



**Multi-Disciplinary Graduate Student  
Working Group  
on  
Gender Equality in Public Administration**

**Research & Findings**



University of Pittsburgh



**GSPIA** University of Pittsburgh  
Graduate School of Public  
and International Affairs

Ford Institute for Human Security



# Introduction and Coding Summary



# Project Overview

- **113 countries**
  - Arab States
  - Asia and Pacific
  - Europe and Commonwealth of Independent States (ECIS)
  - Eastern and Middle Africa (E/M)
  - Western and Southern Africa (W/S)
  - Latin America and Caribbean (LAC)
- **20-25 graduate students**
- **More than 650 hours of work over 3 months**







# Data and Coding

- **Gender policy**
- **Public administration system**
- **Tracking system**
- **System contacts**
- **UNDP activities**





# Limitations

- **Translations**
- **Access to data**
- **Definitions**
- **Specificity**



# Availability and Quality

## Availability

- 0: Not available
- 1: Data are available on request
- 2: Available online

## Quality

- 0: No data
- 1: Data exist, but are not accessible
- 2: Data exist, but are outdated, incomplete, or have some other limitation
- 3: Good, clear, updated data



# Availability and Quality

**Availability**

**Quality**

	0	1	2	3
0	Data do not exist	Data exist, but are not publicly available		
1		Data must be requested	Data must be requested; quality can be inferred from reports	Data must be requested; quality can be inferred from reports
2		Online system exists, but cannot be accessed	Online system exists, but data are not best quality	Open online access to high quality data







# Global Results



# Global Findings

## Civil Service Tracking System

### Civil Service Gender Policy

	Yes	No	% of sample	N
Yes	34.5% (39 countries)	6.2% (7 countries)	40.7%	46
No	46.9% (53 countries)	12.4% (14 countries)	59.3%	67
% of sample	81.4%	18.6%		
N	92	21		



# Global Findings

Availability

Quality

	0	1	2	3
0	24 countries	21 countries	0 countries	1 country
1	0	19	1	1
2	0	7	14	25



# Global North and South

## OECD

- 50% have a public administration gender policy
- 100% have public administration tracking systems
- 88% have online access to data, and 71% have highest quality data (another 24% have second-tier quality)

\*34 countries

## Non-OECD

- 37% have a public administration gender policy
- 73% have public administration tracking systems
- 20% have online access to data, and 10% have second- or highest-tier quality data

\*79 countries



# Regional Research Groups

- Eastern / Middle (E/M) Africa
- Western / Southern (W/S) Africa
- Arab States (AS)
- Asia and the Pacific (A-P)
- Europe and the Commonwealth of Independent States (ECIS)
- Latin America and the Caribbean (LAC)





# **Eastern / Middle (E/M) Africa**

**Presenters:**

**Chelsea Pallatino & Shivani Rampersad**

**Additional Researchers:**

**Paige Alderson, Jaime Mikush,  
Shane Redman & Candence Wills**





# E/M Africa: Intersection of Civil Service Gender Policies and Tracking Systems

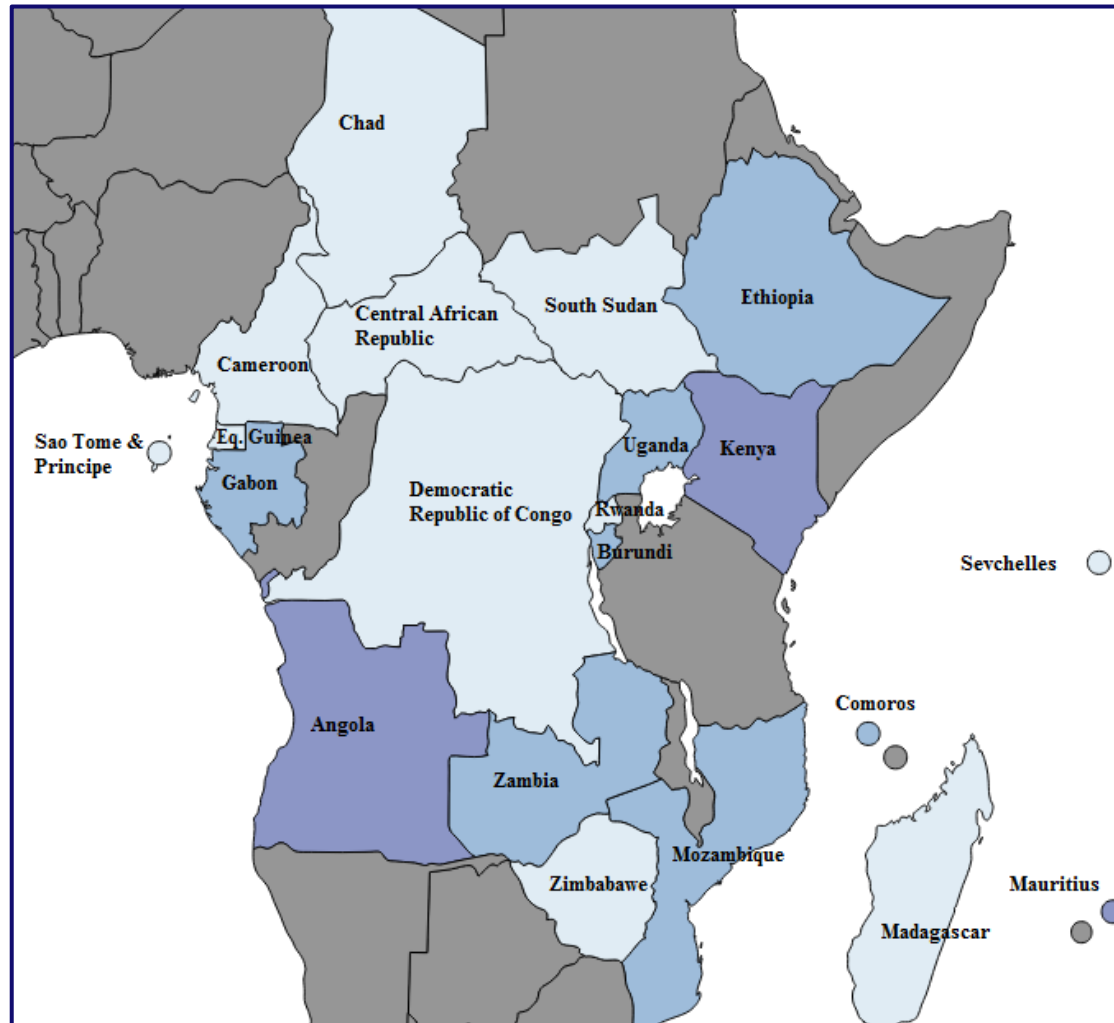
## Civil Service Tracking System

		Civil Service Tracking System	
		Yes	No / Unknown
Civil Service Gender Policy	Yes	Burundi Rwanda <u>Kenya</u>	South Sudan Zimbabwe
	No / Unknown	Angola Cameroon Comoros Ethiopia Gabon Mauritius	Mozambique Sao Tome & P Seychelles Uganda Zambia
			CAR Chad DR Congo Eq Guinea Madagascar





