GENDER EQUALITY IN PUBLIC ADMINISTRATION:
Tracking Inclusion Towards SDG 16

UNIVERSITY OF PITTSBURGH
Graduate School of Public and International Affairs
Ford Institute for Human Security
Multi-disciplinary Graduate Student Working Group
Fall 2016 & Spring 2017
Gender equality in public administration matters

**SDG 16.7.** Ensure responsive, inclusive, participatory and representative decision-making at all levels

**SDG 16.7.1:** Proportions of positions (by sex, age, persons with disabilities and population groups) in public institutions (national and local legislatures, public service, and judiciary) compared to national distributions
DATA EFFORTS

- SDG monitoring on representation in public institutions
- Civil service monitoring system prototypes
- Mainstreaming GEPA data

WHAT DO WE NEED TO KNOW?

- What does data on age tell us?
- What does “glass wall” data tell us?
- Can civil service data tell us more about *inclusion* beyond sex?
A MULTI-DISCIPLINARY RESEARCH GROUP

- Co-led by Professors Müge Finkel & Melanie Hughes
- Supported by Ford Institute for Human Security
- 20 graduate students in Public Policy, Sociology, Political Science, Public Health and Social Work
- 1,500 research hours per academic year over the past 2 years
YEAR 1

- Where does publicly available sex-disaggregated data exist?
- What are the elements of a good tracking system?

YEAR 2

- Gendered data also disaggregated by age and level of government
- Looking beyond sex to gender identity and sexual orientation

134 countries researched
OVERVIEW

DEFINING PUBLIC ADMINISTRATION

GENDERED DATA
- BY AGE
- BY LEVELS OF GOVERNMENT
- BY GENDER IDENTITY AND SEXUAL ORIENTATION

MOVING FORWARD

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WHAT COUNTS AS ‘PUBLIC ADMINISTRATION’?

Presented by: Meg Harris and Tiffany Tse
WHAT COUNTS AS ‘PUBLIC ADMINISTRATION’?

UNDP’S DEFINITION:

The aggregate state funded machinery that manages the executive government and certain government activities and interactions.
DEFINITIONS: A GLOBAL PERSPECTIVE

Yellow: PA Definitions
Blue: PA Definition not available
WHAT COUNTS AS PUBLIC ADMINISTRATION?

- state-run health care
- public education
- employees working below ministers in the executive branch of the central, state
- judges
- work in government owned or operated businesses
- parliamentary administration
- immigration and prison services

Cabo Verde
Malawi
### Inclusion by Sector

#### Australia

<table>
<thead>
<tr>
<th></th>
<th>Males</th>
<th>Females</th>
<th>Total</th>
<th>% Male</th>
<th>% Female</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>All Sectors</strong></td>
<td>63824</td>
<td>91947</td>
<td>155771</td>
<td>41</td>
<td>59</td>
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<tr>
<td><strong>Defence Agency</strong></td>
<td>10929</td>
<td>7638</td>
<td>18567</td>
<td>59</td>
<td>41</td>
</tr>
<tr>
<td><strong>Without Defence</strong></td>
<td>52895</td>
<td>84309</td>
<td>137204</td>
<td>39</td>
<td>61</td>
</tr>
</tbody>
</table>

#### Oman

<table>
<thead>
<tr>
<th></th>
<th>Males</th>
<th>Females</th>
<th>Total</th>
<th>% Male</th>
<th>% Female</th>
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</thead>
<tbody>
<tr>
<td><strong>All Sectors</strong></td>
<td>94773</td>
<td>85613</td>
<td>180386</td>
<td>53</td>
<td>47</td>
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<tr>
<td><strong>Education</strong></td>
<td>35205</td>
<td>48467</td>
<td>83672</td>
<td>42</td>
<td>58</td>
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<tr>
<td><strong>Without Education</strong></td>
<td>59568</td>
<td>37146</td>
<td>96714</td>
<td>62</td>
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</tbody>
</table>
DATA DISAGGREGATED BY SEX AND AGE

Presented by:
Carmelena Moffa, Jia Yang, Mallory Womble and Mac Cunningham
WHY DISAGGREGATE BY AGE AND SEX?

