



GENDER EQUALITY IN PUBLIC ADMINISTRATION

Fall 2016 Research & Findings

Working group co-led by faculty:

Dr. Melanie M. Hughes, Sociology, Arts & Sciences

Dr. Müge Finkel, GSPIA



University of Pittsburgh



GSPIA University of Pittsburgh
Graduate School of Public
and International Affairs
Ford Institute for Human Security



Introduction and Overview

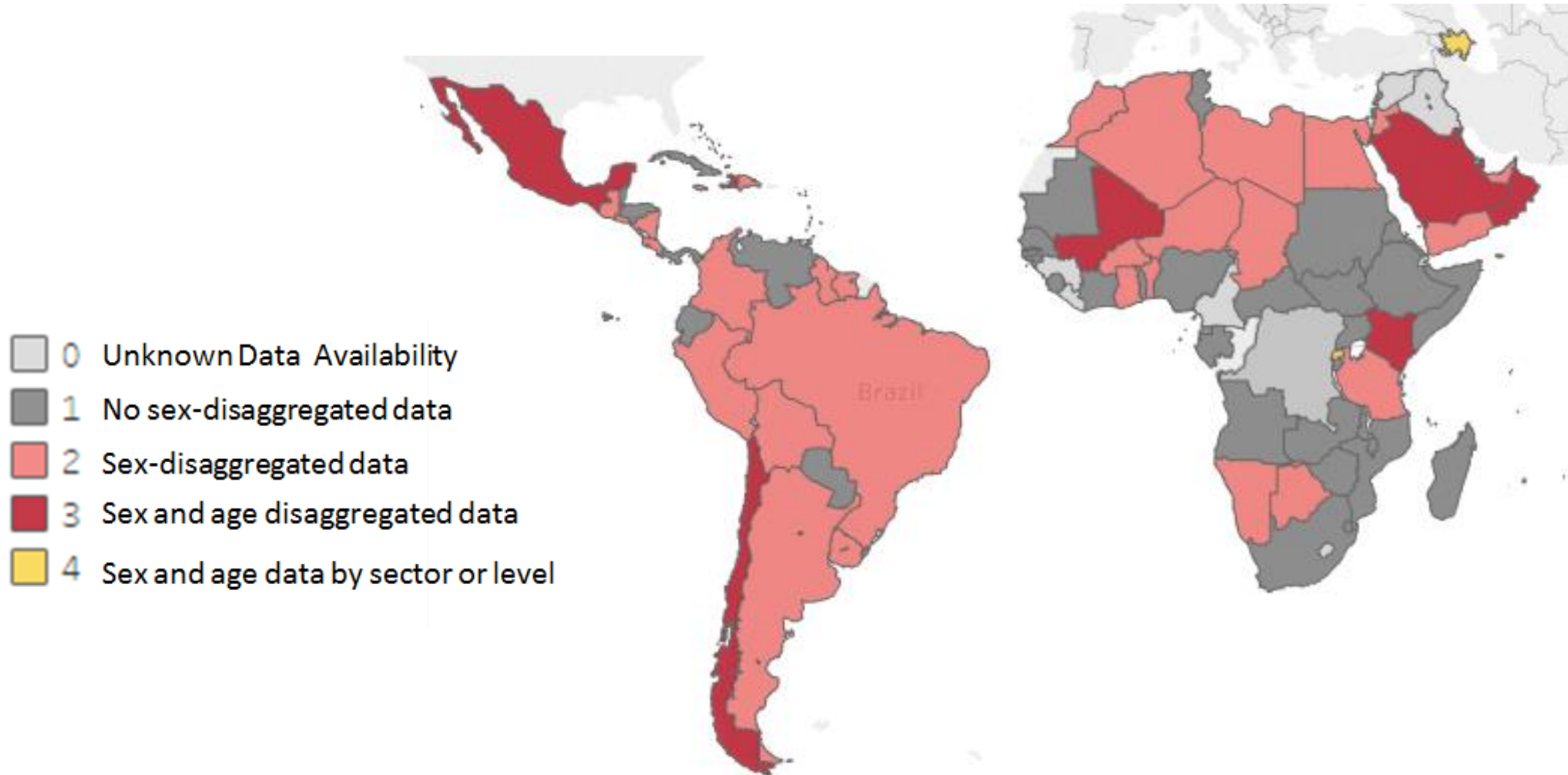
Rachel Vinciguerra
GEPA Student Coordinator



Fall 2016 GEPA Working Group

- 22 graduate student researchers
 - Public Policy, Political Science, Public Health, Social Work
- 830 research hours
- 99 countries in LAC, Arab States, Africa
- Our work
 - Searching for publicly accessible, sex- and age-disaggregated data
 - Analysis of trends by age

Data Disaggregated by Sex and Age





Overview

1. What is Public Administration? A Regional Analysis
 2. Gender Equality in Public Administration by Age
 3. Glass Walls and Glass Ceilings by Age
 4. LGBTI Participation in Public Administration
- Q&A after each section



What is Public Administration? A Regional Analysis



What is Public Administration in Africa?

Ben Kistler

- Definition publicly available: 26 of 38 countries
- Of the 26 countries with definitions:
 - Codified in law in 13 countries (50%)
 - Police, Education, and Judiciary named most often



What is Public Administration in Latin America and the Caribbean?

Anjali Martin

- Definition publicly available: 24 of 29 countries
- Of 24 countries with definitions:
 - 10 countries codified definition in the law; 3 in the constitution
 - Sectors named in 8 countries (33%)
 - Judiciary most common (5)



What is Public Administration in the Arab States?

Kate Hancock

- Definition publicly available: 10 of 18 countries
- Of 10 countries with definitions:
 - Codified in law in 7 countries (70%)
 - Sectors named in 7 countries (70%)
 - Defense, Education, and Public Health most common



What is Public Administration in Europe and Central Asia?

Carmalena Moffa

- Definition publicly available: 12 of 18 countries
- Of 12 countries with definitions:
 - 9 countries codified definition in the law; 3 in the constitution
 - Sectors named in just 4 countries (33%)
 - Military (3), Judiciary (1)



Questions and Answers

What is Public Administration?
A Regional Analysis



Gender Equality in Public Administration by Age



Gender Equality in Public Administration by Age

- Goal: understand how gender gaps vary by age
- Analyzed and visualized 16 countries with available data
- Surprising degree of variation and unexpected trends
- Classified six patterns:
 - Women are Overrepresented (2)
 - Relative Gender Balance
 - Men Are Overrepresented (3)



PATTERN I:

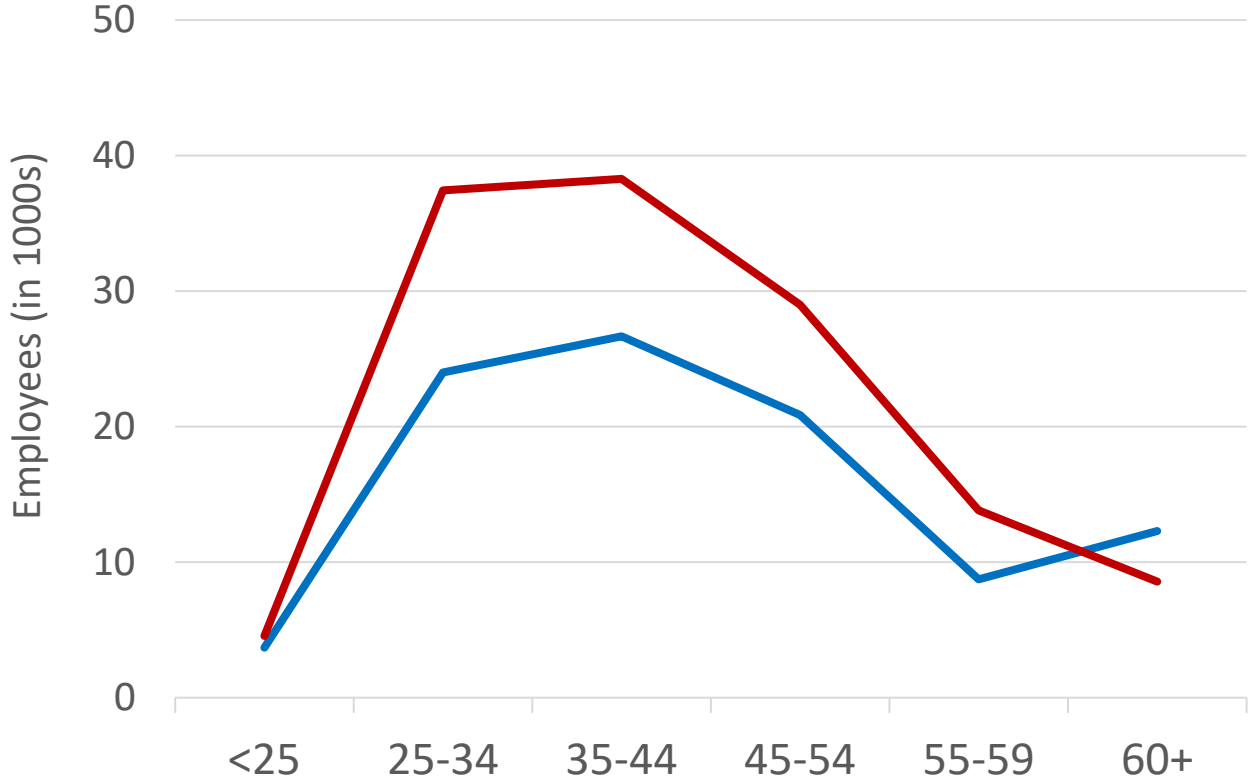
Women Are Overrepresented, Especially in Middle Age