# E/M Africa: Map of Data Availability



- 0: Not available
- 1: Available on request
- 2: Open online access

## Not researched:

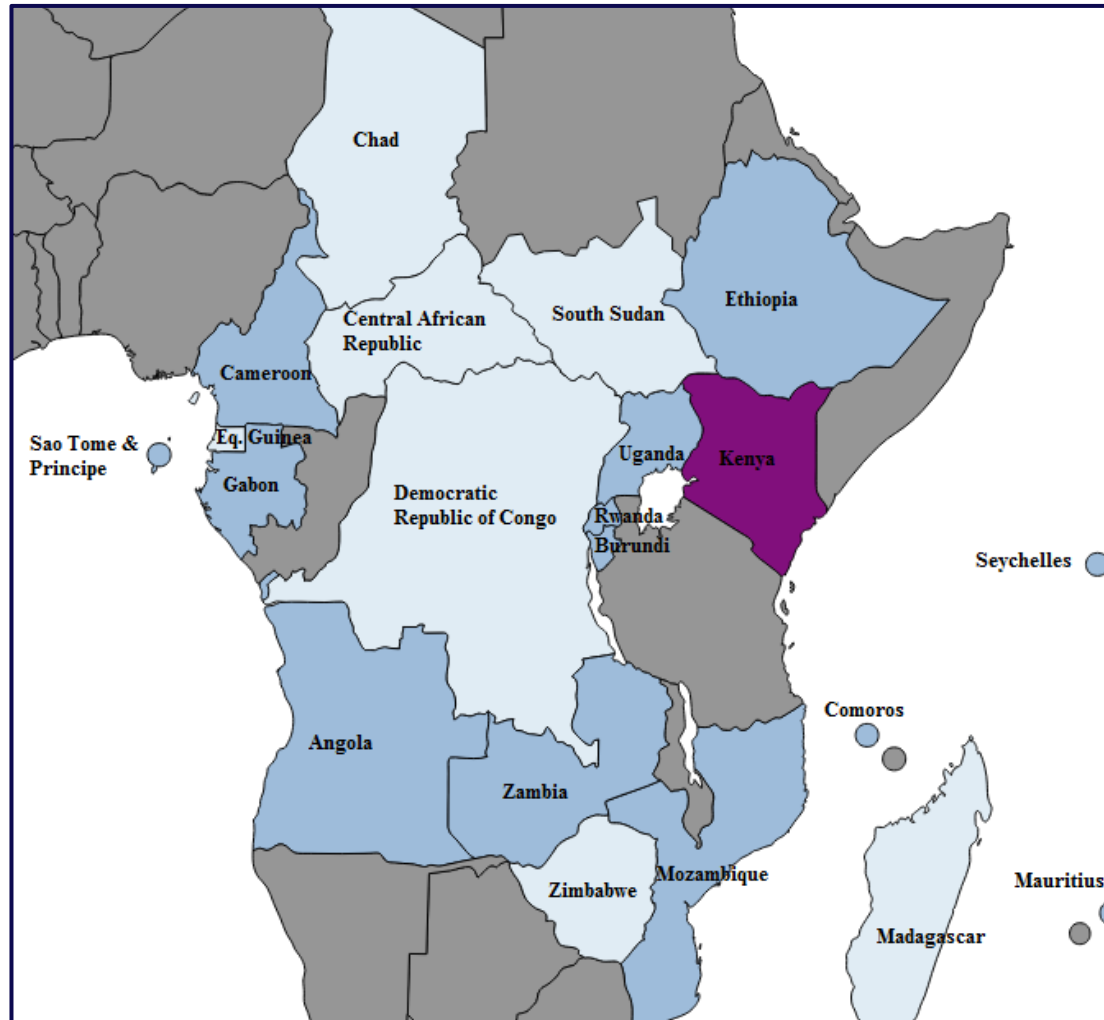
Congo  
Eritrea  
Malawi  
Tanzania











# E/M Africa: Map of Data Quality



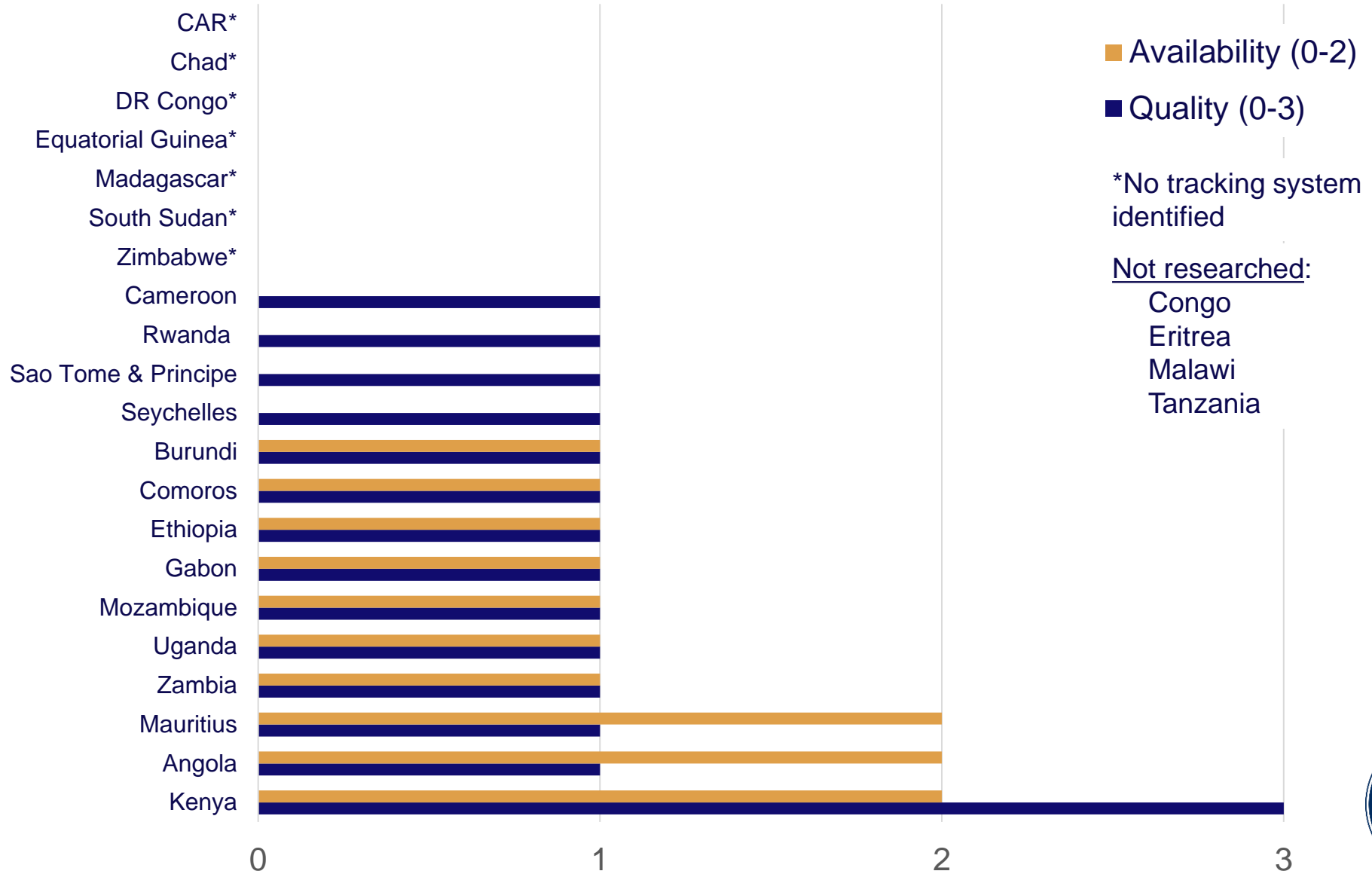
-  0: Data do not exist or were not found
-  1: Data exist, but are not accessible
-  2: Data exist, but limited
-  3: Good quality data

## Not researched:

Congo  
Eritrea  
Malawi  
Tanzania



# E/M Africa: Tracking System Availability and Quality





# E/M Africa Best Practice: Kenya

- **Source:**
  - Public Service Commission of Kenya (PSCK)
  - Housed by the PSCK and the Government Human Resources Information System (GHRIS)
- **Timeframe:**
  - Collection started in 2006; updated every 6 months
  - Data available for 2008-2012
- **Availability:**
  - Level 2: Openly available online (PSCK data accessible on website; GHRIS data not publically accessible)
- **Quality:**
  - Level 3: Good, clear, sex-disaggregated
- **Language:**
  - Available in English





