GENDER EQUALITY IN PUBLIC ADMINISTRATION:

A Moving Target

UNIVERSITY OF PITTSBURGH

Multi-disciplinary Graduate Student Working Group

Ford Institute for Human Security, GSPIA

Fall 2017

INTRODUCTION

girl @Pitt
gender inequality research lab

OUR MULTI-DISCIPLINARY RESEARCH GROUP

- Co-led by Professors Müge Finkel & Melanie Hughes
- 20+ graduate students in Public Policy, Sociology, Political Science, Public Health, Education, and Social Work
- 7,000 Research hours
- This year, an initiative of GIRL at Pitt

OVERVIEW

- INTRODUCTION
- YEAR 1. WHAT DATA ARE PUBLICLY AVAILABLE? WHAT IS THE IDEAL TRACKING SYSTEM?
- YEAR 2. DIGGING DEEPER: DEFINITIONS AND FURTHER DISAGGREGATIONS
- YEAR 3. ASSEMBLING A GLOBAL DATABASE AND FOCUS ON CONFLICT-AFFECTED COUNTRIES
- MOVING FORWARD

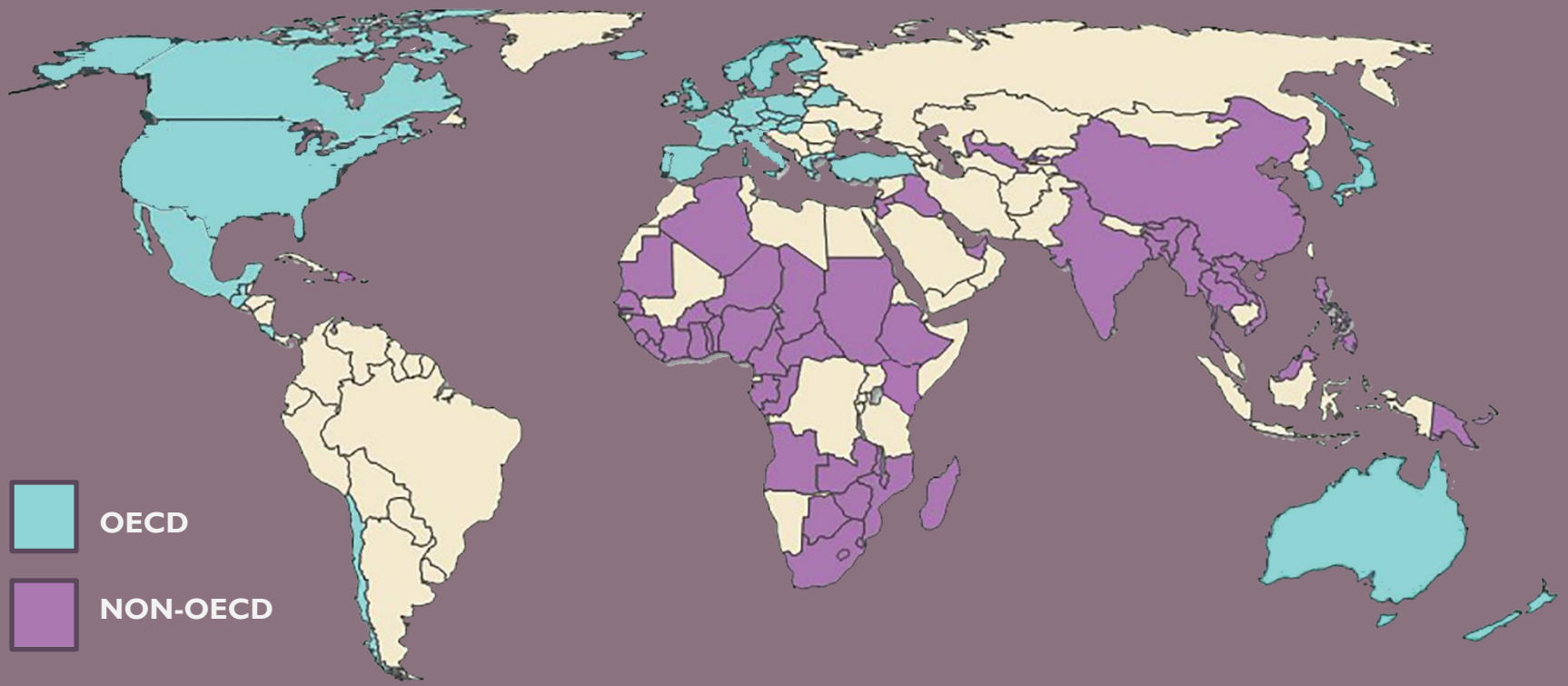
YEAR 1:

WHAT DATA ARE AVAILABLE?