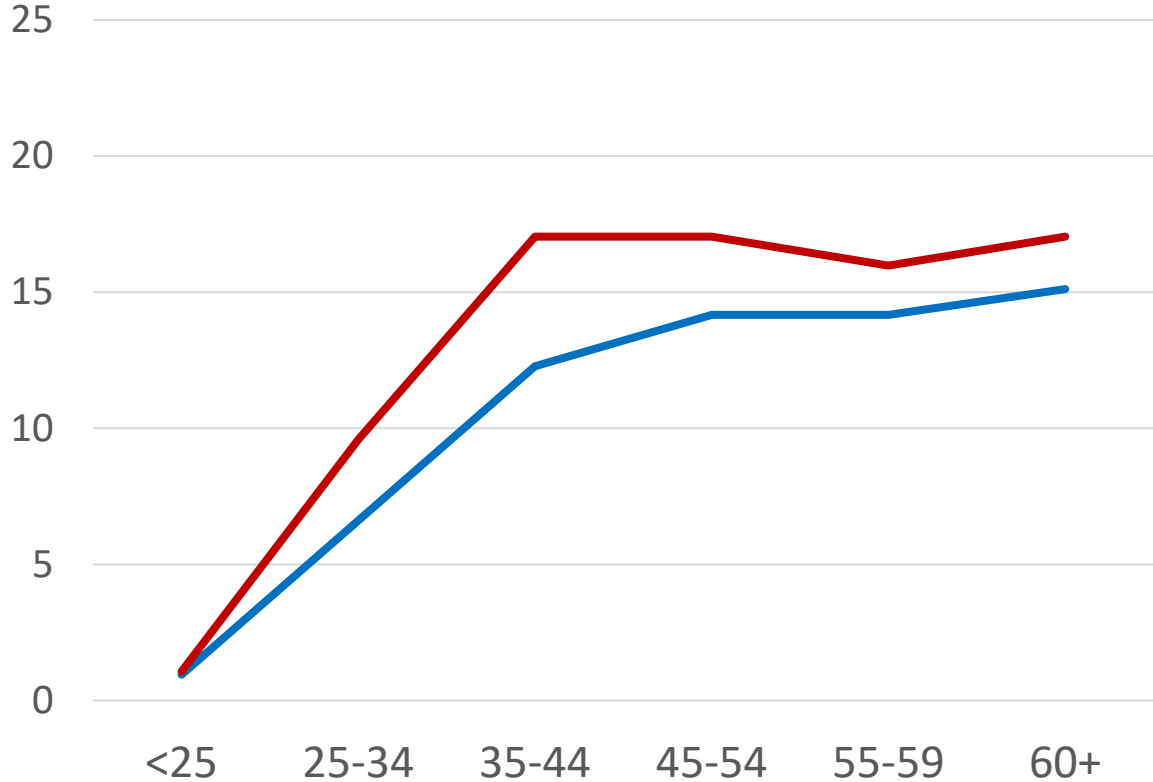
Chelsea Pallatino, Julie Shuff, Xinyi Hang, Mac Cunningham