- Recruitment and Retention
- Youth Inclusion
- Glass Ceilings and Seniority
AGE AND SEX DATA
AVAILABILITY

Yellow: age & sex
Purple: sex only
Blue: neither
i. WOMEN’S RECRUITMENT AND RETENTION

Indonesia – Public Administration Employees in 2015

Number of Employees

Thousands

18-20 21-25 26-30 31-35 36-40 41-45 46-50 51-55 56-60 61-65 66-70

Male
Female

Percentage of Employees

100% 90% 80% 70% 60% 50% 40% 30% 20% 10% 0%

18-20 21-25 26-30 31-35 36-40 41-45 46-50 51-55 56-60 61-65 66-70

Female Male
ii. THE INCLUSION OF YOUNG WOMEN
iii. GLASS CEILINGS AND SENIORITY
DISAGGREGATION BY LEVELS OF GOVERNMENT

Presented by:
Sarah Sandrian,
Kayla Whitehouse and Elisabeth Benfield
WHY COLLECT SUBNATIONAL DATA?

- Differences between national and sub-national level inclusion
- Differences across localities
- 13 countries (out of 83 researched) had at least some subnational data
DENMARK AT THE SUBNATIONAL LEVEL

<table>
<thead>
<tr>
<th>MOST POPULOUS</th>
<th>Municipality</th>
<th>% of Women in PA</th>
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</thead>
<tbody>
<tr>
<td>1. Copenhagen</td>
<td>52%</td>
<td></td>
</tr>
<tr>
<td>2. Aarhus</td>
<td>50%</td>
<td></td>
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<tr>
<td>3. Odense</td>
<td>52%</td>
<td></td>
</tr>
<tr>
<td>4. Aalborg</td>
<td>45%</td>
<td></td>
</tr>
<tr>
<td>5. Esbjerg</td>
<td>49%</td>
<td></td>
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</table>

<table>
<thead>
<tr>
<th>LEAST POPULOUS</th>
<th>Municipality</th>
<th>% of Women in PA</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Laeso</td>
<td>39%</td>
<td></td>
</tr>
<tr>
<td>2. Fano</td>
<td>59%</td>
<td></td>
</tr>
<tr>
<td>3. Samso</td>
<td>48%</td>
<td></td>
</tr>
<tr>
<td>4. Aero</td>
<td>62%</td>
<td></td>
</tr>
<tr>
<td>5. Langeland</td>
<td>53%</td>
<td></td>
</tr>
</tbody>
</table>
ITALY AT THE SUBNATIONAL LEVEL
SPAIN ACROSS THE THREE LEVELS

State

Autonomous Community

Local

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TOWARDS GENDER INCLUSIVE PUBLIC INSTITUTIONS

Presented by Chelsea Pallatino
DIVERSITY AND INCLUSION

- Definitions of Public Administration
- Age Data in PA
- Subnational Data in PA

16.7.1. Proportions of positions (by sex, age, persons with disabilities and population groups) in public institutions (national and local legislatures, public service, and judiciary) compared to national distributions

16.7. Ensure responsive, inclusive, participatory and representative decision-making at all levels
LESBIAN, GAY, BISEXUAL, TRANS* & INTERSEX (LGBTI) INCLUSION IN PUBLIC ADMINISTRATION

Presented by:
Daniel Jacobson and Leslie Marshall
DEFINITIONS MATTER

- Grouping LGB and T and I
  - Different population groups
  - Fluid categories
  - Legal and cultural context

Green: Legal Recognition
Red: Criminalization
Yellow: No Specific Legislation
Grey: No Data
WHAT DOES INCLUSION MEAN?

- Meaning of Inclusion for LGBTI
  - Formal legal commitments
  - Other legal barriers
  - Public support

- Public administrators: employees and policy implementers
The politics of visibility

Subnational trends
- Insufficient allocation of resources
- Substantial variation within and across sectors
MEASURING LGBTI INCLUSION

• Subnational trends
  • Resource scarcity and measurement
  • Front-line service delivery

• SDG 16.7
  • Diverse measures of inclusion
MOVING FORWARD
LESSONS LEARNED

• Sex-disaggregated data are often spotty, underdeveloped and inaccessible to the public.

• Few countries report on women’s inclusion by age or in local government.

• Going beyond sex introduces new complexities to the study of inclusion in public administration.
THANK YOU!