WHAT IS THE IDEAL TRACKING SYSTEM?

Amadea Zheng, Julie Shuff,
Tongyu Yi, & Katherine Schaeffer

WHAT DATA ARE AVAILABLE?



CRITERIA FOR EVALUATING TRACKING SYSTEMS

1. AVAILABILITY

- Are data tracked at all
- Publicly availability
- Raw vs. processed data
- Frequency of updates

2. EASE OF USE

- Intuitive location
- Downloadable
- Customizable

3. DISAGGREGATION

- By sector
- By pay grade
- By decision-making level
- By full- vs. part-time employment

GOLDILOCKS AND THE SEARCH FOR "JUST ENOUGH" DATA

TOO LITTLE

- Unavailable or inaccessible
- Outdated or irregularly updated
- Technical problems with the website
- Unclear or overlapping categories

TOO MUCH

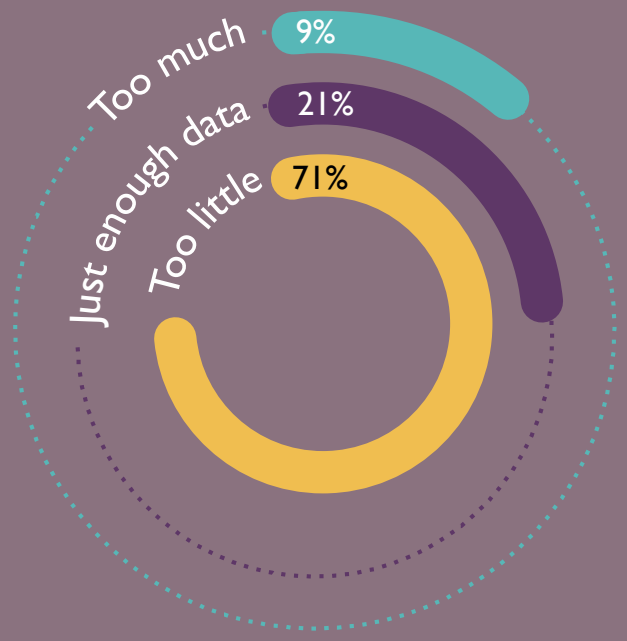
- Lots of raw, unprocessed data
- Difficult to navigate
- Not user-friendly for the general public

JUST ENOUGH

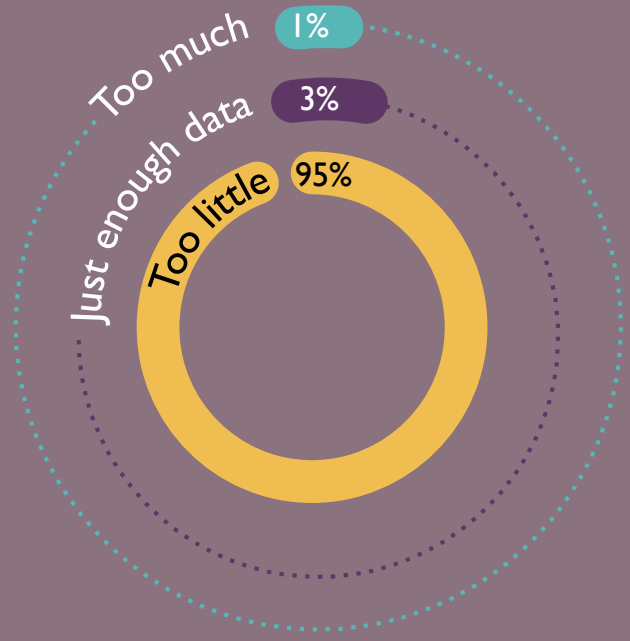
- Combination of raw and summarized data
- Regularly updated
- Accessible to the general public
- Clearly defined categories
- Allows comparisons across sectors and levels