Women Are Overrepresented, Especially in Middle Age

CHILE



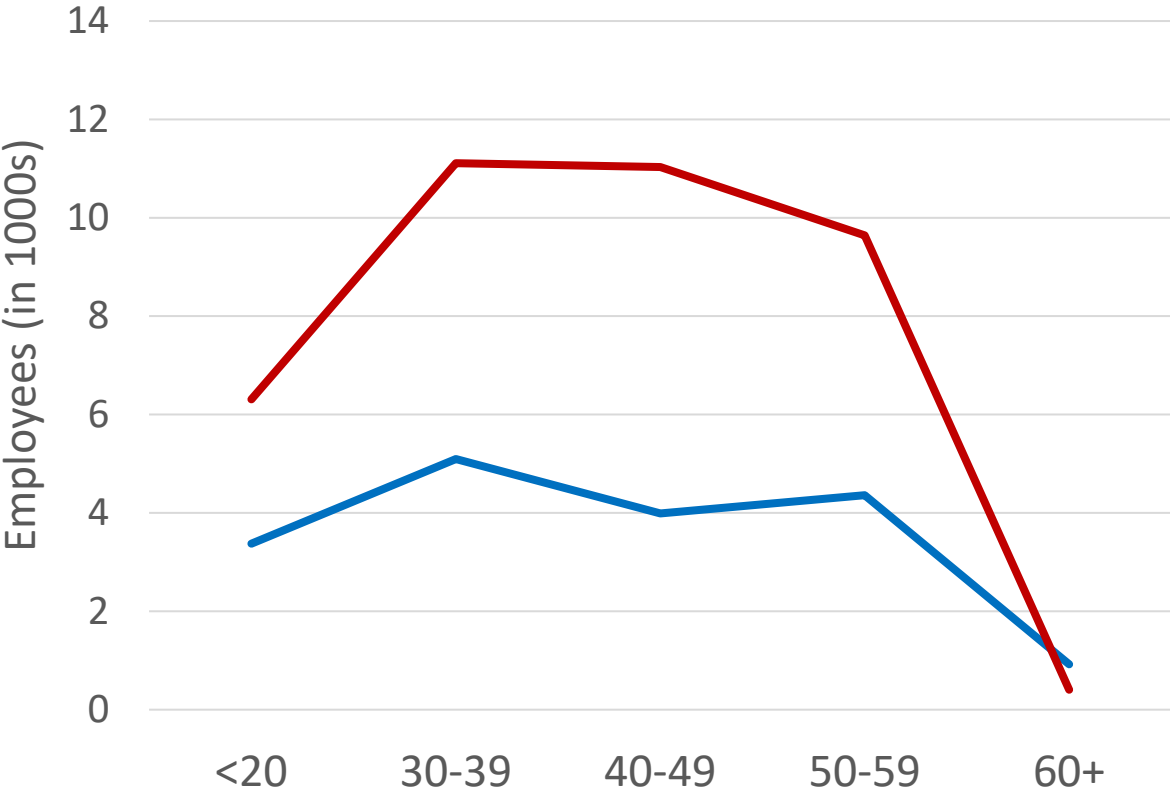
KENYA



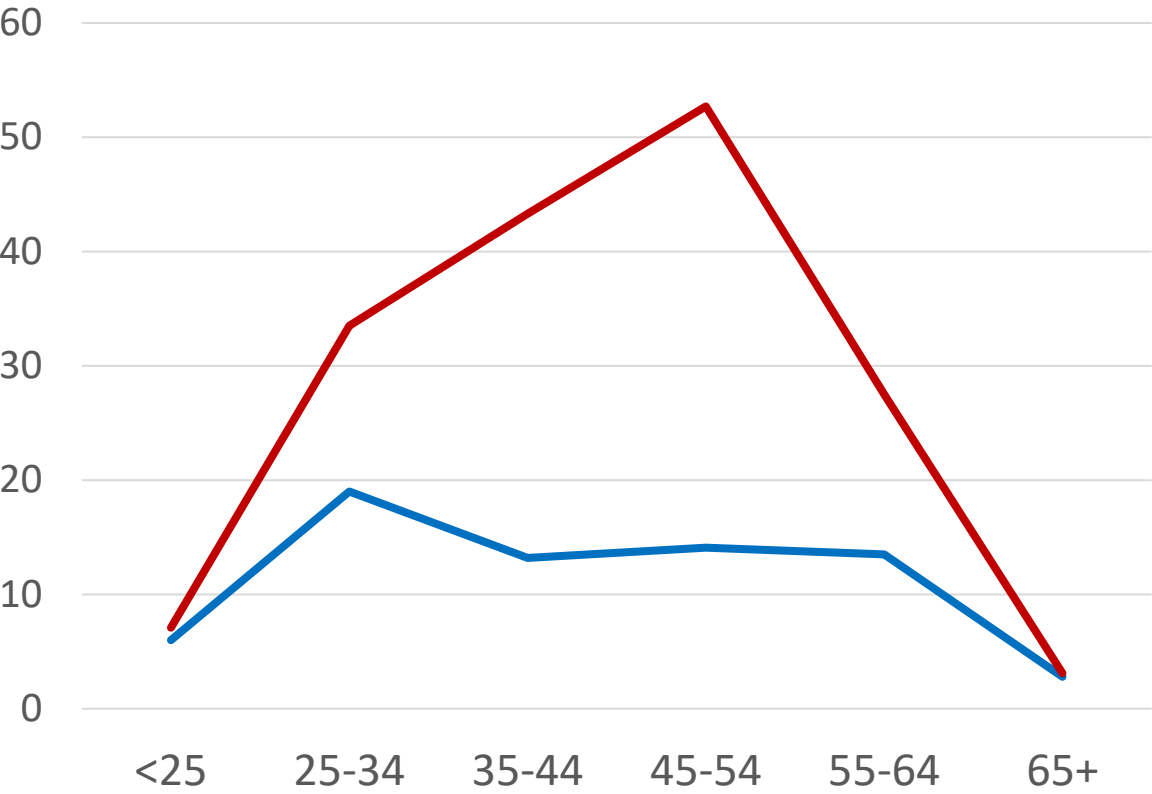
— women — men

Women Are Overrepresented, Especially in Middle Age

BELARUS



MOLDOVA



— women — men



PATTERN II:

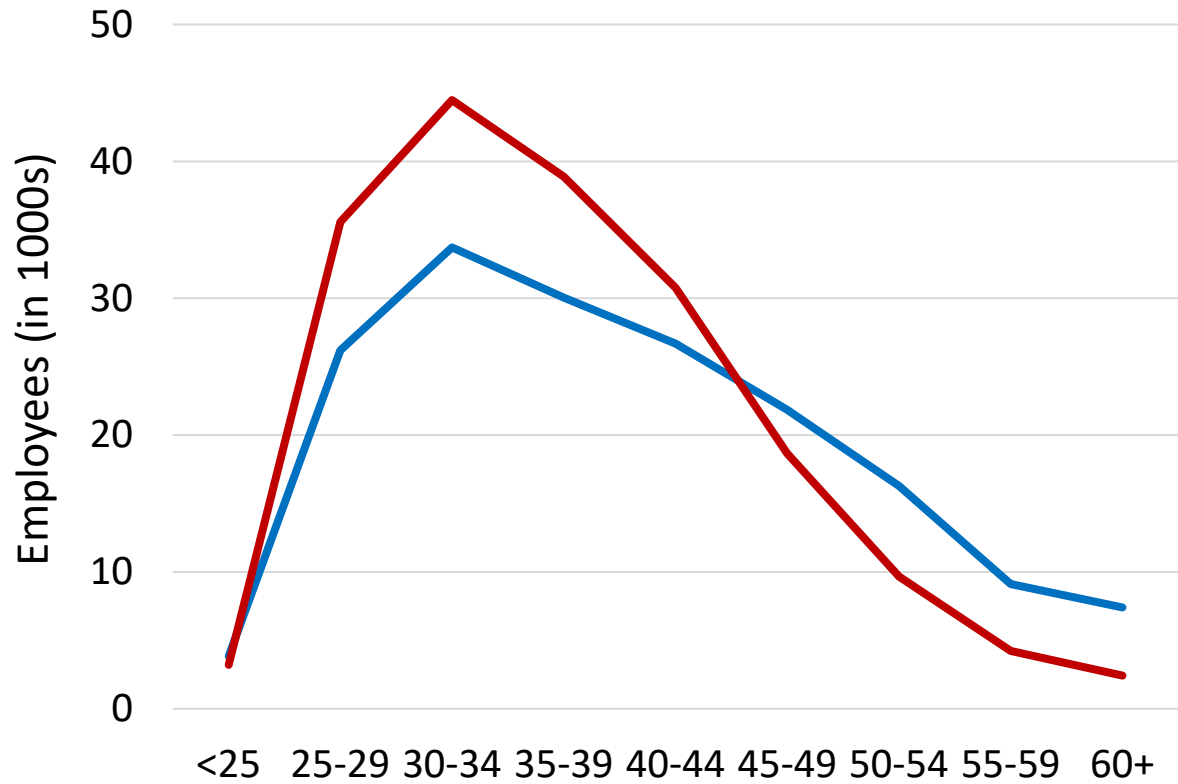
Women are Overrepresented, Only in Their 20s-30s



