



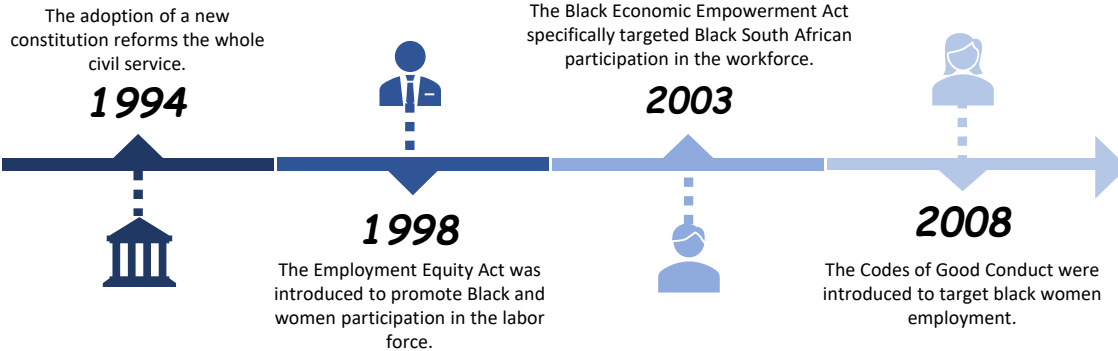
South Africa: Women in Public Administration

Significant Improvement, But Still Not Equal

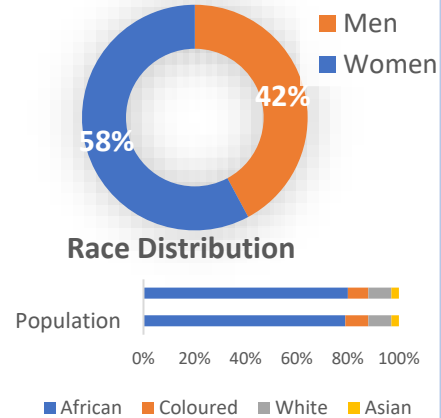
By: Sam Sinn, Xinyuan Zheng

Graduate School of Public and International Affairs, University of Pittsburgh

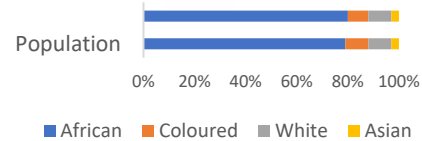
SOUTH AFRICA'S LONG HISTORY OF STRIVING FOR A REPRESENTATIVE PUBLIC ADMINISTRATION FOR WOMEN



GENDER REPRESENTATION IN PUBLIC ADMINISTRATION IN 2018



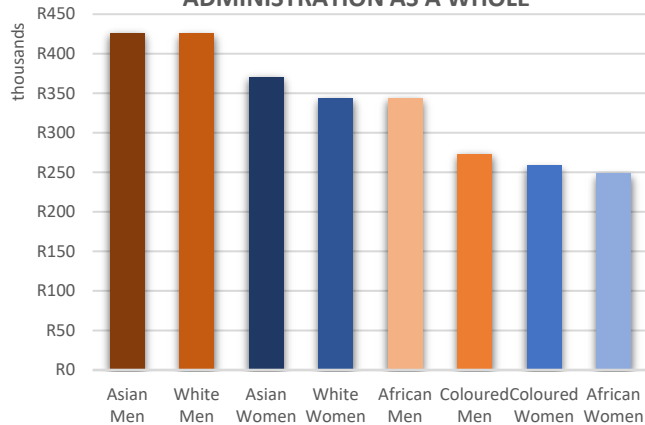
Race Distribution



Gender parity has been achieved in public administration positions, overall. In fact, the population of women is even larger than that of men.

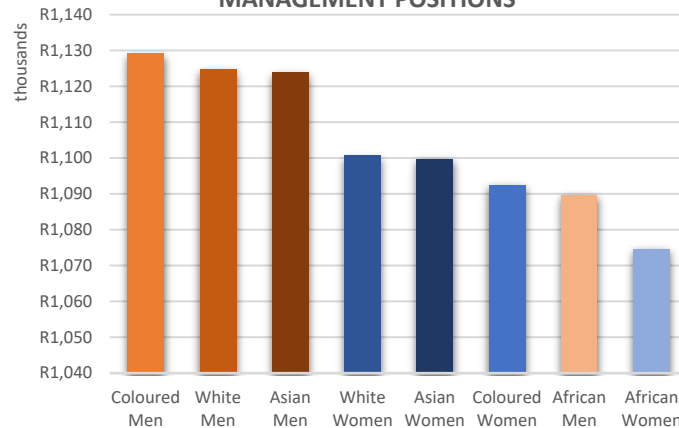
Black South Africans are the majority of the civil service, with Coloured (mixed-race) women and white women present at significantly lower levels, which are same with race distribution in the whole population.

MEAN SALARY BY RACE & GENDER IN PUBLIC ADMINISTRATION AS A WHOLE



Despite being the largest group in the civil service, African women earn the lowest salaries.

MEAN SALARY BY RACE & GENDER IN SENIOR MANAGEMENT POSITIONS



In senior management positions, African women on average earn significantly less and are concentrated in lower paying positions.

Overall Conclusion

Across public administration as a whole, gender and racial parity has been achieved.

However, white men, who represent a minority in the population, still dominate the highest paying positions. Black women, on the other hand, make less money and are more heavily concentrated in lower level positions than any other group, despite being the most highly represented in the civil service.