# **Western / Southern (W/S) Africa**

**Presenters:**

**Mariah Fosnight & Emily Francis**

**Additional Researchers:**

**Brittany Duncan, Nick Langston &  
Clay Rogers**





# W/S Africa: Intersection of Civil Service Gender Policies and Tracking Systems

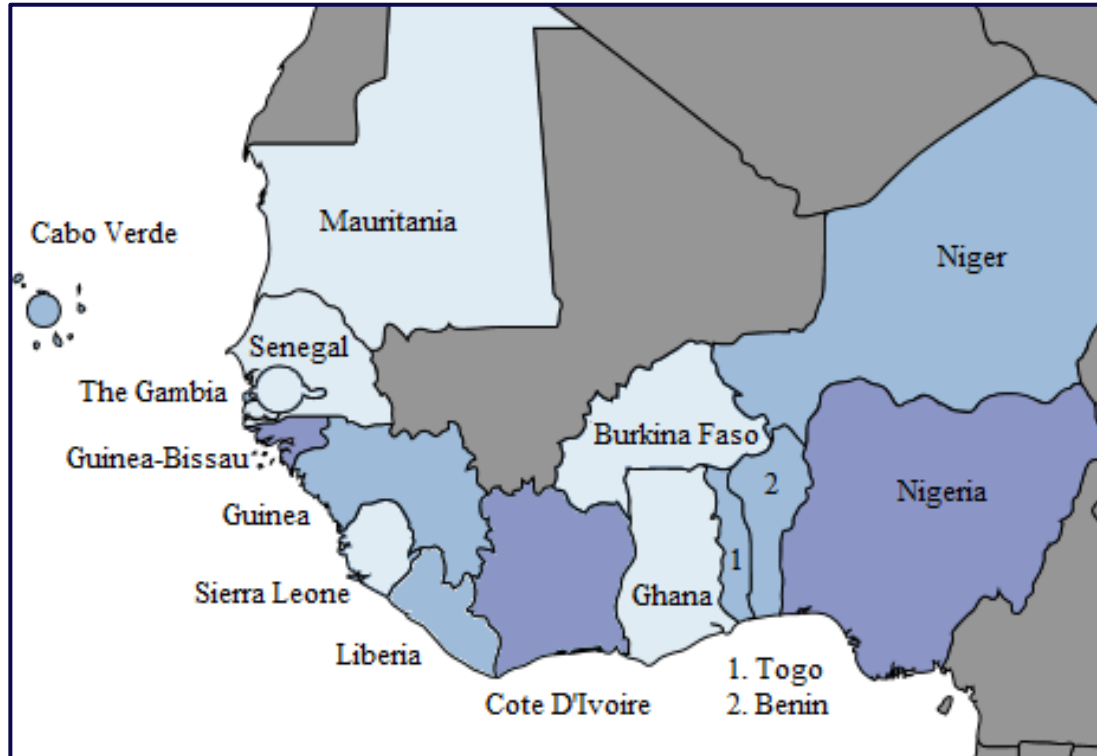
Civil Service Tracking System

		Civil Service Tracking System	
		Yes	No / Unknown
Civil Service Gender Policy	Yes	Cote d'Ivoire Gambia Ghana Liberia Niger	<u>Nigeria</u> Sierra Leone South Africa Swaziland
	No / Unknown	Benin Botswana Burkina Faso Cabo Verde Guinea	Guinea-Bissau Namibia Senegal Togo
			Lesotho Mauritania





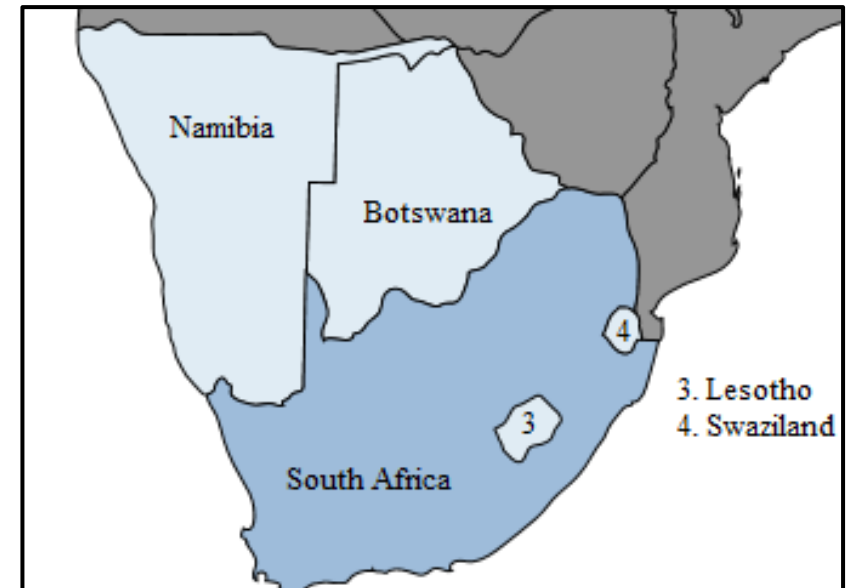
# W/S Africa: Map of Data Availability



- 0: Not available
- 1: Available on request
- 2: Open online access

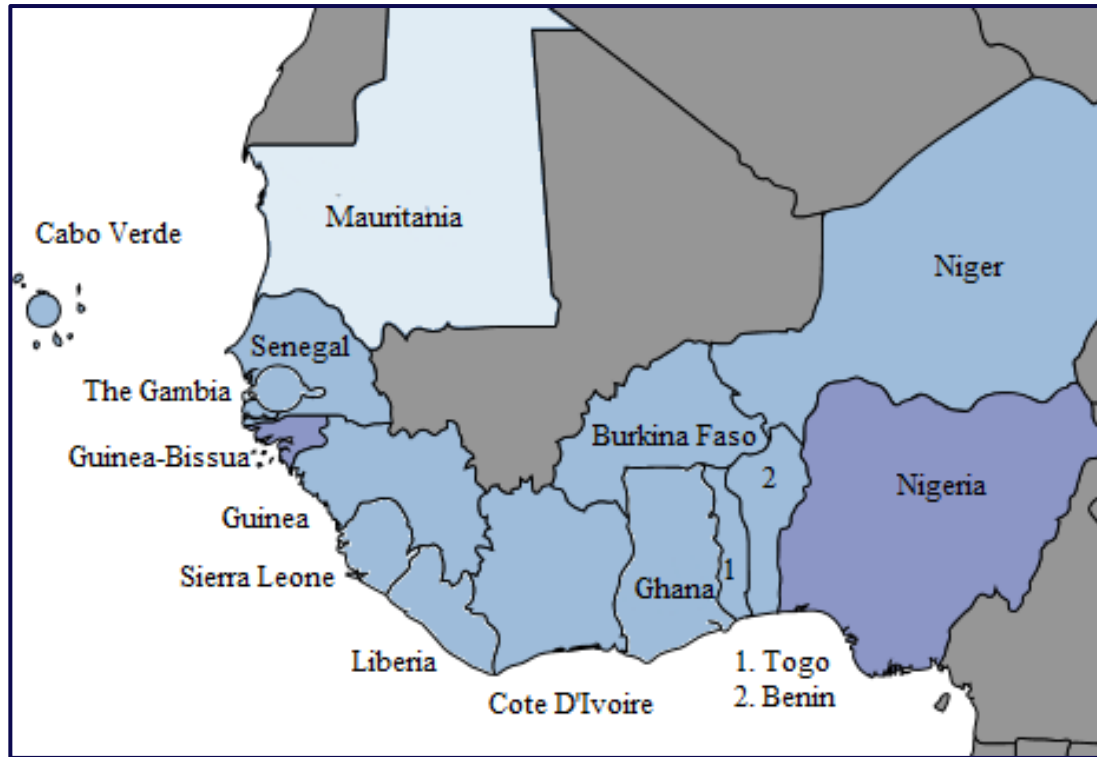
Not researched:

Mali



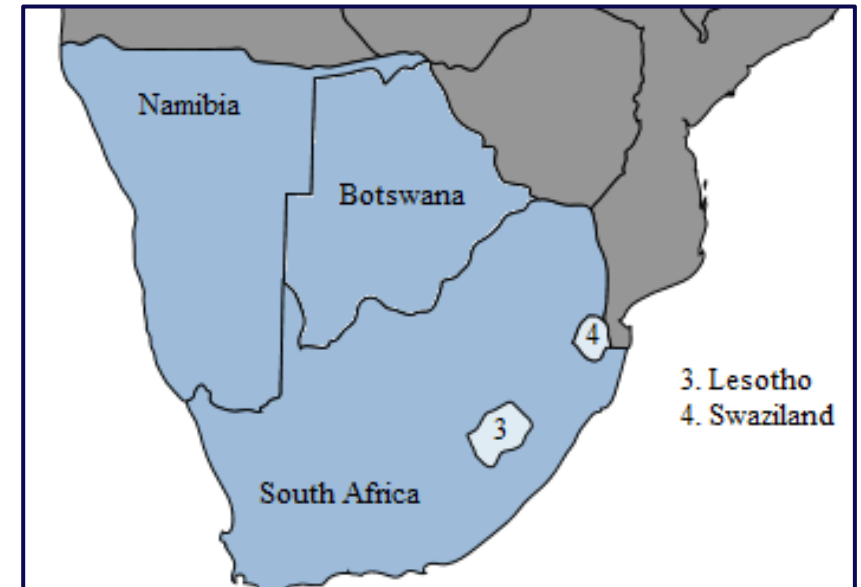


# W/S Africa: Map of Data Quality

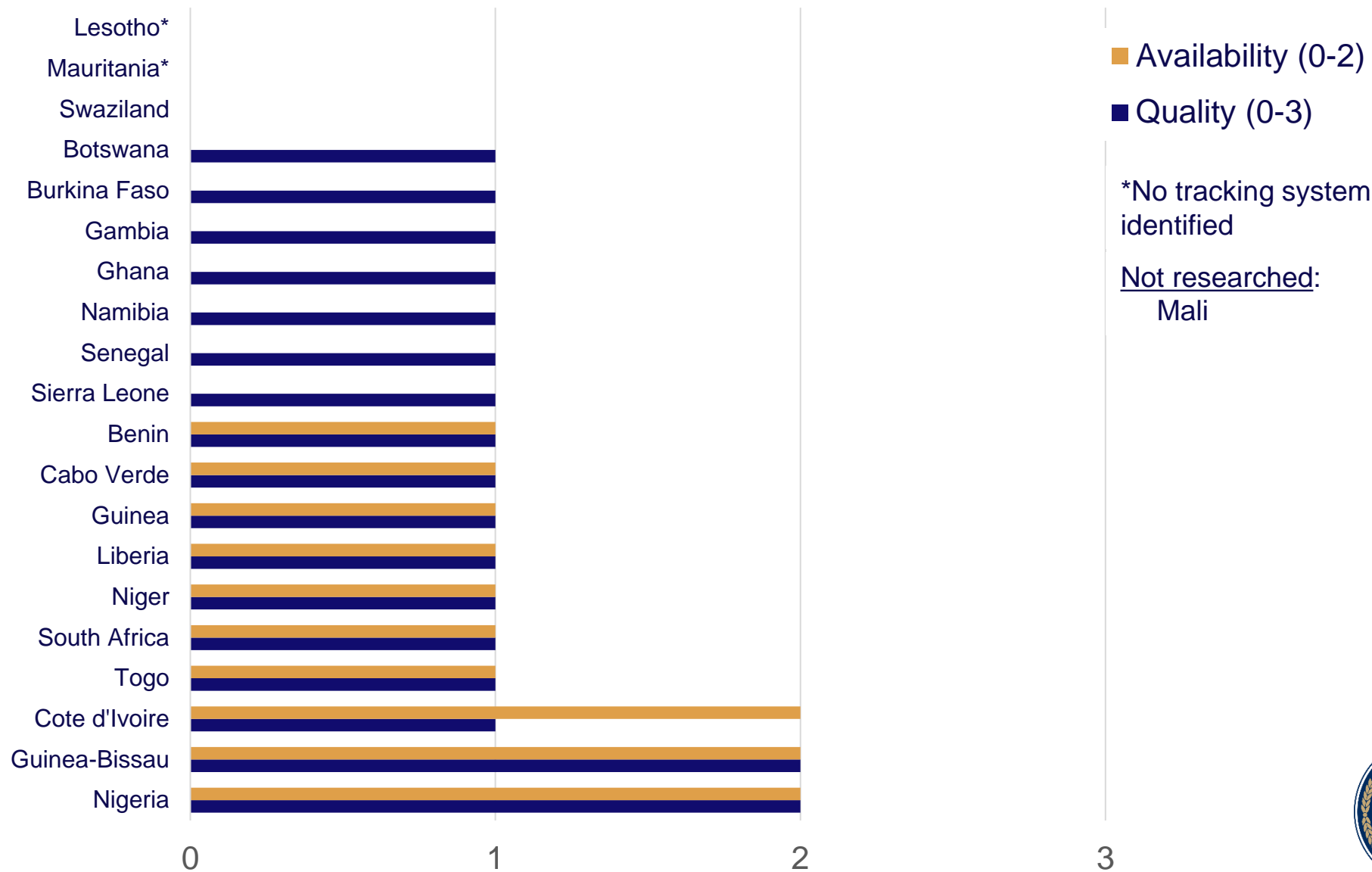


- 0: Data do not exist or were not found
- 1: Data exist, but are not accessible
- 2: Data exist, but limited
- 3: Good quality data

Not researched:  
Mali



# W/S Africa: Tracking System Availability and Quality







# W/S Africa Best Practice: Nigeria

- **Source:**
  - National Manpower Stock and Employment
  - Housed by the National Bureau of Statistics (NBS)
- **Timeframe:**
  - Collection started in late 2006 (cited statistics in 2010 report)
  - Data available for 2010 only
- **Availability:**
  - Level 2: Openly available online
- **Quality:**
  - Level 2: Good, clear, but infrequently updated and aggregated
- **Language:**
  - Available in English





# Arab States (AS)

**Presenters:**

**Arwa Elboraei & Victoria Spera**

**Additional Researchers:**

**Ayşe Alniacik**





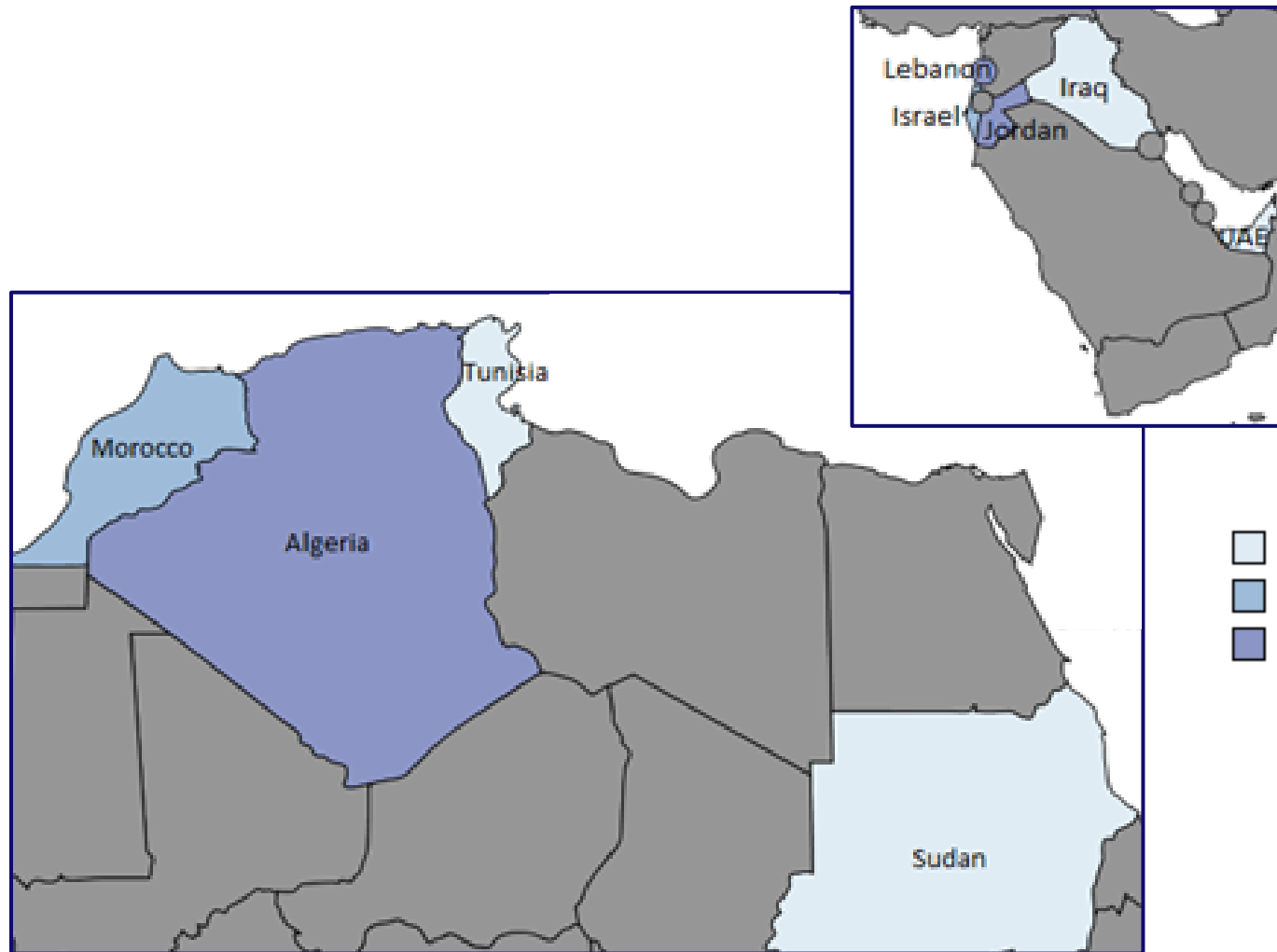
# AS: Intersection of Civil Service Gender Policies and Tracking Systems

		Civil Service Tracking System	
		Yes	No / Unknown
Civil Service Gender Policy	Yes	Morocco	
	No / Unknown	Algeria Israel <u>Jordan</u> Lebanon Sudan	Iraq Tunisia UAE