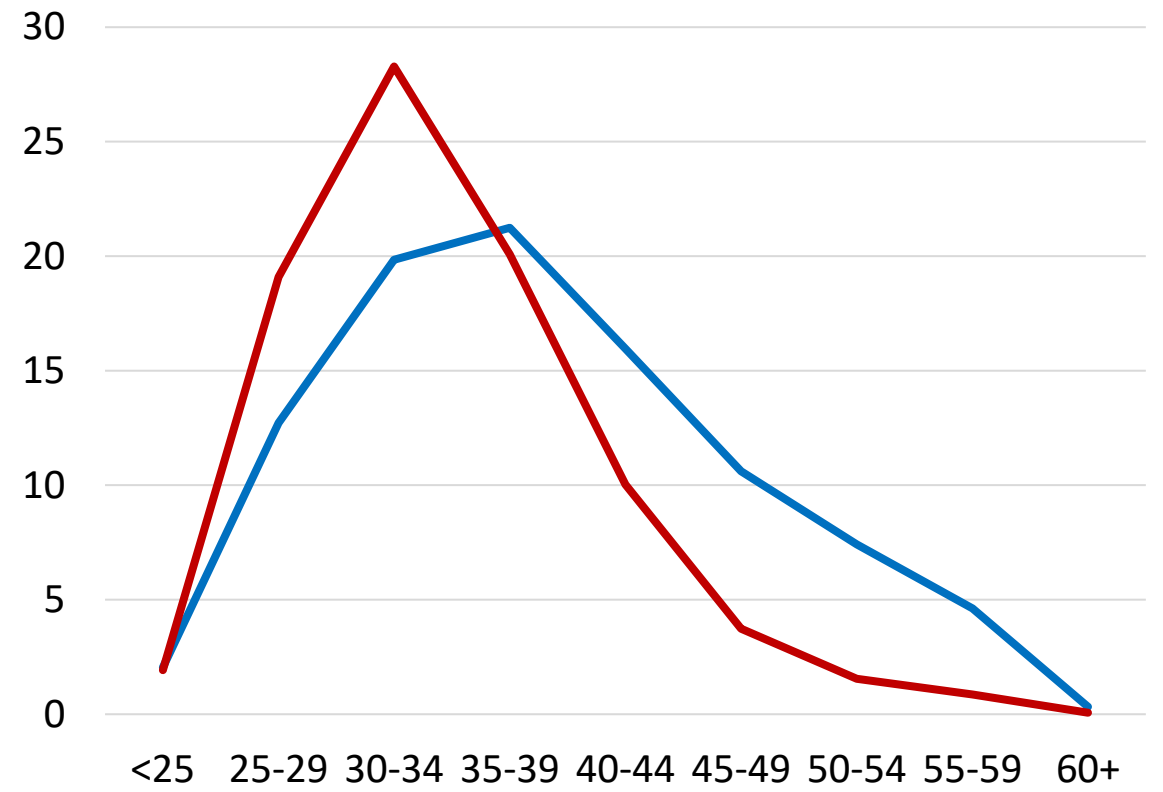
Elisabeth Benfield and Shashi Sarnaik

Women Are Overrepresented, Only in Their 20s-30s

KUWAIT



OMAN



— women

— men



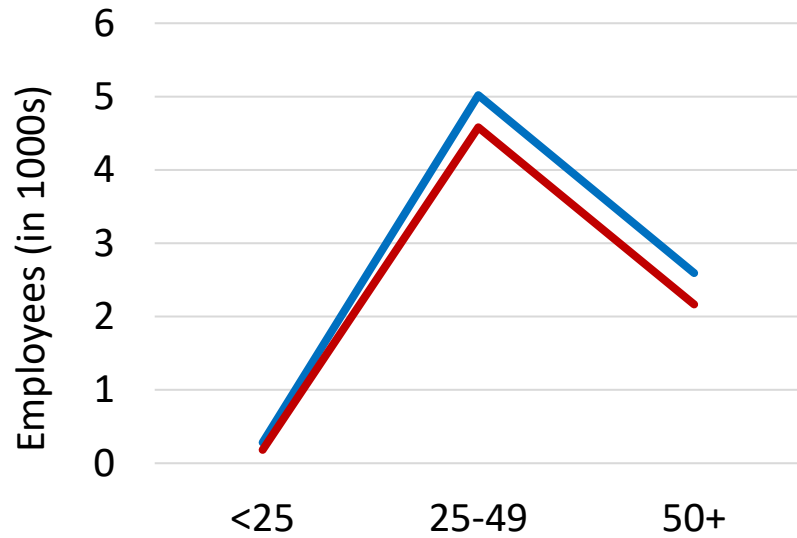
PATTERN III: Relative Gender Balance



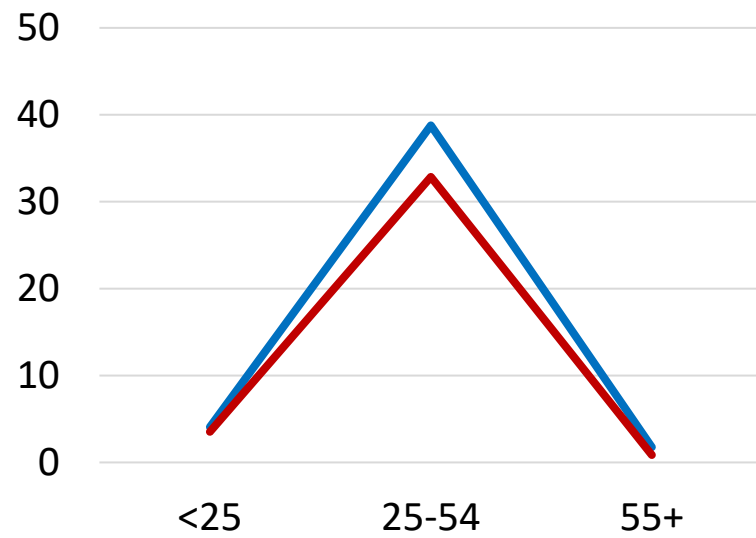
Martina Gesell and Lauren Ojeda

Relative Gender Balance

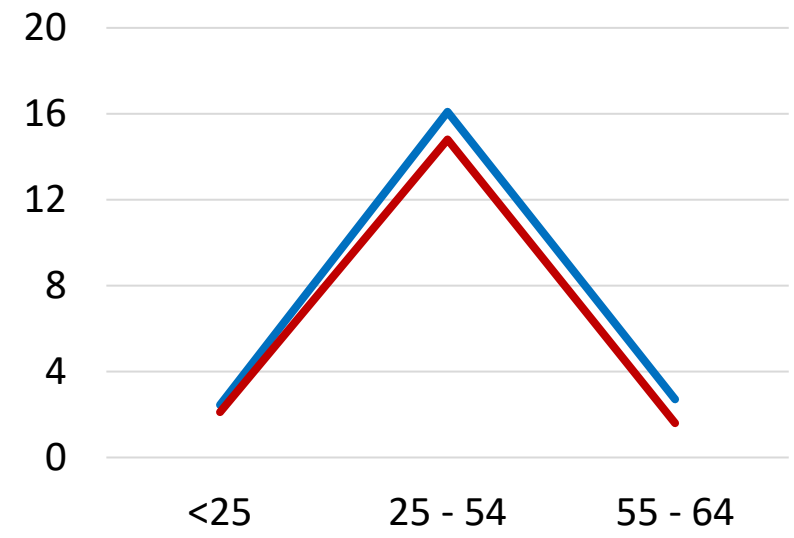
MACEDONIA



RWANDA



ST. VINCENT

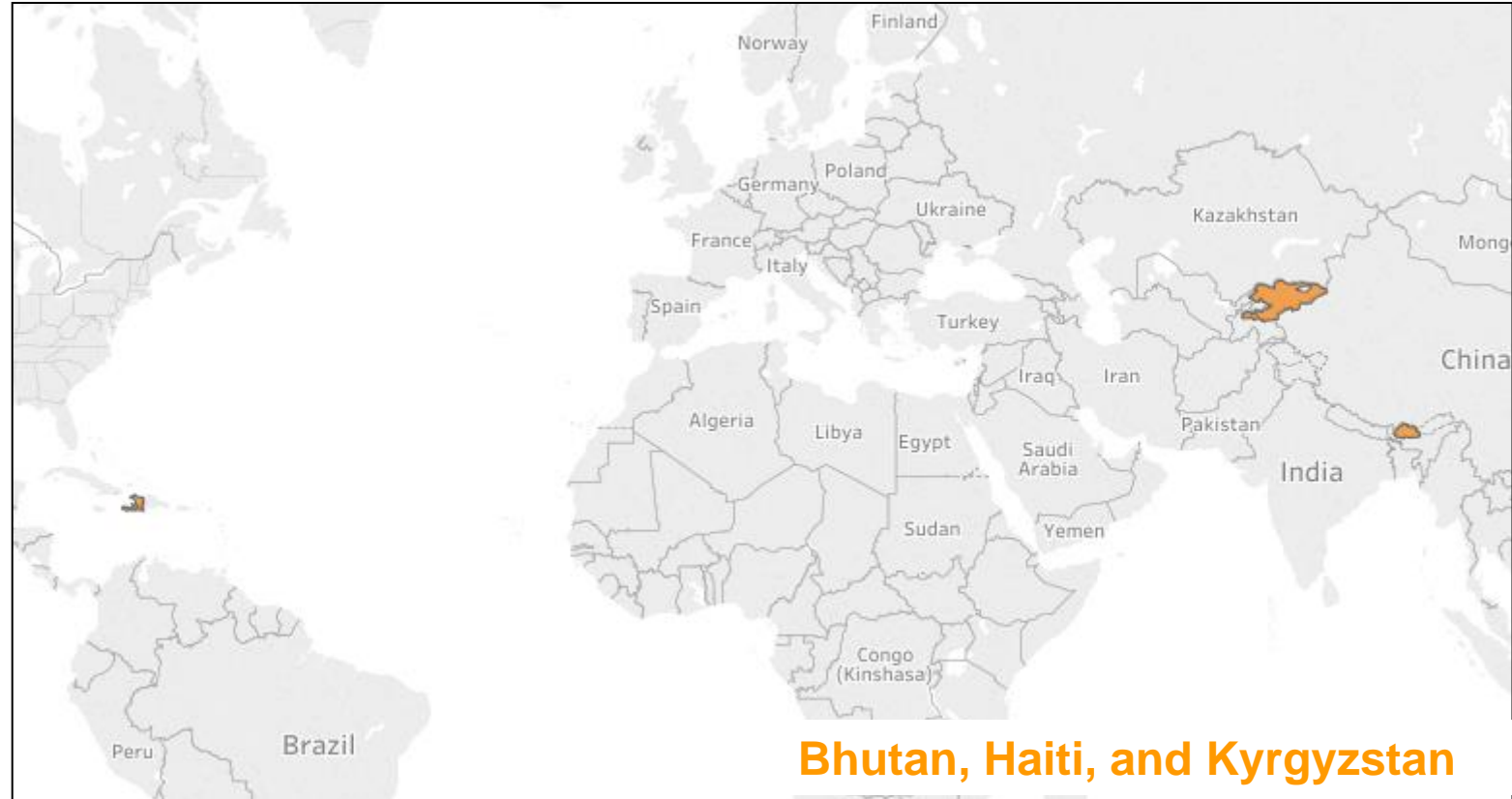


— women — men



PATTERN IV:

