS

ARE WOMEN PARTICIPATING, AND IF SO, WHERE?
• “Glass ceilings” and “Glass walls”
INTRODUCTION

UNDP’S GEPA INITIATIVE
• In part, working towards a global tracking mechanism

WHAT DO WE NEED TO KNOW?
• What are countries doing already?
• What would an ideal tracking system look like?
INTRODUCTION

OUR MULTI-DISCIPLINARY RESEARCH GROUP

• Co-led by Professors Müge Finkel & Melanie Hughes
• 20 graduate students in Public Policy, Sociology, Political Science, Public Health
INTRODUCTION

TWO PHASES OF WORK

• Fall 2015: Focus on Non-OECD countries, clustered by geographic region
• Spring 2016: Focus on OECD countries
• Approximately 1400 total research hours

DATA SOURCES

• E-queries to UNDP country offices
• Online and desk research
WHAT IS “GOOD DATA?”
AVAILABLE, EASY TO USE, DISAGGREGATED
AVAILABILITY

Is there a tracking system?

Are the data publically available and/or accessible?

If accessible:

• Raw, processed, or both?
• How often updated?
EASE OF USE

Are the data downloadable?

• If so, are the files in common formats?

Are the data customizable?

• Is it possible to generate tables through the data interface?

Is accessing the data intuitive?

Were there any other problems with data use?
“Glass ceilings”:

• Are data broken down by decision-making positions and/or pay grades?

“Glass walls”:

• Are data broken down by sector?

Are data broken down by full time vs. temporary/part time status?
GOLDILOCKS AND THE SEARCH FOR “JUST ENOUGH” DATA
GOLDILOCKS AND THE SEARCH FOR “JUST ENOUGH” DATA

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<th>TOO MUCH</th>
<th>JUST ENOUGH</th>
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<td>• Lots of raw, unprocessed data</td>
<td>• Combination of raw and summarized data</td>
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<td>• Outdated or Irregularly updated</td>
<td>• Difficult to navigate</td>
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<td>• Technical problems with the website</td>
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<td>• Unclear or overlapping categories</td>
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<td>• Allows comparisons across sectors and levels</td>
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@UNDP @undpGEPA #undpGEPA WWW.UNDP.ORG/GEPA  University of Pittsburgh
OVERVIEW
“TOO LITTLE” DATA
NETHERLANDS AND JORDAN

AVAILABILITY

• No data available or only available on request
• Infrequently updated or outdated

EASE OF USE

• Often only in summary reports, with no downloadable data
• Not customizable
• Technical problems with websites

DISAGGREGATION

• Lack of disaggregation by sector and/or levels
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© Statistics Netherlands, Den Haag/Heerlen 28-3-2016
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“TOO MUCH” DATA
UNITED STATES, PORTUGAL & SRI LANKA

AVAILABILITY
• Frequent updates (sometimes too frequent)
• Often have a history of data across years

EASE OF USE
• Some customizable
• Some less common file formats

DISAGGREGATION
• Highly-detailed but not intuitively organized
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<td>0,000,000,000,000,000,000</td>
<td>10,000,000,000,000,000,000</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sul</td>
<td>3,000,000,000,000,000,000</td>
<td>2,000,000,000,000,000,000</td>
<td>1,000,000,000,000,000,000</td>
<td>0,000,000,000,000,000,000</td>
<td>0,000,000,000,000,000,000</td>
<td>0,000,000,000,000,000,000</td>
<td>6,000,000,000,000,000,000</td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
“JUST ENOUGH” DATA
CANADA, SOUTH KOREA, DOMINICAN REPUBLIC

AVAILABILITY

• Frequently updated data
• History of data across years

EASE OF USE

• Typically downloadable, and often customizable
• Clearly labeled, searchable and well-organized

DISAGGREGATION

• Meaningfully disaggregated
### Distribution of Designated Groups in the Public Service of Canada by Type of Employment and Gender