GLOBAL DATA AVAILABILITY

34 OECD COUNTRIES



70 NON-OECD COUNTRIES

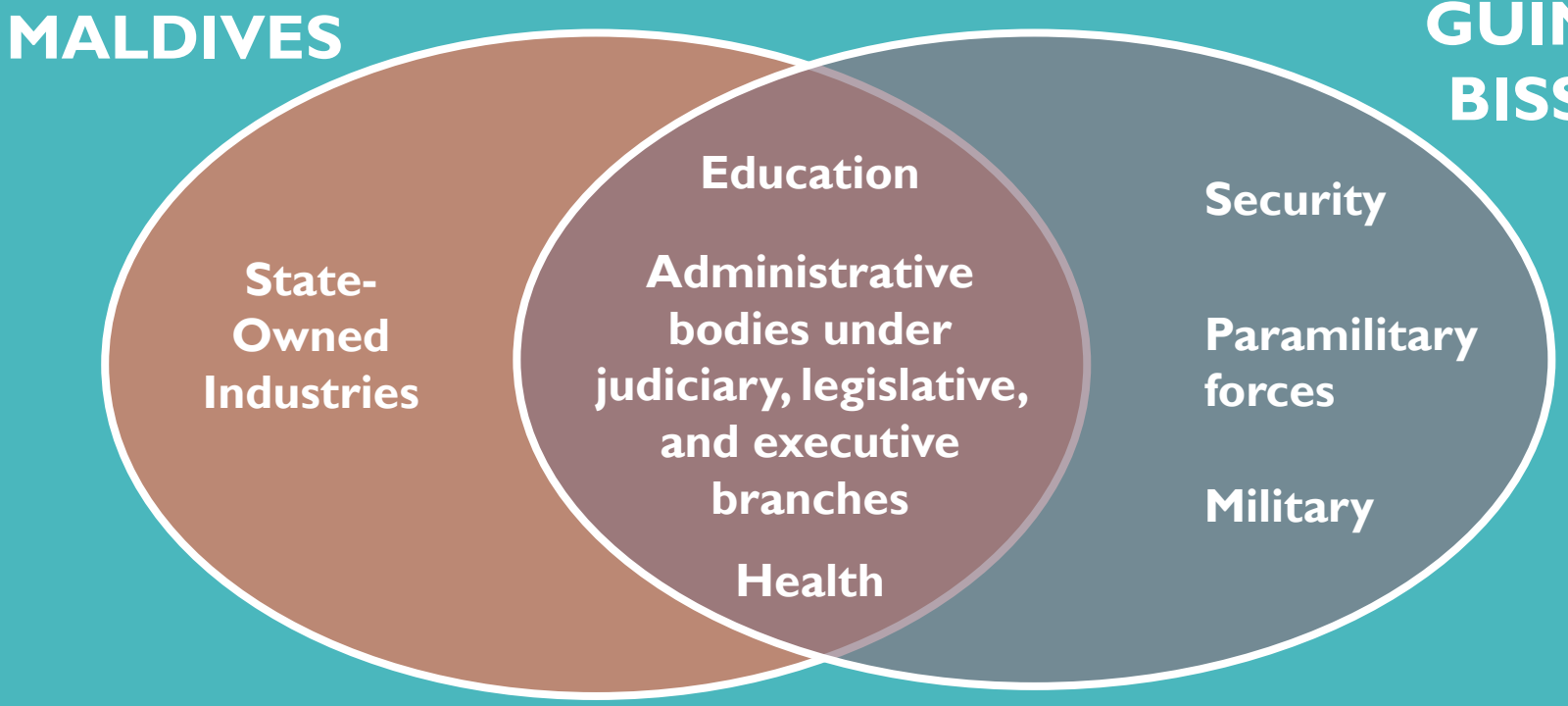


YEAR 2:

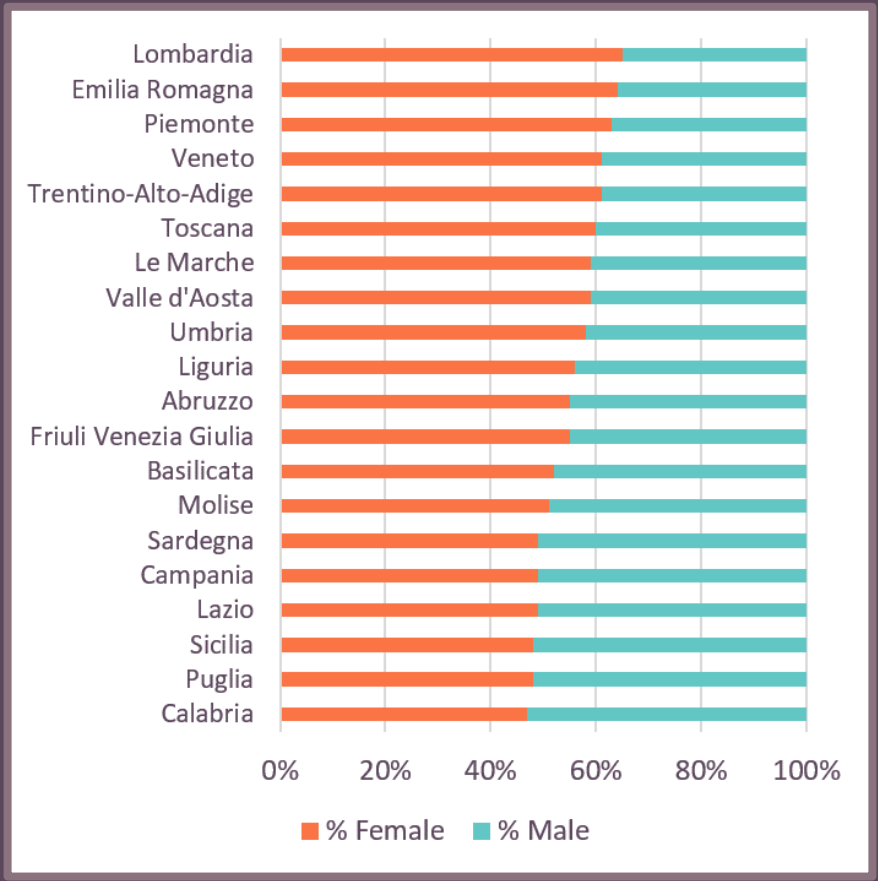
DIGGING DEEPER: DEFINITIONS AND FURTHER DISAGGREGATIONS

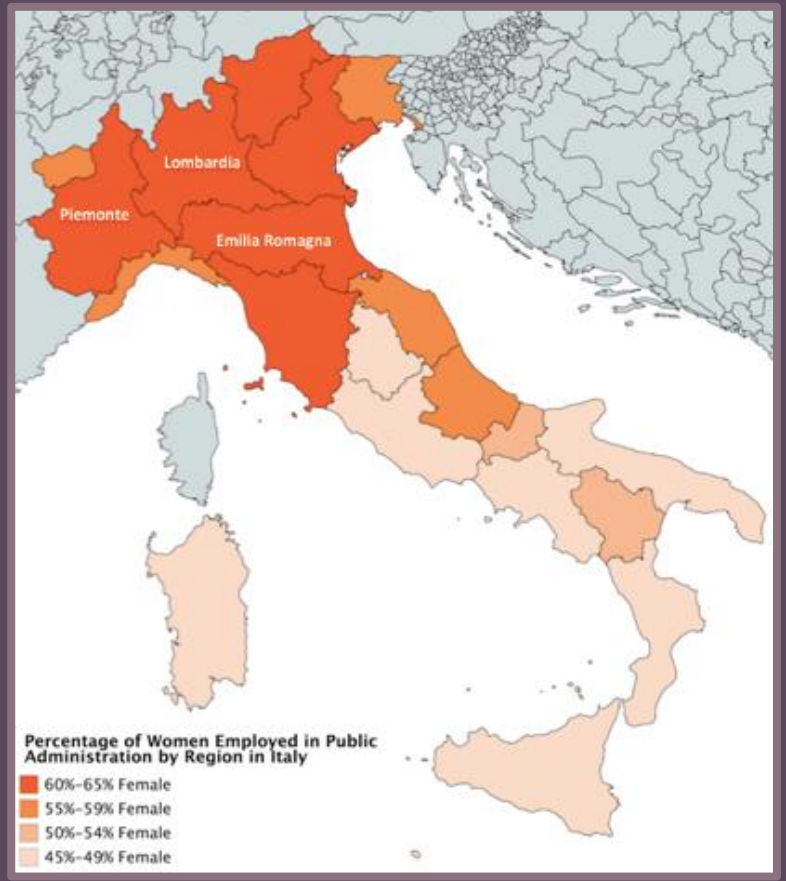
Priyanka Srinivasa, Shelby Clark,
& Megan Harris

DEFINITIONS: WHAT IS PUBLIC ADMINISTRATION AROUND THE WORLD?