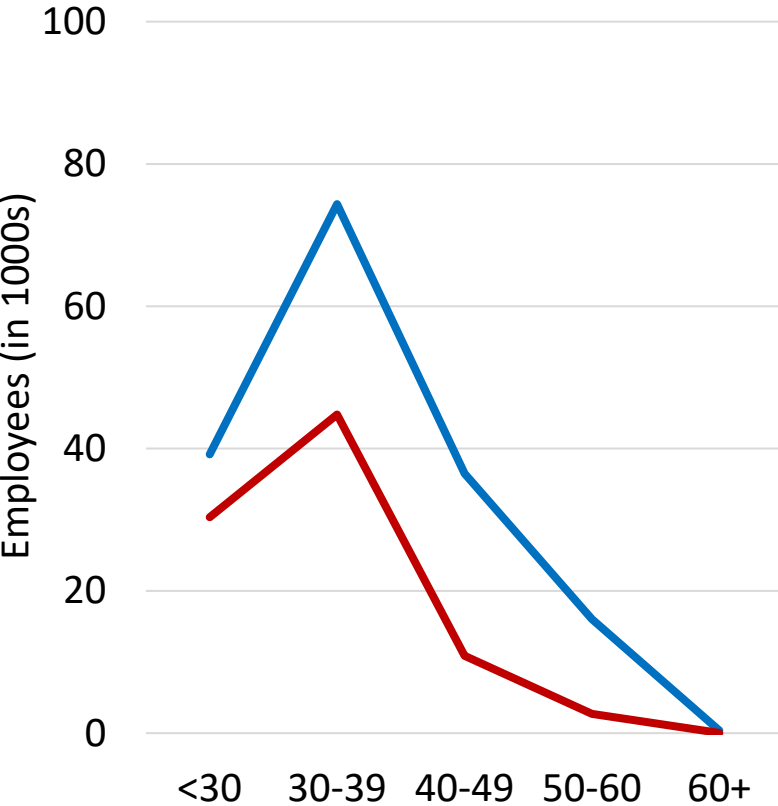
Men Are Overrepresented, Especially in Middle Age



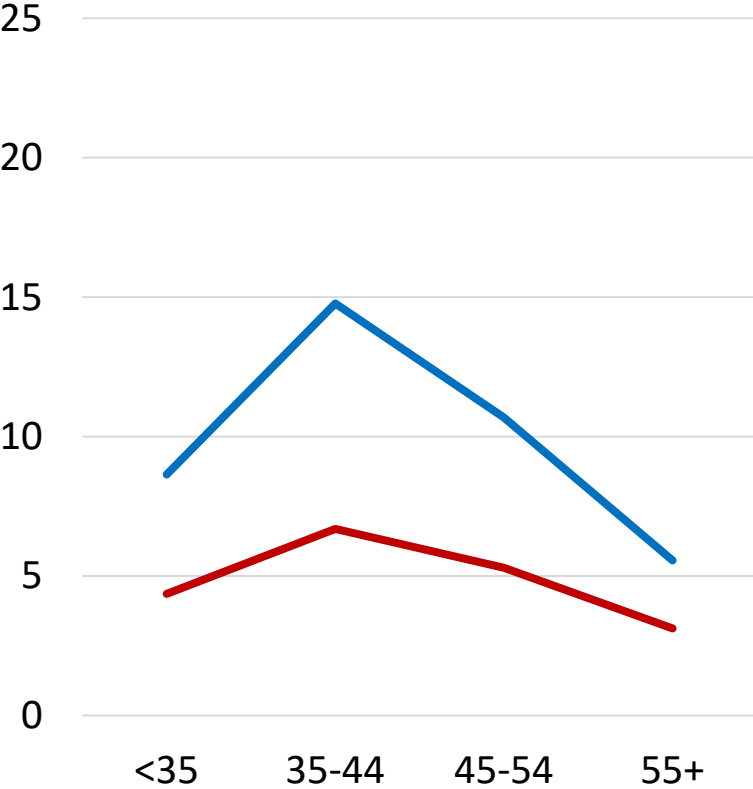
Mallory Womble and Amber Chaudhry

Men Are Overrepresented, Especially in Middle Age

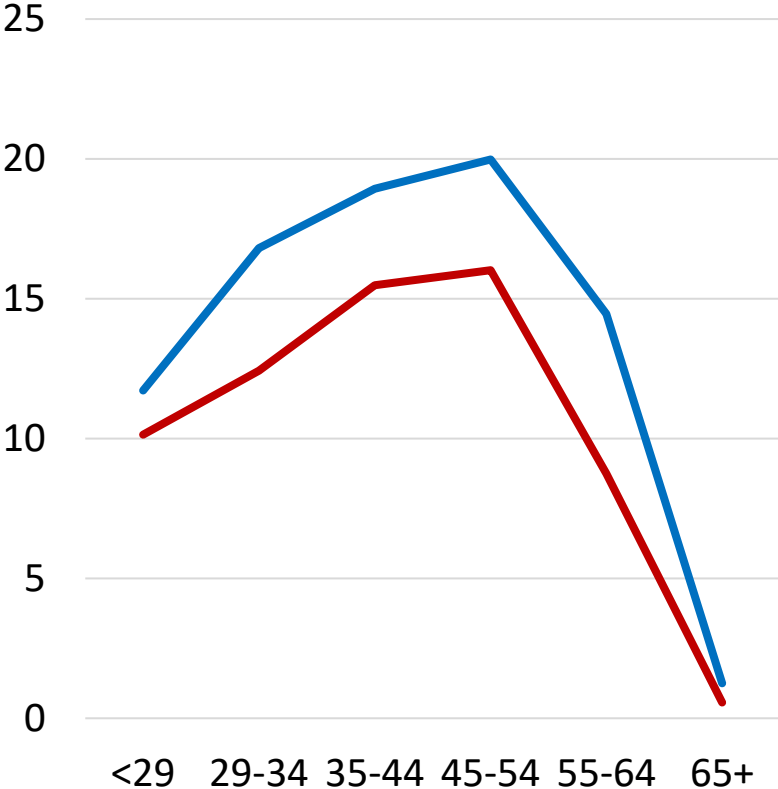
BHUTAN



HAITI



KYRGYZSTAN



— women — men



PATTERN V:

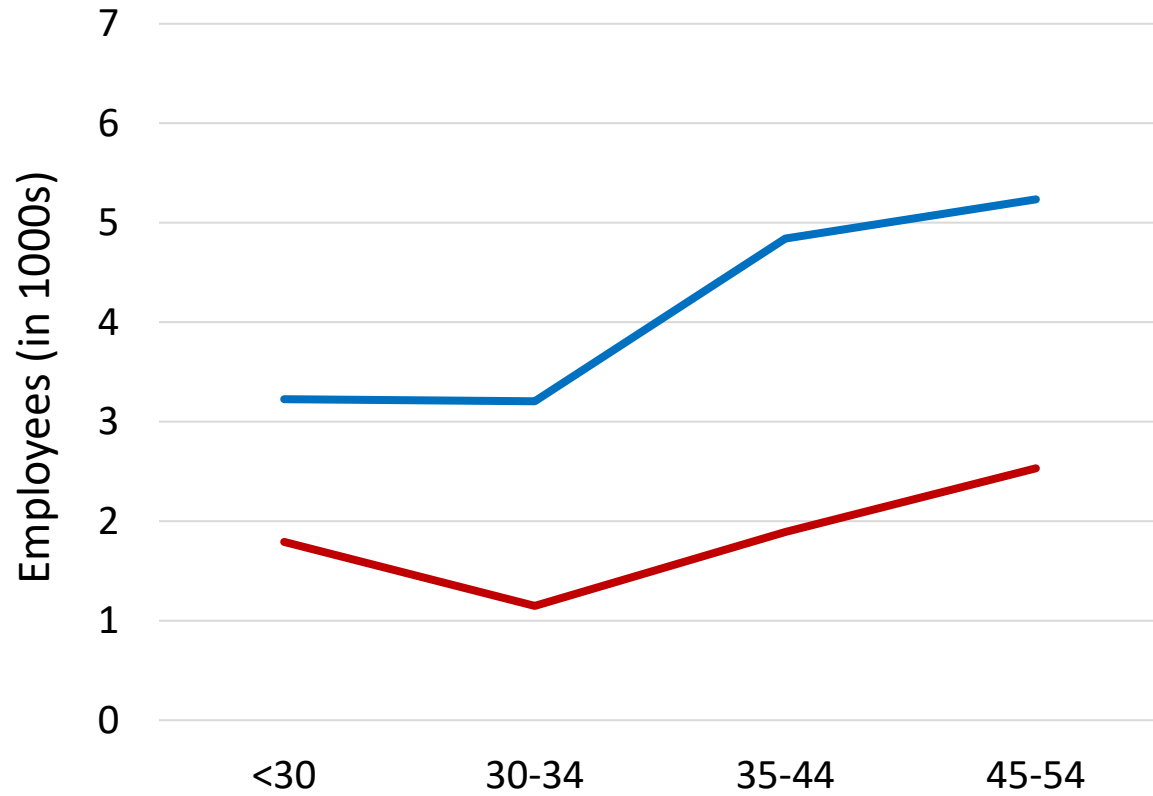
Men Are Overrepresented, Especially in Their 40s-50s



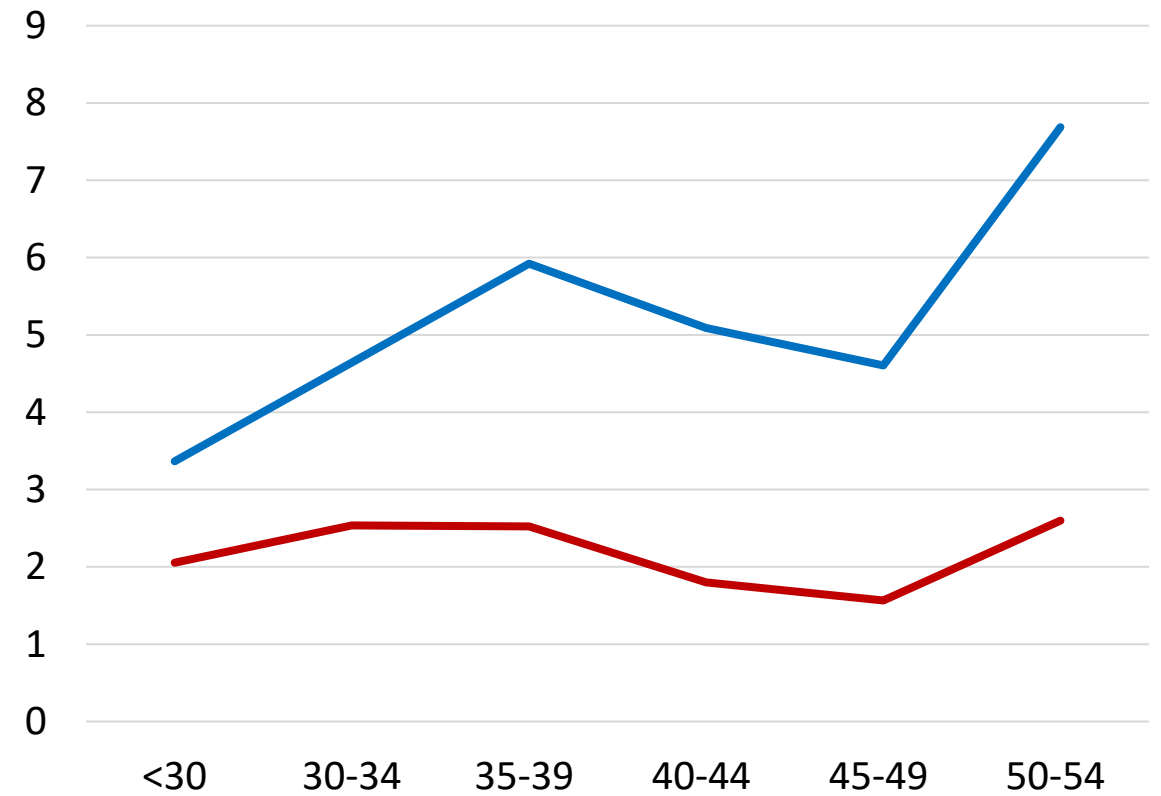
Meg Harris and Tiffany Tse

Men Are Overrepresented, Especially in Their 40s-50s

AZERBAIJAN



MALI



— women — men



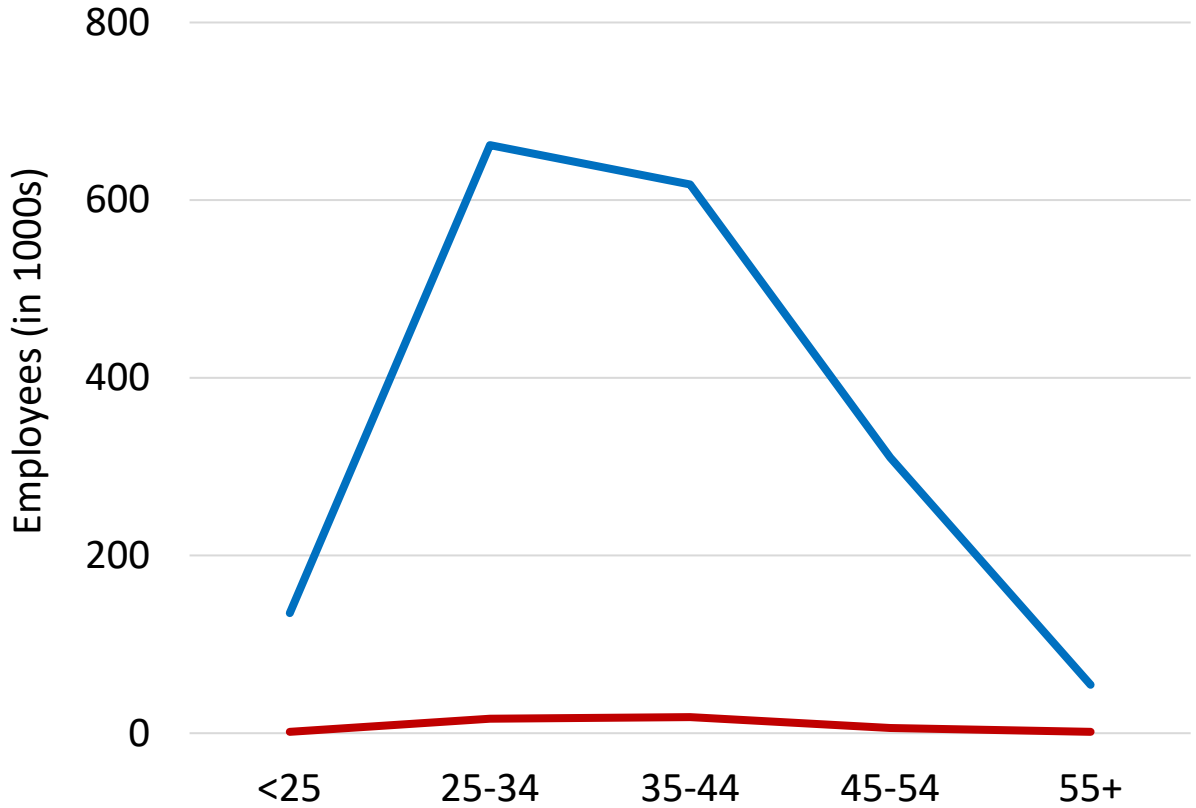
PATTERN VI:

Men are Vastly Overrepresented, Regardless of Age

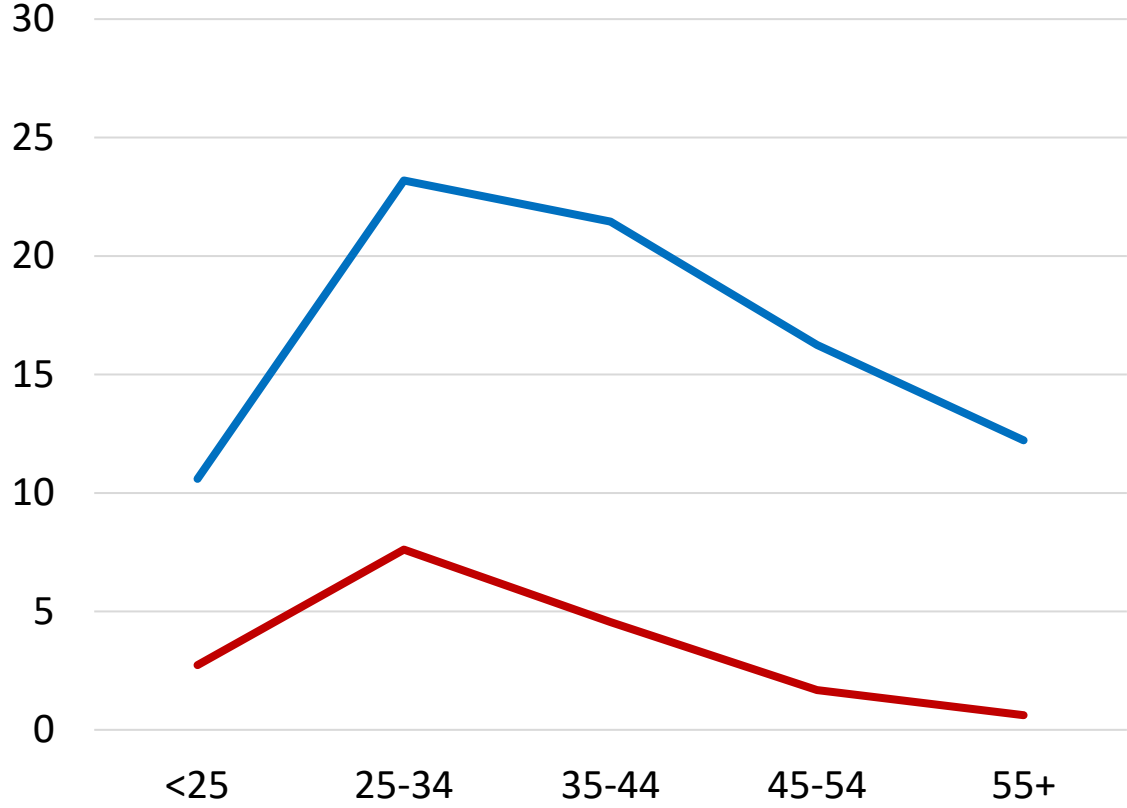


Men are Vastly Overrepresented, Regardless of Age

SAUDI ARABIA



QATAR



— women — men



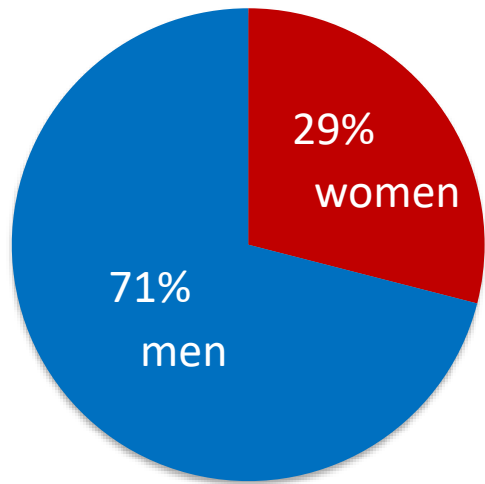
Questions and Answers

Gender Equality in Public Administration by Age

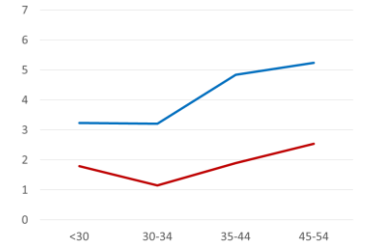


Glass Walls and Glass Ceilings by Age

Kayla Whitehouse and Sarah Sandrian

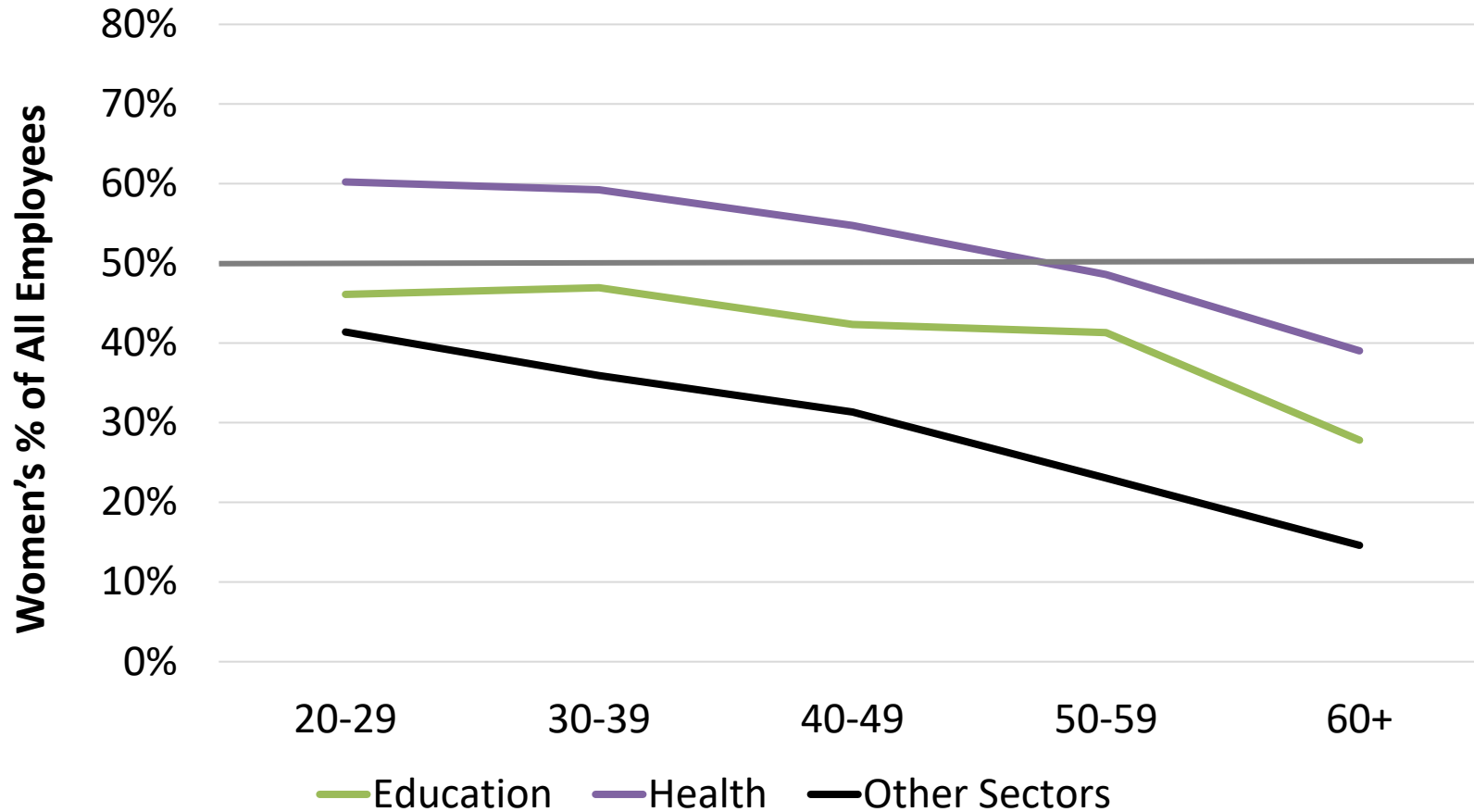
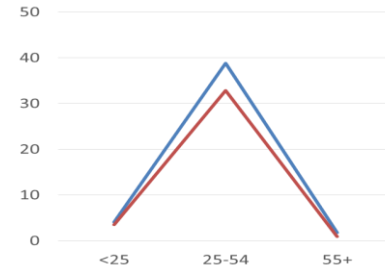
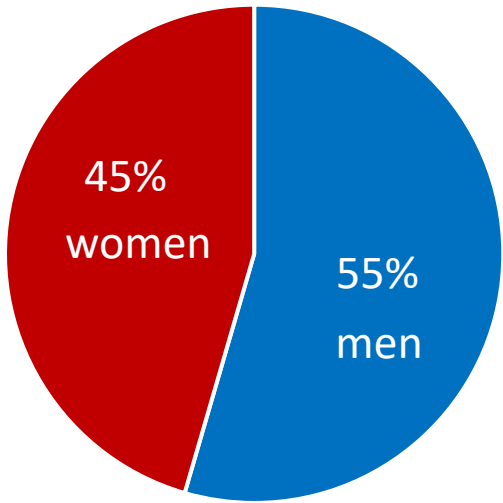