# Arab States: Map of Data Availability



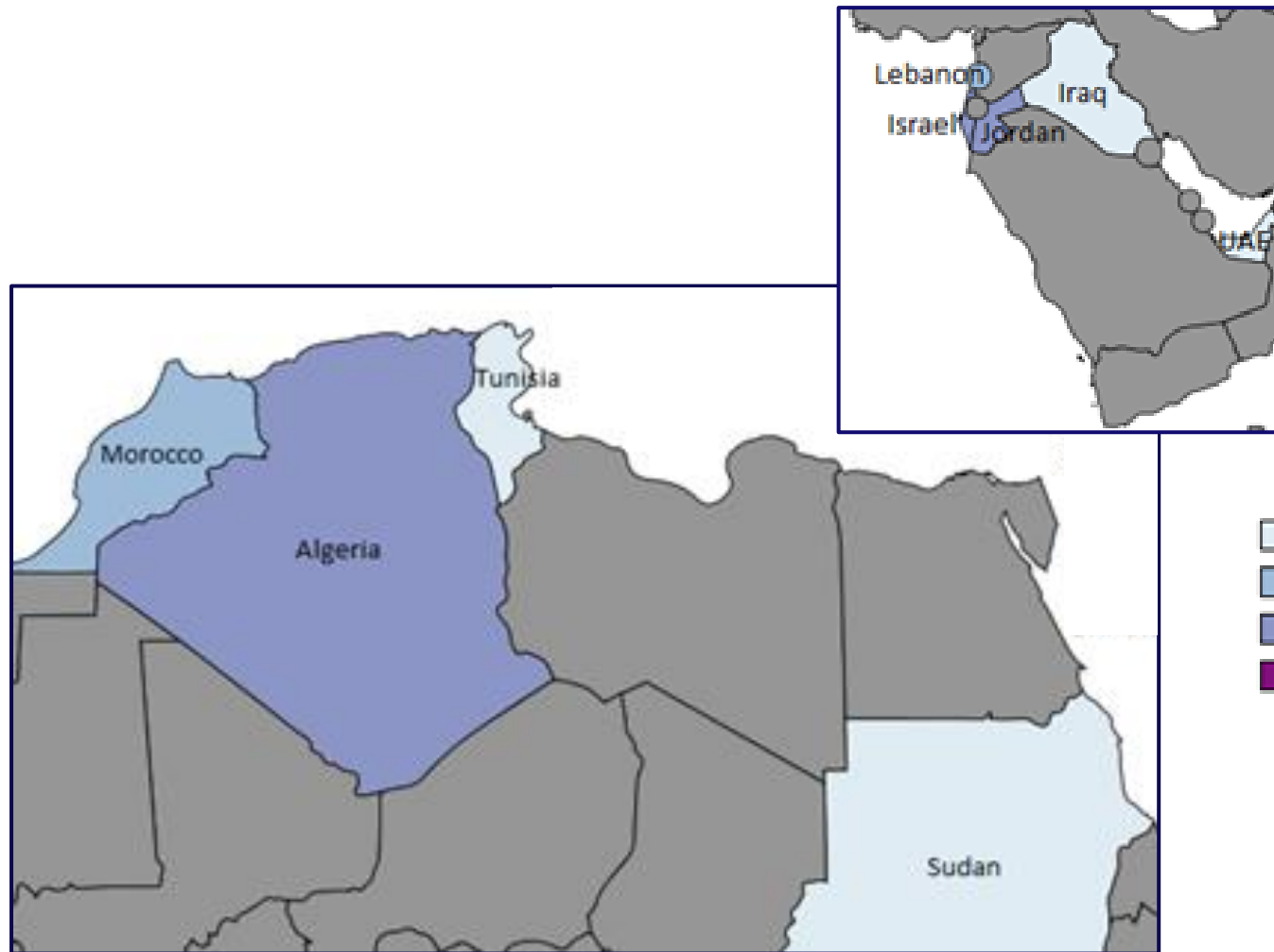
## Not researched:

Bahrain  
Djibouti  
Egypt  
Kuwait  
Libya  
Saudi Arabia  
Somalia  
Syria  
Yemen

- 0: Not available
- 1: Available on request
- 2: Open online access



# Arab States: Map of Data Quality

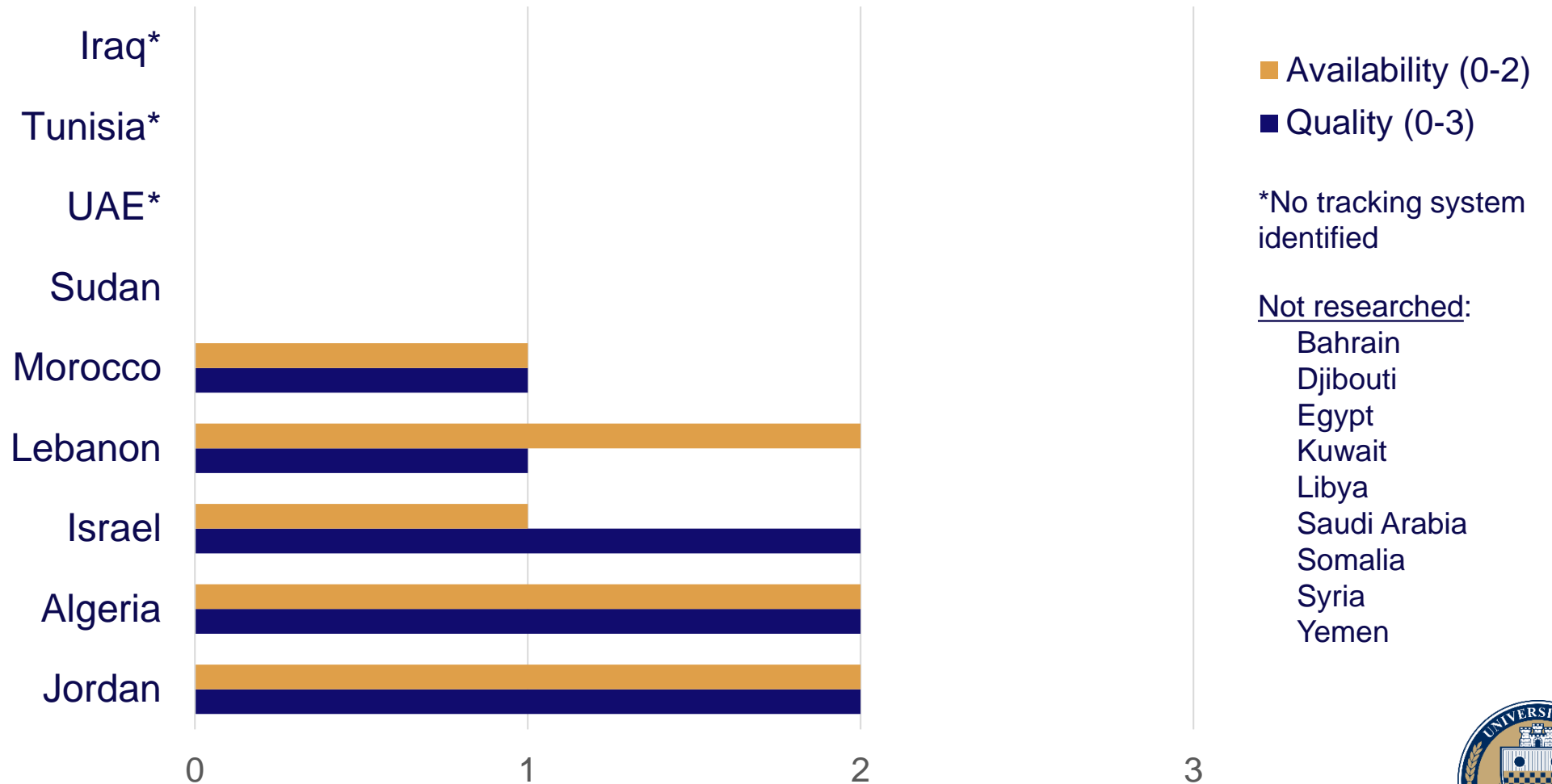


## Not researched:

Bahrain  
Djibouti  
Egypt  
Kuwait  
Libya  
Saudi Arabia  
Somalia  
Syria  
Yemen

- 0: Data do not exist or were not found
- 1: Data exist, but are not accessible
- 2: Data exist, but limited
- 3: Good quality data

# AS: Tracking System Availability and Quality





# Arab States Best Practice: Jordan

- **Source:**
  - Civil Service Bureau selective statistics
  - Housed by the Civil Service Bureau
- **Timeframe:**
  - Collection started in 2006; updated every 6 months
  - Archives available by month dating back to 2006
- **Availability:**
  - Level 2: Openly available online
- **Quality:**
  - Level 2: Good, clear, sex-disaggregated
- **Language:**
  - Available in English and Arabic