**FAA, Schedules I and IV Indeterminates, Terms of Three Months or More and Seasonal Employees - as at March 31, 2014**

<table>
<thead>
<tr>
<th>Type of Employment</th>
<th>All employees</th>
<th>Gender</th>
<th>Indeterminate</th>
<th>Gender</th>
<th>Term &gt;= 3 Months</th>
<th>Gender</th>
<th>Seasonal</th>
<th>Gender</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>#</td>
<td>%</td>
<td>#</td>
<td>%</td>
<td>#</td>
<td>%</td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td><strong>Public Service of Canada</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>181,356</td>
<td>100.0</td>
<td>171,260</td>
<td>100.0</td>
<td>9,548</td>
<td>100.0</td>
<td>548</td>
<td>100.0</td>
</tr>
<tr>
<td>Women</td>
<td>98,078</td>
<td>54.1</td>
<td>92,287</td>
<td>53.9</td>
<td>5,649</td>
<td>59.2</td>
<td>142</td>
<td>25.9</td>
</tr>
<tr>
<td>Men</td>
<td>83,278</td>
<td>45.9</td>
<td>78,973</td>
<td>46.1</td>
<td>3,899</td>
<td>40.8</td>
<td>406</td>
<td>74.1</td>
</tr>
</tbody>
</table>

### Promotions Within the Public Service of Canada by Designated Group and Occupational Category

**FAA, Schedules I and IV Indeterminates, Terms of Three Months or More and Seasonal Employees - as at March 31, 2014**

<table>
<thead>
<tr>
<th>Occupational Category</th>
<th>All Employees</th>
<th>Women</th>
<th>Aboriginal Peoples</th>
<th>Persons with Disabilities</th>
<th>Persons in a Minority Group</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>#</td>
<td>%</td>
<td>#</td>
<td>%</td>
<td>#</td>
</tr>
<tr>
<td>Executive†</td>
<td>441</td>
<td>51.5</td>
<td>14</td>
<td>3.2</td>
<td>22</td>
</tr>
<tr>
<td>Scientific and Professional</td>
<td>2,042</td>
<td>53.9</td>
<td>65</td>
<td>3.2</td>
<td>66</td>
</tr>
<tr>
<td>Administrative and Foreign Service</td>
<td>4,589</td>
<td>63.5</td>
<td>209</td>
<td>4.6</td>
<td>209</td>
</tr>
<tr>
<td>Technical</td>
<td>707</td>
<td>25.7</td>
<td>28</td>
<td>4.0</td>
<td>34</td>
</tr>
<tr>
<td>Administrative Support</td>
<td>453</td>
<td>78.4</td>
<td>24</td>
<td>5.3</td>
<td>29</td>
</tr>
<tr>
<td>Operational</td>
<td>874</td>
<td>19.2</td>
<td>50</td>
<td>5.7</td>
<td>29</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>9,106</td>
<td>54.3</td>
<td>390</td>
<td>4.3</td>
<td>389</td>
</tr>
</tbody>
</table>

† LCs have been included in the Executive Group since 2011–12.
SOUTH KOREA

KOSIS

Domestic statistics  Area Statistics  North Korea and International statistics  Custom Statistics

Statistics by topic
- Health
- Social security
- Education
- Environment
- Agriculture, forestry and fisheries
- Mining and Energy
- Construction, housing and land
- Transportation, information and communication
- Wholesale and retail services
- Economic, business management and finance
- National and regional accounts, national accounts (social)
- Finance, banking, insurance
- Trade and balance of payments
- Education, culture and science
- Administration

Statistics Content + View more

Visualization:
- KOSIS Composite Chart - improved guide service
- International organizations and statistical information related changes
- 2010 special aggregation and content services start guide

Notice  Press release  The latest data

WWW.UNDP.ORG/GEPA
DOMINICAN REPUBLIC


<table>
<thead>
<tr>
<th>Rango Salarial</th>
<th>Femenino</th>
<th>Masculino</th>
</tr>
</thead>
<tbody>
<tr>
<td>Menos de 10</td>
<td>17,43</td>
<td>12,49</td>
</tr>
<tr>
<td>10 - 19</td>
<td>32,91</td>
<td>12,56</td>
</tr>
<tr>
<td>20 - 29</td>
<td>4,19</td>
<td>2,72</td>
</tr>
<tr>
<td>30 - 39</td>
<td>8,36</td>
<td>3,88</td>
</tr>
<tr>
<td>40 - 49</td>
<td>0,96</td>
<td>0,73</td>
</tr>
<tr>
<td>50 - 99</td>
<td>1,69</td>
<td>1,63</td>
</tr>
<tr>
<td>100 o más</td>
<td>0,19</td>
<td>0,28</td>
</tr>
<tr>
<td><strong>Total:</strong></td>
<td><strong>65,72</strong></td>
<td><strong>34,28</strong></td>
</tr>
</tbody>
</table>

Fuente: Sistema de Administración de Servidores Públicos (SASP)  Escala: Miles R$S
Los datos salariales mostrados en el gráfico no incluyen incentivos.
OECD COUNTRIES (N=34)

