

GENDER EQUALITY IN PUBLIC ADMINISTRATION: Conflict-Affected Countries

Case Studies from the University of Pittsburgh
Fall 2017

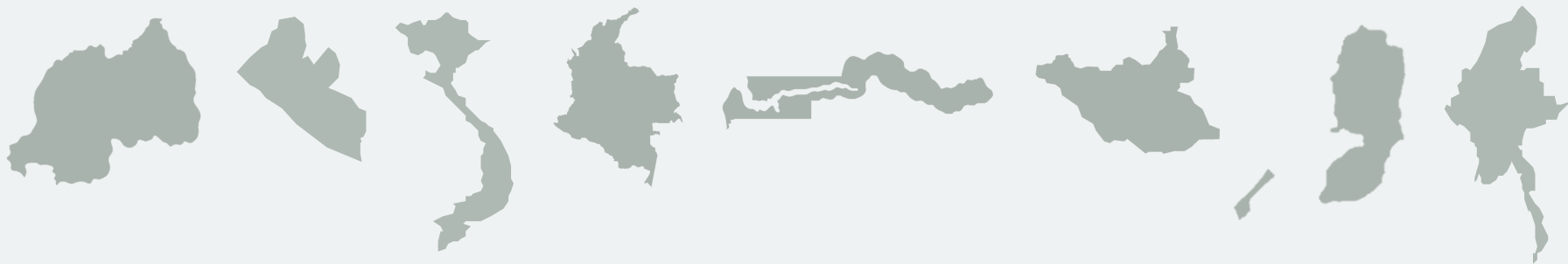


University of Pittsburgh

girl
@Pitt

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WWW.UNDP.ORG/GEPA



Country Cases

Post-Conflict

- Rwanda
- Liberia
- Vietnam

In Transition

- Colombia
- The Gambia

Conflict is Ongoing

- South Sudan
- Palestine
- Myanmar



Post-Conflict Countries





Public Administration Data	