DISAGGREGATION BY LEVEL OF GOVERNMENT: ITALY



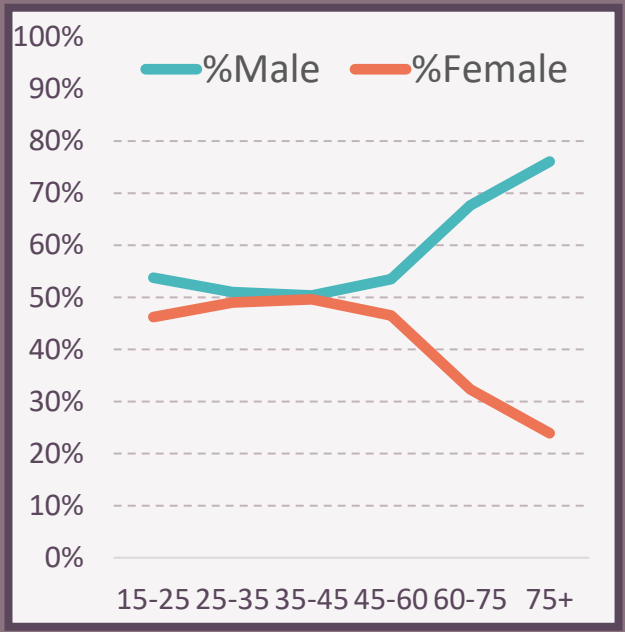


DISAGGREGATION BY AGE

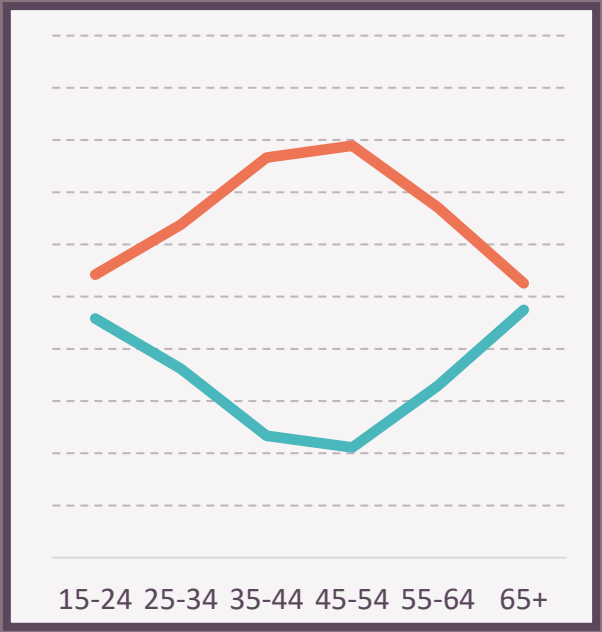
- Recruitment and retention
- Youth inclusion
- Glass ceilings and seniority

DISAGGREGATION BY AGE

MEXICO



MOLDOVA



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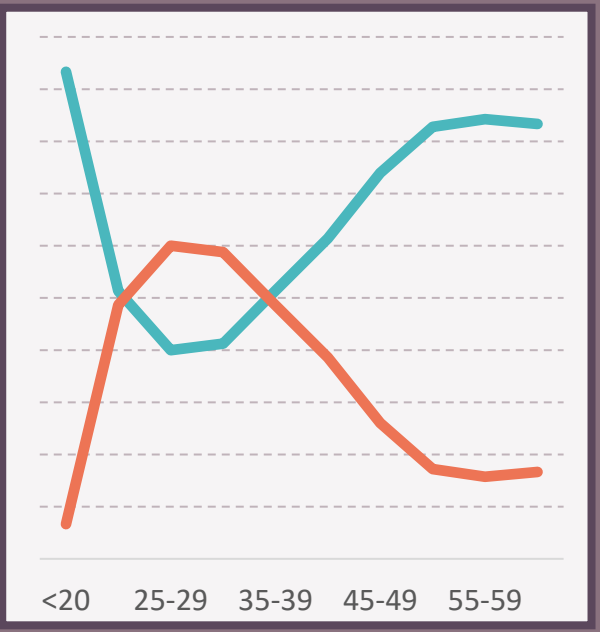