# Asia and the Pacific (A-P)

**Presenters:**

**Ying Liu & Teagen O'Malley**

**Additional Researchers:**

**Başak Gemici, Donghe Li &  
Hanifa Nakiryowa**







# A-P: Intersection of Civil Service Gender Policies and Tracking Systems

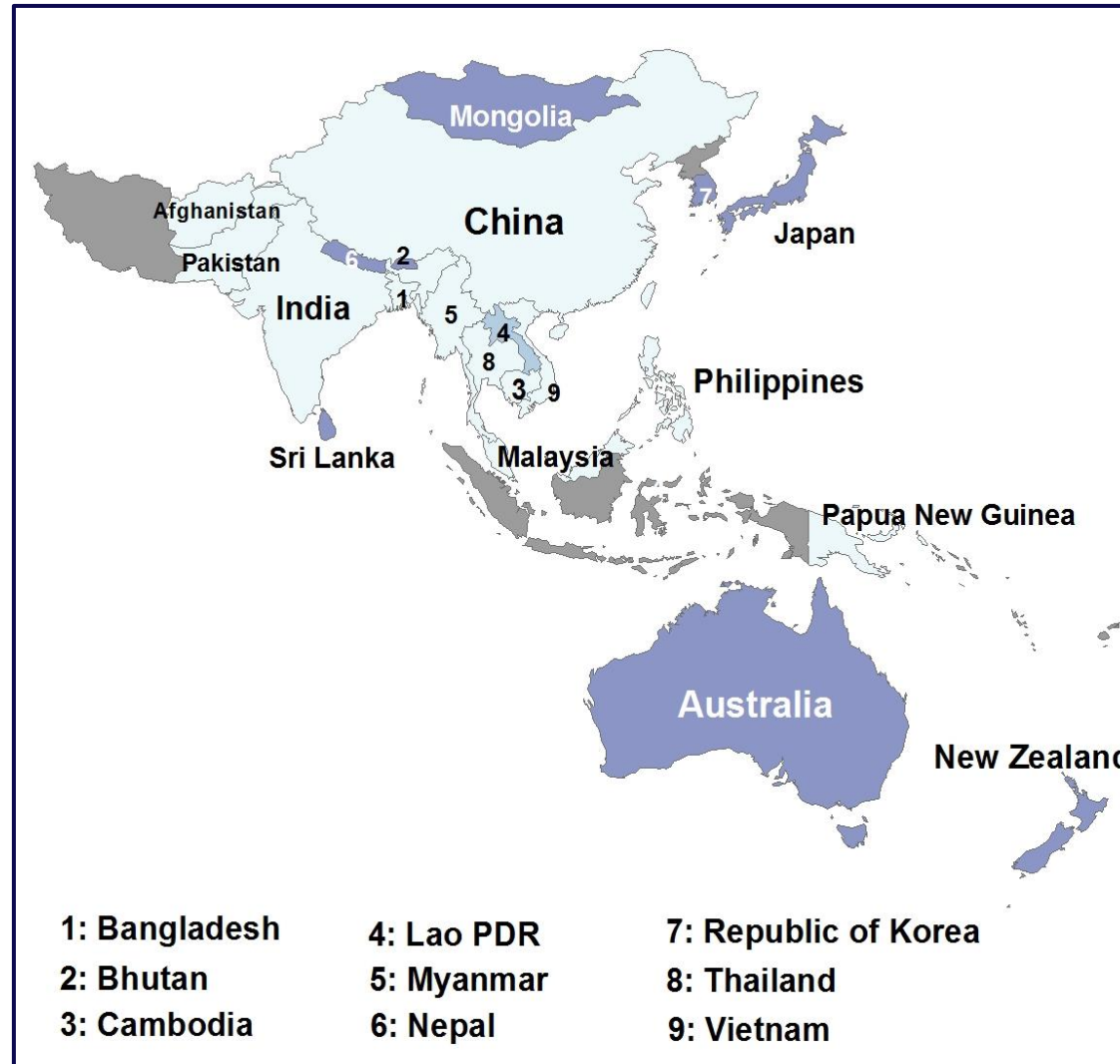
Civil Service Tracking System

		Civil Service Tracking System	
		Yes	No / Unknown
Civil Service Gender Policy	Yes	Australia Bangladesh Cambodia Japan	Malaysia Mongolia Nepal China Philippines Vietnam
	No / Unknown	Afghanistan Bhutan Lao PDR Myanmar New Zealand	Pakistan Papua New Guinea Rep. of Korea <u>Sri Lanka</u> Thailand India