Year	% Women of Total
2014	45%

1993:
Arusha Peace Accord

1994:
Rwanda genocide

2003:
New Constitution
Gender-Budgeting
Policies

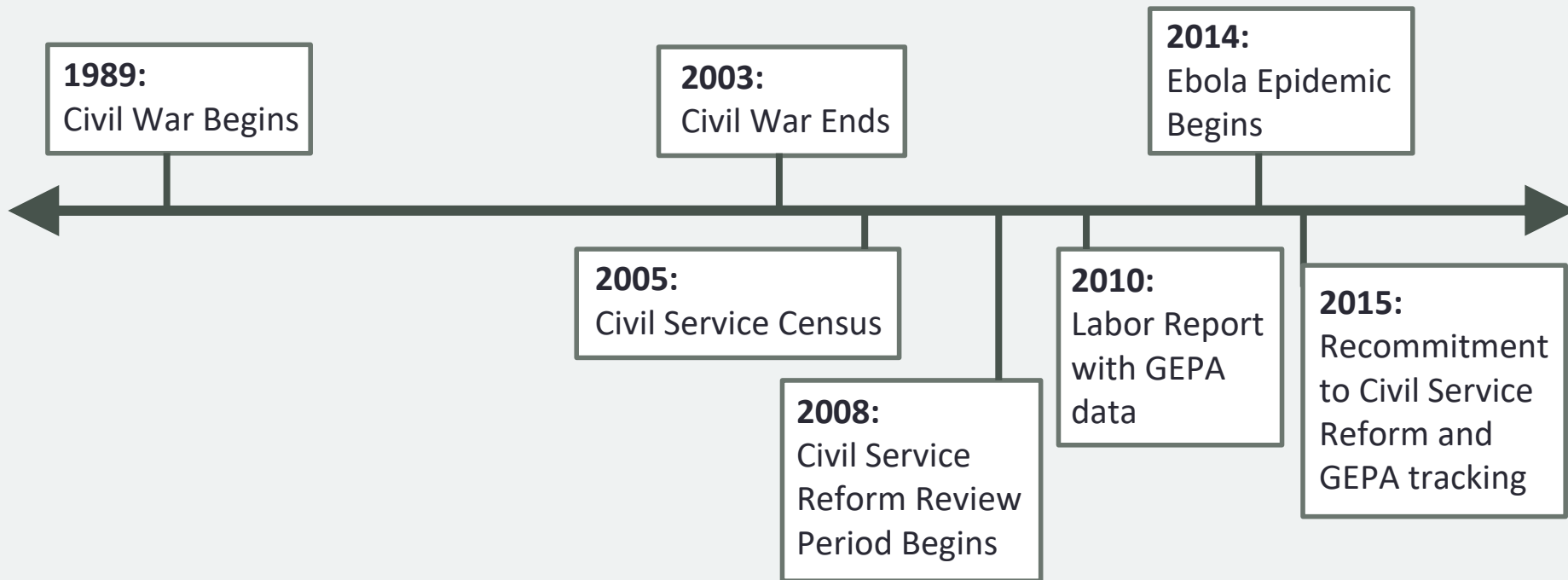
2004:
National
Gender
Policy

2009:
National
Gender
Policy
Revision
Labor Law

2011:
Comprehensive
Gender
Statistics
Framework



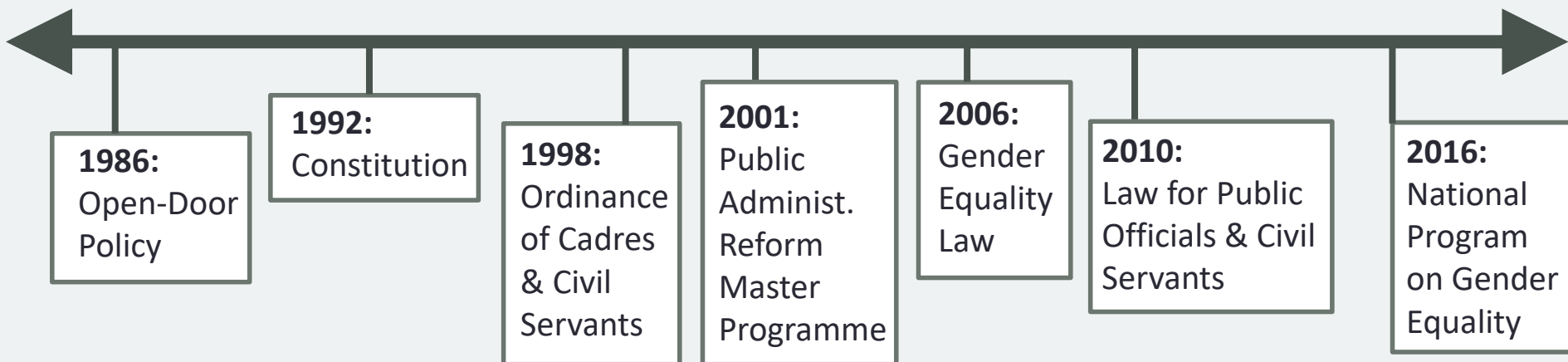
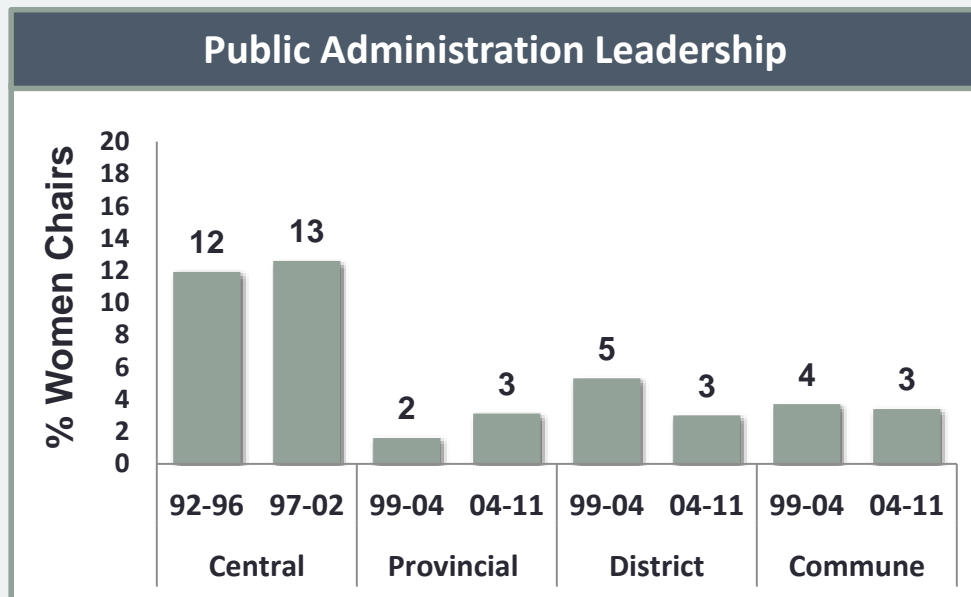
Public Administration Data	
Year	% Women of Total
2005	22% of 19,635
2010	29% of 7,000