Glass Ceilings: Azerbaijan



	Total	Under 30	30-34	35-44	45-54	55-64	65 and over
Administrative Posts: Superior - 3	28.3%	28.7%	30.5%	36.9%	32.6%	15.8%	11.1%
Administrative Posts: 4-7							
Deputy Head of Local Ex. Authority	22.8%	57.1%	50.0%	37.3%	18.6%	11.7%	0.0%
Head of Division	4.8%	4.1%	5.4%	4.2%	4.8%	4.8%	12.9%
Deputy Head of Division	7.3%	7.4%	2.4%	6.6%	8.9%	8.0%	18.8%
Head of Sector	18.3%	15.1%	12.3%	17.1%	22.6%	18.5%	21.4%
Chief Consultant	20.2%	19.8%	18.7%	18.5%	26.1%	17.0%	11.0%
Senior Consultant	25.6%	27.6%	21.3%	30.1%	28.6%	16.8%	33.3%
Leading Consultant	30.4%	30.1%	25.1%	28.9%	38.3%	28.7%	15.0%
Consultant	36.2%	41.2%	30.7%	28.7%	49.0%	33.1%	10.5%
Supplementary Posts:							
Chief Specialist	54.4%	58.5%	48.1%	60.0%	60.7%	36.6%	4.0%
Senior Specialist	60.3%	67.7%	53.2%	62.8%	57.1%	51.9%	55.6%
Leading Specialist	67.2%	61.8%	58.0%	67.6%	78.1%	70.9%	66.7%
Specialist	50.3%	44.1%	36.6%	46.9%	65.5%	50.7%	44.4%

Glass Walls: Rwanda





Questions and Answers

Glass Walls and Glass Ceilings by Age



LGBTI Participation in Public Administration

Daniel Jacobson and Leslie Marshall



Overview of Research

Sub-Saharan Africa:

- West Africa
 - Cabo Verde; Guinea-Bissau
- Southern Africa
 - South Africa
- East Africa
 - Kenya; Rwanda

Americas & Caribbean:

- North and Central America
 - Canada; Mexico
- South America
 - Argentina; Brazil; Uruguay
- Caribbean
 - Cuba; Haiti; Dominican Republic



Departing from the GEPA Approach May Be Necessary

1. Grouping LGB and T and I

- Not mutually exclusive categories
- Differences within and across groups that vary by context

2. Collecting Individual-Level Data

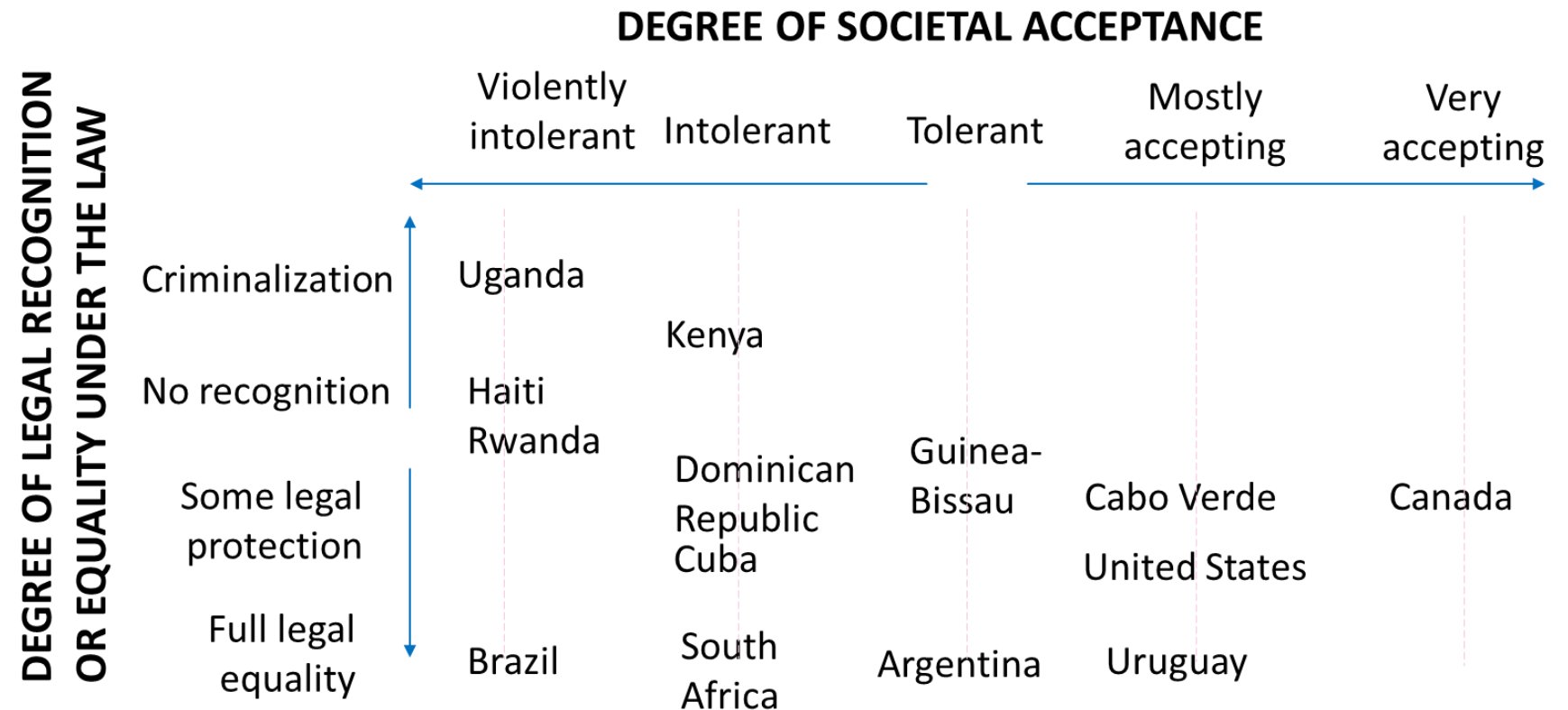
- Sexual orientation and gender identity are fluid

3. Unintended Negative Consequences

- Reporting could lead to “witch hunts” in some contexts
- Increase in anti LGBT violence



Typology of LGBTI Legal Recognition and Societal Acceptance





A Path Forward

An Employer-Centered Approach:

- Employment and workplace benefits
- Laws and policies that establish rights and protect freedom of expression
- Follow the advocates and activists
 - Include government partnerships with NGOs who advocate for LGBTI

Advantages:

- Involve wide range of actors across countries and regions
- Draw on massive body of work already completed



Next Steps for LGBTI Working Group

Proposal for Spring 2017:

- Identify successful country examples of progress on LGBTI rights, representation, and participation in the public sector
- Draw from research on bureaucracy and ethnic/racial politics
- Follow the work of advocates and activists

Questions to Ask:

- What are the effects of anti-discrimination laws and policies?
- What are the best practices for implementation and enforcement?
- Who should be involved in policymaking?
- What data are already being collected?



Questions and Answers

LGBTI Participation in Public Administration



Discussion and Next Steps