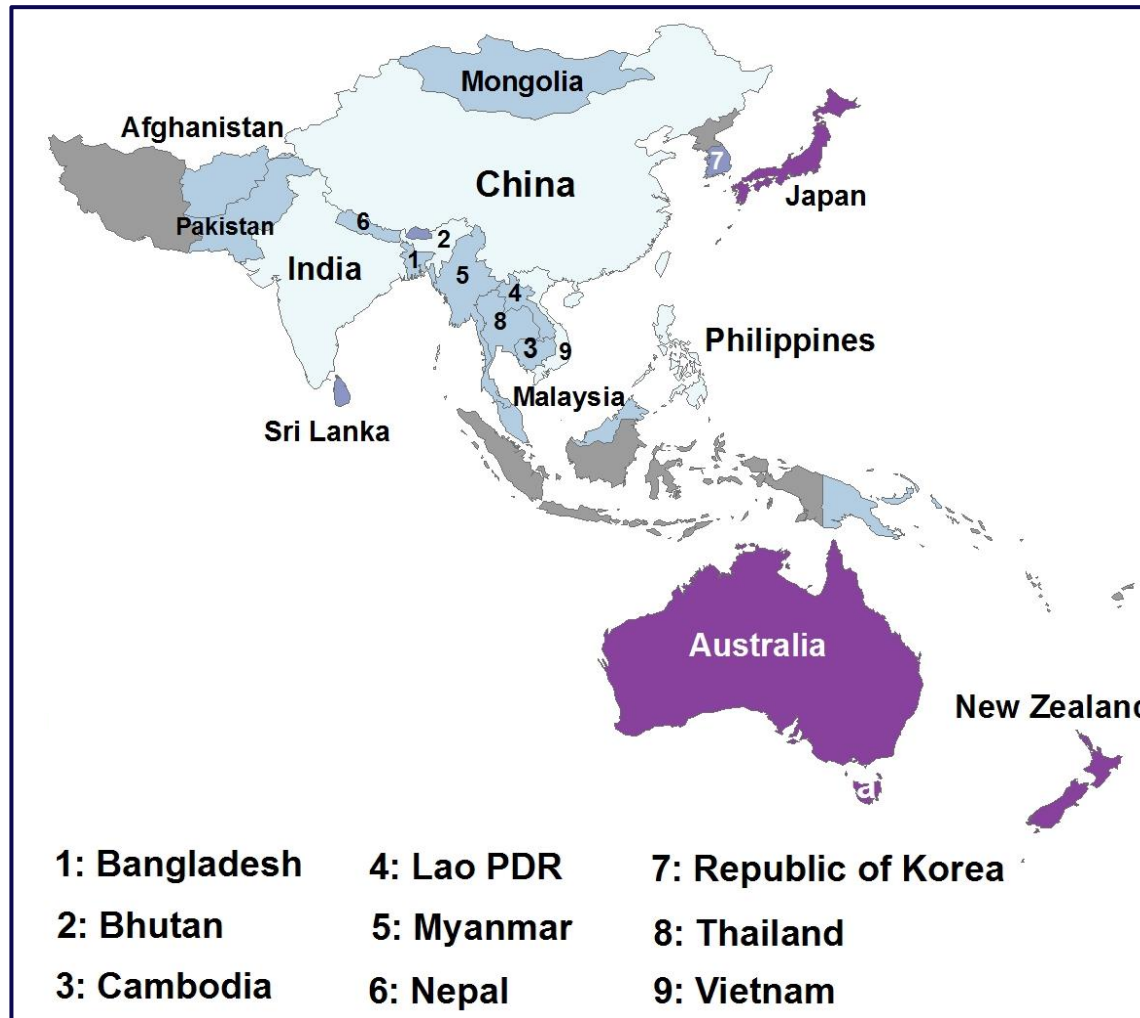


# Asia-Pacific: Map of Data Availability

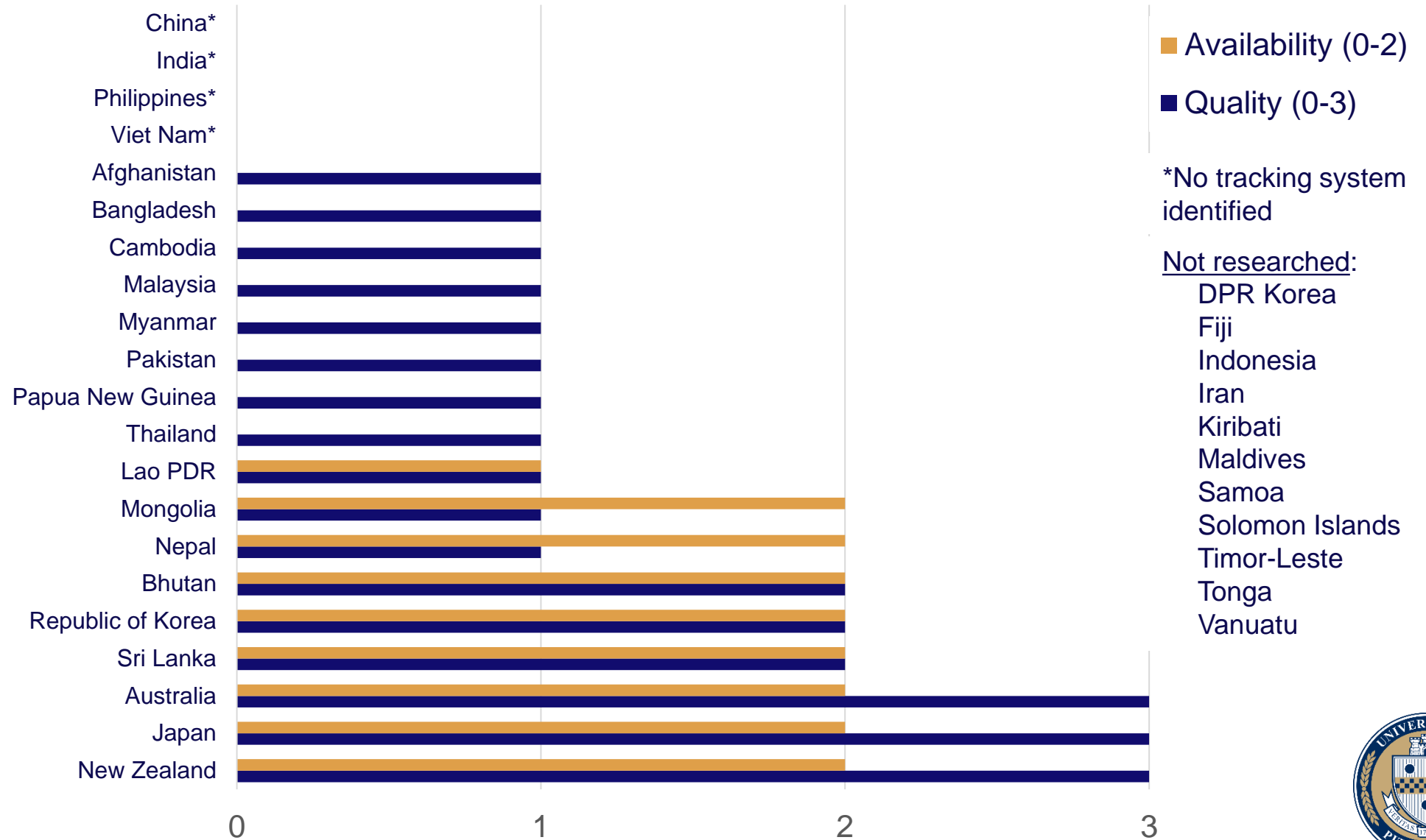




# Asia-Pacific: Map of Data Quality



# A-P: Tracking System Availability and Quality





# Asia-Pacific Best Practice: Sri Lanka

- **Source:**
  - Sri Lanka Administrative Service (SLAS)
  - Housed by the Ministry of Public Administration & Management
- **Timeframe:**
  - Collection start date and frequency of updating unknown
  - Data is only displayed for one time period only
  - Current data is from 10/01/15
- **Availability:**
  - Level 2: Openly available online
- **Quality:**
  - Level 2: Data exists but is only for one time period
  - Not sex-disaggregated but can be discerned with titles (except “Dr.”)
- **Language:**
  - Available in Sinhalese and English





# Europe and the Commonwealth of Independent States (ECIS)

**Presenters:**

**Hilary Heath, Jaime Mikush & Clay Rogers**

**Additional Researchers:**

**K.C. Euler & Michaela Lies**





# ECIS: Intersection of Civil Service Gender Policies and Tracking Systems

		Civil Service Tracking System			
		Yes		No / Unknown	
Civil Service Gender Policy	Yes	Albania	France	Netherlands	Kosovo
		Austria	Greece	Slovak Rep.	
		Belgium	Iceland	Spain	
		Czech Rep.	Ireland	UK	
		Denmark	Italy		
		Finland	Luxembourg		
	No / Unknown	Belarus	Hungary	Slovenia	Uzbekistan
		Estonia	<b><u>Moldova</u></b>	Sweden	
Georgia		Norway	Switzerland		
Germany		Poland	Turkey		