Vietnam

Public Administration Data	
Year	% Women
2001	35%
2010	34%
2016	40%



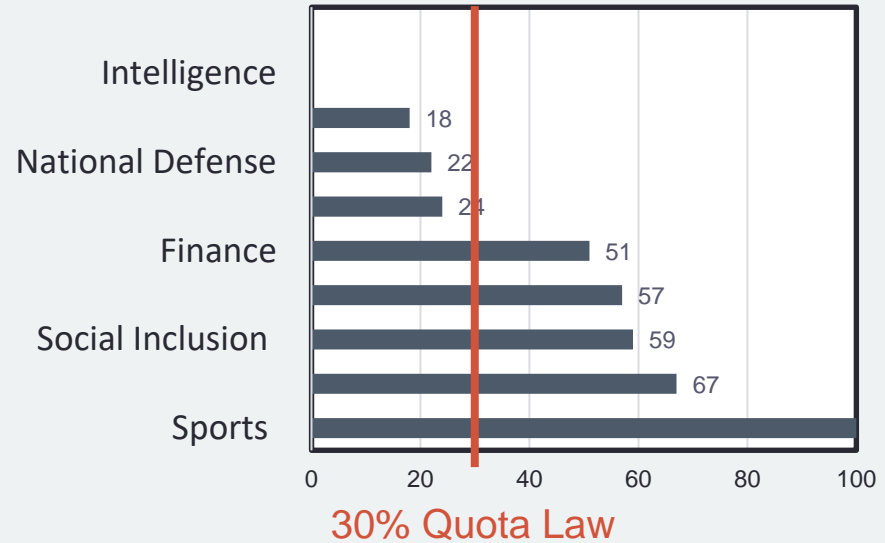
Countries In Transition



Colombia



Women's % of Decision-Making Positions by Sector



1964:

FARC and ELN conflict with Colombian Government begins

2000:

Quota law goes into effect

Jun 2016: Bilateral Ceasefire

Oct: Failed Peace Deal Vote

Nov: Alternative Peace Deal

June 2017:

FARC Disarmament

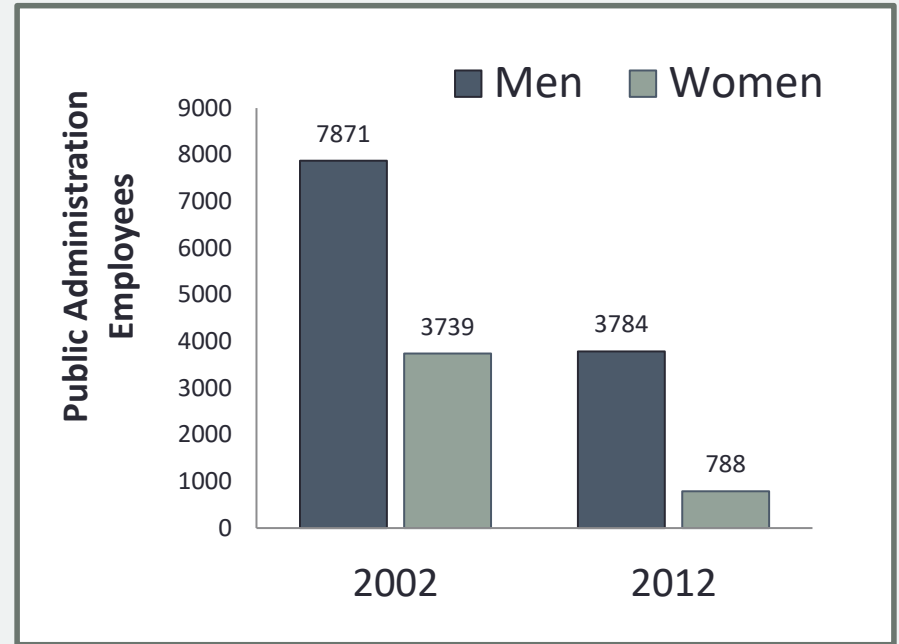
2012:

Peace talks begin in Cuba

April 2017:

Truth Commission Established

The Gambia



1981:
Senegalese army attempts overthrow

1994:
Military coup

2016:
Transfer of power to Adama Barrow

1996:
Adoption of new Constitution

2000:
Gambia Nat'l Action Plan UN 1325

2002:
Local Gov't Act

2010:
National Gender & Women's Empowerment Policy

Countries Where Conflict is Ongoing



South Sudan

No GEPA data available

2011:
Independence from Sudan

2012:
Dispute with Sudan over oil transport fees

2013:
Third Sudanese Civil War begins

2012:
National Gender Policy Plan

2015:
Peace accord signed but falls apart three months later

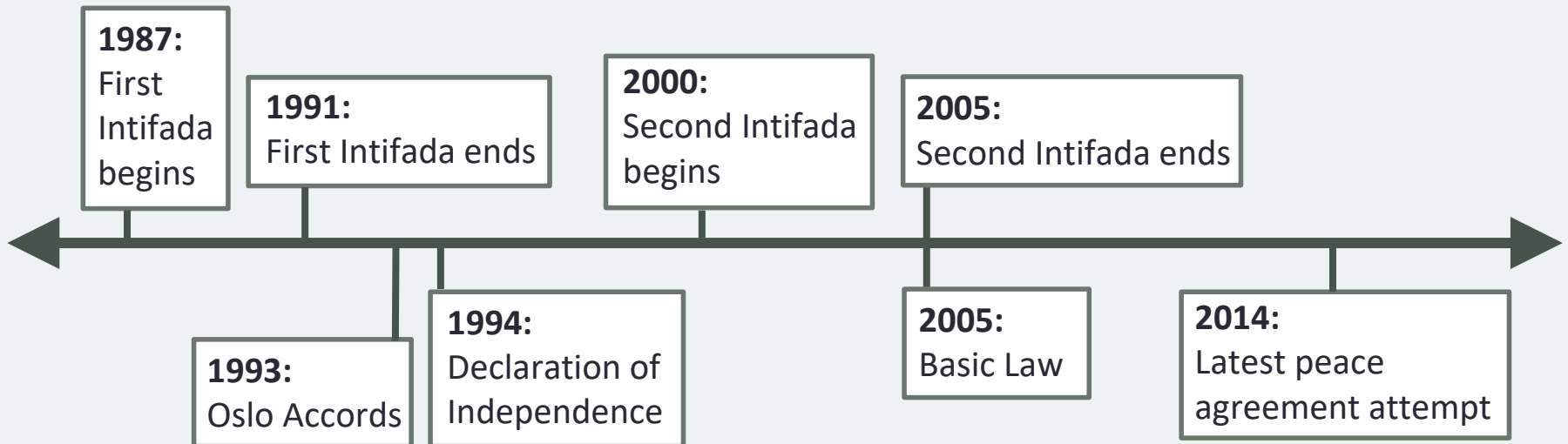
May 2017:
Unilateral ceasefire



Public Sector Data (2012)	
% Women in Public Sector	41%

**Includes Health, Education, & Public Administration*

Public Administration Data (2012)	
% Women in Mid- to Lower-Level Administration Positions	47%
% Women: Director Level	22%
% Women : General Director Level	11%





Year	Women's % of Total	% of Mid-Management
2004-2005	46.7%	31.0%
2005-2006	49.6%	35.4%
2006-2007	49.7%	34.1%
2007-2008	50.4%	34.7%
2008-2009	51.4%	32.6%
2009-2010	51.7%	36.4%
2010-2011	52.4%	36.9%