- Too much: 9%
- Just enough data: 21%
- Too little: 71%

**Too Much**
- Austria
- Belgium
- Canada
- Chile
- Czech Republic
- Denmark
- Estonia
- Finland
- France
- Germany
- Greece
- Hungary

**Too Little**
- Iceland
- Ireland
- Israel
- Luxembourg
- Mexico
- Netherlands
- Poland
- Slovakia
- Slovenia
- Spain
- Switzerland
- Turkey

**Just Enough**
- Australia
- Japan
- Korea
- New Zealand
- Norway
- Sweden
- UK

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## Non-OECD Countries (N=70)

### Too Much
- Albania
- Algeria
- Angola
- Belarus
- Benin
- Bhutan
- Botswana
- Burk. Faso
- Burundi
- Cabo Verde
- Cameroon
- CAR
- Chad
- China
- Comoros
- Costa Rica
- Cote d’Iv.

### Too Little
- DRC
- El Salvador
- Eq. Guinea
- Ethiopia
- Gabon
- Gambia
- Georgia
- Ghana
- Guatemala
- Guinea
- Haiti
- India
- Iraq
- Jamaica
- Jordan
- Kosovo
- Laos
- Lebanon
- Lesotho
- Liberia
- Madagascar
- Malaysia
- Mauritania
- Mauritius
- Moldova
- Mongolia
- Mozambique
- Myanmar
- Nepal
- Niger
- Nigeria
- Papua New
- Guinea
- Philippines

### Just Enough
- Rwanda
- Sao Tome
- Senegal
- Seychelles
- Sierra Leone
- South Africa
- South Sudan
- Sudan
- Thailand
- Togo
- Tunisia
- UAE
- Uganda
- Uzbekistan
- Vietnam
- Zambia
- Zimbabwe

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Sri Lanka
Albania
Algeria
Angola
Belarus
Benin
Bhutan
Botswana
Burk. Faso
Burundi
Cabo Verde
Cameroon
CAR
Chad
China
Comoros
Costa Rica
Cote d’Iv.

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Dominican Republic
Kenya

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GLOBAL OVERVIEW
GENDER, SECTOR & PAY GRADE

BY PAY GRADE/LEVEL

Disaggregated

- 18% NON-OECD
- 29% OECD

Not Disaggregated

- 12% NON-OECD
- 44% OECD

BY SECTOR

Disaggregated

- 6% NON-OECD

Not Disaggregated

- 64% NON-OECD
- 26% OECD

NON-OECD

OECD

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University of Pittsburgh
GENDER MANDATES & DATA QUALITY

AVAILABILITY
- BOTH DATA TYPES
  - OECD: 21% Gender mandate, 27% No mandate
  - NON-OECD: 18% Gender mandate, 41% No mandate

ANNUAL OR MORE
- OECD: 41% Gender mandate, 41% No mandate
  - NON-OECD: 18% Gender mandate, 41% No mandate

EASE OF USE
- DOWNLOADABLE
  - OECD: 32% Intuitive, 38% Customizable
  - NON-OECD: 18% Intuitive, 18% Customizable

- CUSTOMIZABLE
  - OECD: 24% Intuitive, 15% Customizable
  - NON-OECD: 12% Intuitive, 15% Customizable

- INTUITIVE
  - OECD: 20% Intuitive, 18% Customizable
  - NON-OECD: 6% Intuitive, 24% Customizable

DECISION-MAKING
- OECD: 35% Intuitive, 21% Customizable
  - NON-OECD: 24% Intuitive, 18% Customizable

PAY GRADE
- OECD: 14% Intuitive, 15% Customizable
  - NON-OECD: 6% Intuitive, 18% Customizable

SECTOR
- OECD: 38% Intuitive, 32% Customizable
  - NON-OECD: 29% Intuitive, 15% Customizable

EMPLOYMENT TYPE
- OECD: 29% Intuitive, 15% Customizable
  - NON-OECD: 6% Intuitive, 15% Customizable

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University of Pittsburgh
MOVING FORWARD
How do we expand and develop tracking systems, nationally and globally?

What is the responsibility of governments to collect and analyze data on women’s leadership in public administration?

What constitutes good quality data on equal representation, and what open data principles are of key importance? How does this fit into the ‘gender data revolution’?

How can the UN system and its partners support the collection and reporting of data needed by government decision-makers and communities alike?