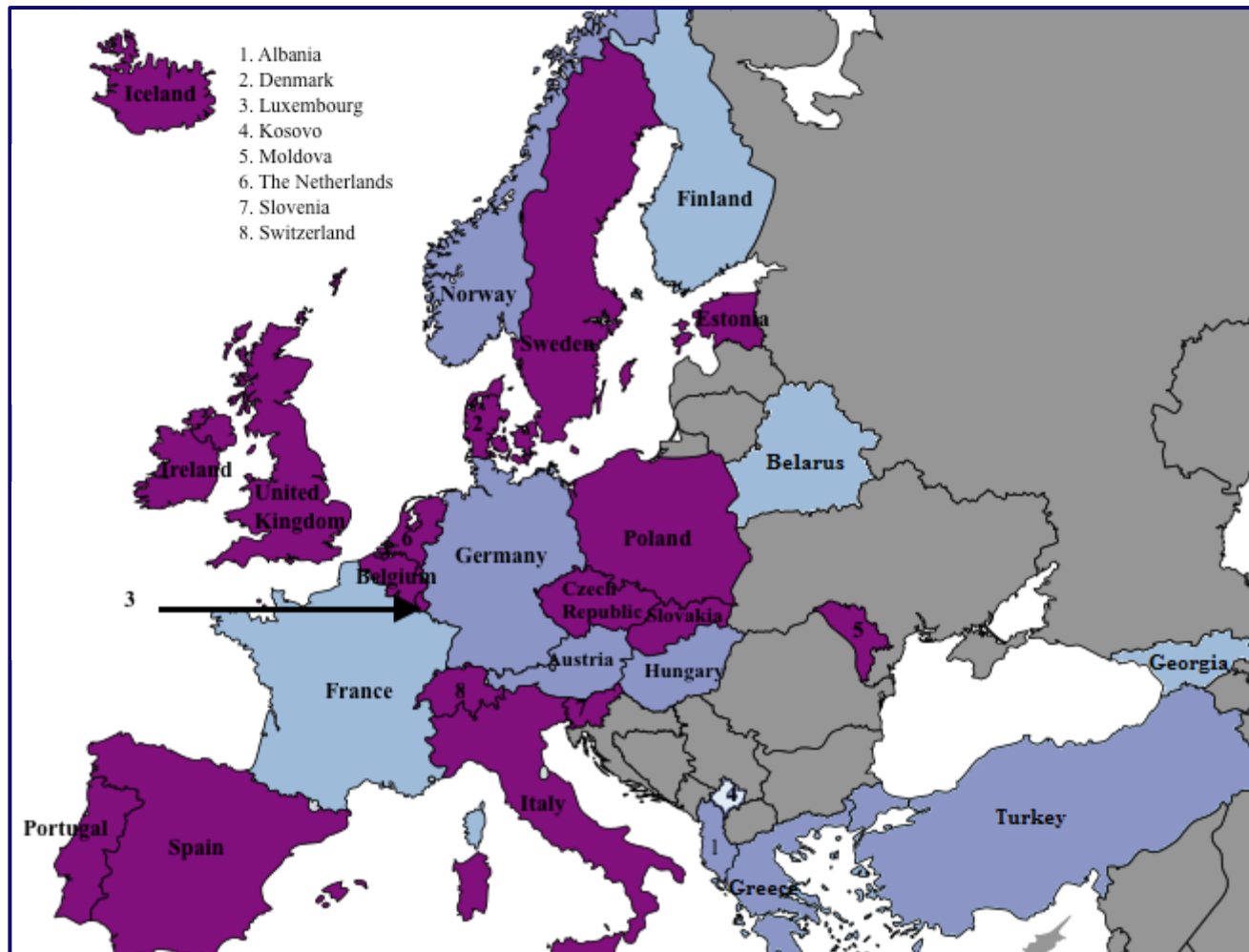
# ECIS: Map of Data Availability







# ECIS: Map of Data Quality

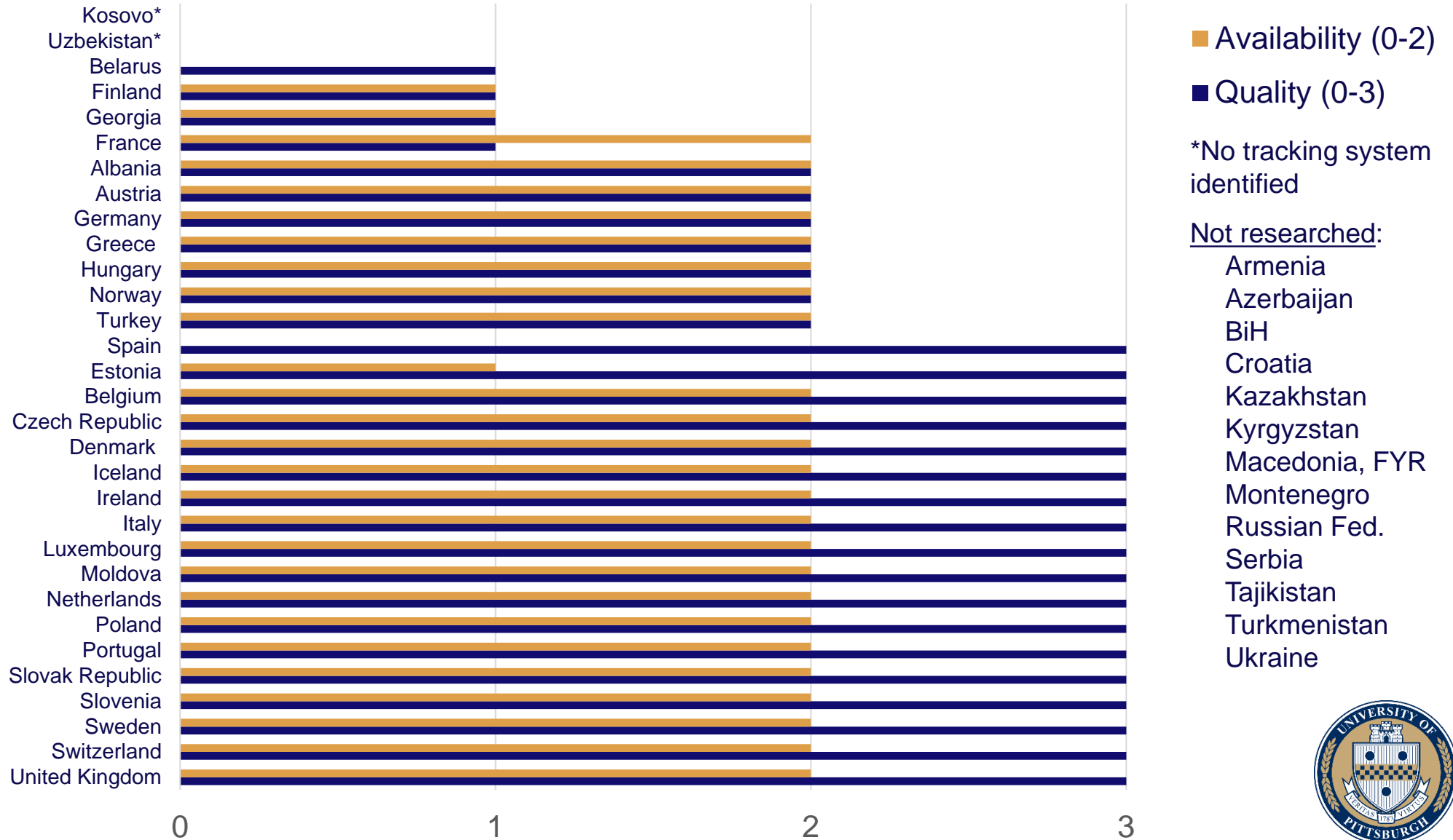


## Not researched:

Armenia  
Azerbaijan  
BiH  
Croatia  
Kazakhstan  
Kyrgyzstan  
Macedonia, FYR  
Montenegro  
Russian Fed.  
Serbia  
Tajikistan  
Turkmenistan  
Ukraine

Uzbekistan (0) not shown

# ECIS: Tracking System Availability and Quality





# ECIS Best Practice: Moldova

- **Source:**
  - National Bureau of Statistics, under Gender Statistics
  - Housed by the National Bureau of Statistics
- **Timeframe:**
  - Collection started in 2008; updated annually
  - Archives are available by year, dating from 2008-2014
- **Availability:**
  - Level 2: Openly available online
- **Quality:**
  - Level 3: Good, clear, sex-disaggregated
- **Language:**
  - Available in English and Romanian





# Latin America and the Caribbean (LAC)

**Presenters:**

**AJ Stephens & Neal Walker**

**Additional Researchers:**

**Samantha Plummer & Camila Polinori**





# LAC: Intersection of Civil Service Gender Policies and Tracking Systems




		Civil Service Tracking System	
		Yes	No / Unknown
Civil Service Gender Policy	Yes	Haiti Jamaica	
	No / Unknown	Canada Chile Costa Rica <b><u>Dominican Rep.</u></b> Mexico USA	El Salvador Guatemala Nicaragua





# LAC: Map of Data Availability



-  0: Not available
-  1: Available on request
-  2: Open online access

## Not researched:

- |           |                   |
|-----------|-------------------|
| Argentina | Honduras          |
| Barbados  | Panama            |
| Belize    | Paraguay          |
| Bolivia   | Peru              |
| Brazil    | Suriname          |
| Colombia  | Trinidad & Tobago |
| Cuba      | Uruguay           |
| Ecuador   | Venezuela         |
| Guyana    |                   |



# LAC: Map of Data Quality



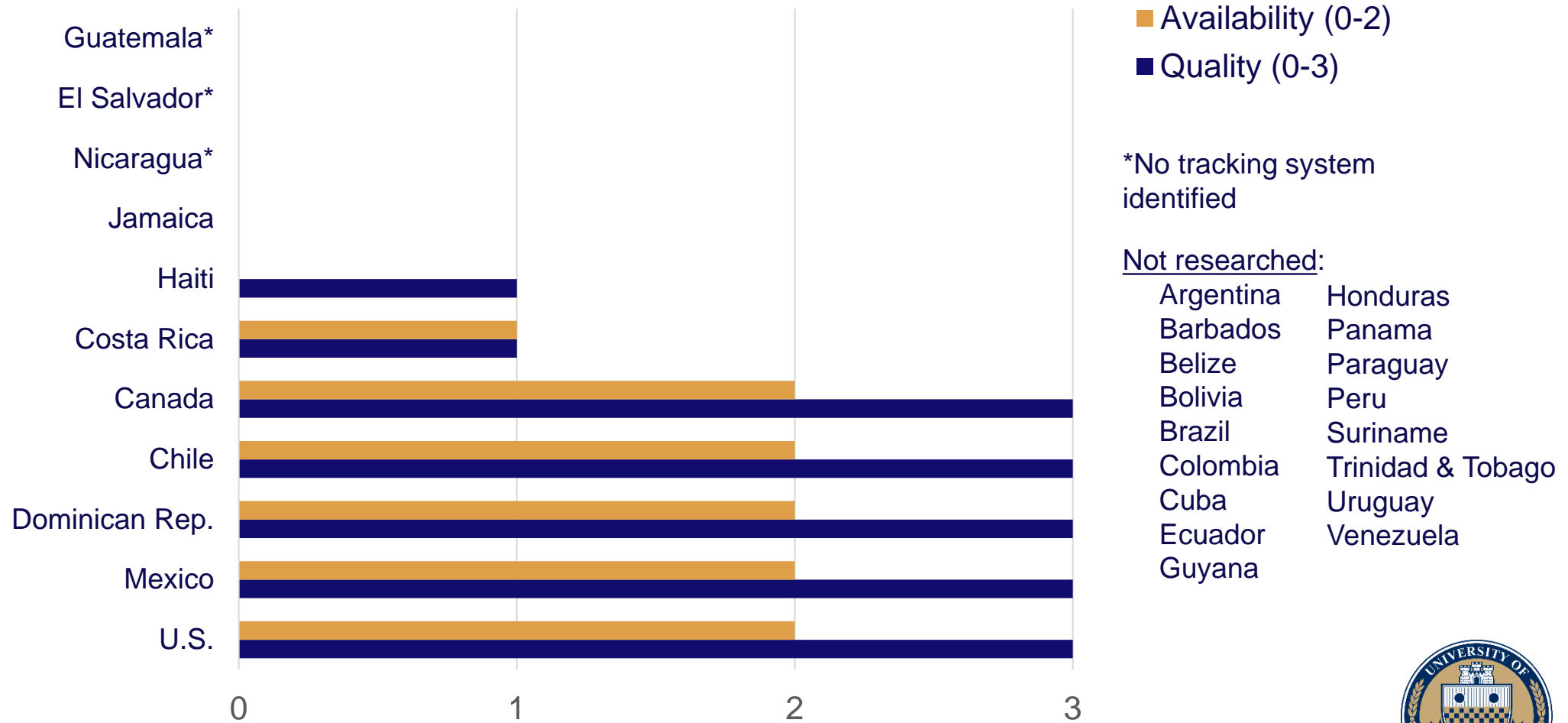
- 0: Data do not exist or were not found
- 1: Data exist, but are not accessible
- 2: Data exist, but limited
- 3: Good quality data

## Not researched:

- |           |                   |
|-----------|-------------------|
| Argentina | Honduras          |
| Barbados  | Panama            |
| Belize    | Paraguay          |
| Bolivia   | Peru              |
| Brazil    | Suriname          |
| Colombia  | Trinidad & Tobago |
| Cuba      | Uruguay           |
| Ecuador   | Venezuela         |
| Guyana    |                   |



# LAC: Tracking System Availability and Quality







# LAC Best Practice: Dominican Republic

- **Source:**
  - SASP (Ministry of Public Administration database)
  - Housed by Ministry of Public Administration
- **Timeframe:**
  - Collection started late 2006; updated monthly
  - Archives available by month dating back to 2006
- **Availability:**
  - Level 2: Openly available online
- **Quality:**
  - Level 3: Good, clear, sex-disaggregated
- **Language:**
  - Available in Spanish