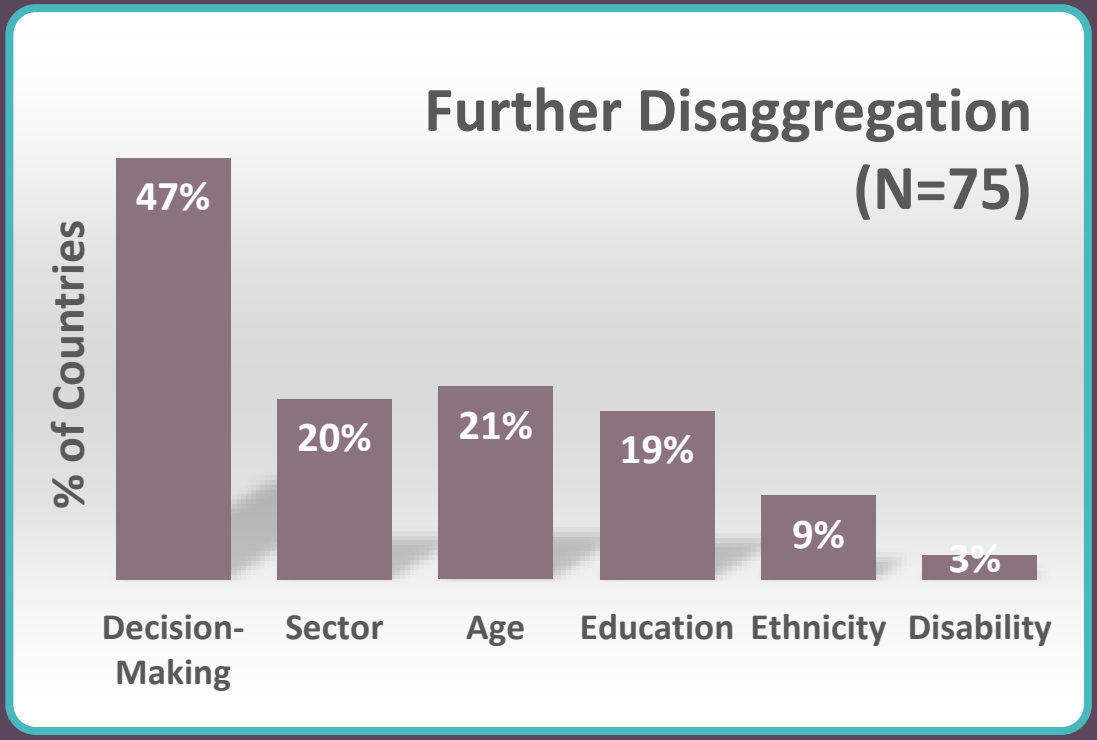
Civil Servants, % by Age and Sex

YEAR 3:
ASSEMBLING A GLOBAL DATABASE

Mallory Womble, Moshe Wolf,
& Olivia Xu

COMPREHENSIVE DATABASE

- Any public administration data: 118 countries
- Sex-disaggregated data: 75 countries
- Multiple years of data: 23 countries



CHANGES IN DATA OVER TIME

- Changes for the worse
  - Data and reports are removed from government websites
  - Public access to data becomes limited

- Changes for the better
  - Improvements to access
  - Improvements to data quality

AFGHANISTAN

	2005-2010	2011-2017
% of Total Employees	*	*
By Sector	*	*
Decision-Making		*
Full- vs Part-Time		*
By Education Level		*
Sub-National		*

INDONESIA

	2007-2012	2013-2016
% of Total Employees	*	*
Decision-Making	*	*
By Education Level	*	*
By Age	*	*
Sub-National		*

CONFLICT-AFFECTED FOCUS

Britt Weaver, Leah De Hoet,
& Brooke Gwin

RESEARCH QUESTIONS FOR CONFLICT-AFFECTED COUNTRIES

- How has conflict affected women's participation in civil service?
- What are the consequences of women's participation in peace processes for civil service reform and women's inclusion in public administration?
- Is SDG 16.7.1 built into peace agreements?

DATA AVAILABILITY IN CONFLICT-AFFECTED COUNTRIES

Out of 22 conflict-affected countries:

SELECTED CASE STUDIES

Post-Conflict	In Transition	Confict is Ongoing
• Viet Nam	• Colombia	• South Sudan
• Rwanda	• The Gambia	• Palestine
• Liberia		• Myanmar

NEXT STEPS

Tiffany Tse

LESSONS LEARNED

YEAR 1

- Inconsistent availability and quality of data worldwide

YEAR 2

- Definitions of public administration vary and gender gaps in participation vary across regions and by age

YEAR 3

- Conflict may further complicate the availability and quality of data over time

MOVING FORWARD

- Study how conflict and women's participation in peace processes affects their participation and leadership in public administration
- Continue to collect global data on gender equality in public administration to contribute to UNDP's monitoring of SDG 16.7.1

THANK YOU!