

# GENDER EQUALITY IN PUBLIC ADMINISTRATION



*Empowered lives.  
Resilient nations.*

**UNIVERSITY OF PITTSBURGH**

**Graduate School of Public and International Affairs**

**Ford Institute for Human Security**

**Multi-disciplinary Graduate Student Working Group**

**Fall 2019**



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# GEPA & SDG 16.7.1

## Gender Equality in Public Administration (GEPA) Matters



**SDG 16.7:** Ensure responsive, inclusive, participatory and representative decision-making at all levels

**SDG 16.7.1:** Proportions of positions (by sex, age, persons with disabilities and population groups) in public institutions (national and local legislatures, public service, and judiciary) compared to national distributions

# University of Pittsburgh and GEPA

## YEAR 1

Availability and quality of sex-disaggregated data in public administration

## YEAR 2

Further disaggregation of public administration data by age and levels of government

## YEAR 3

Availability of sex-disaggregated data in conflict-affected countries

## YEAR 4

Processes through which conflict may affect GEPA in general, and decision-making in GEPA in particular



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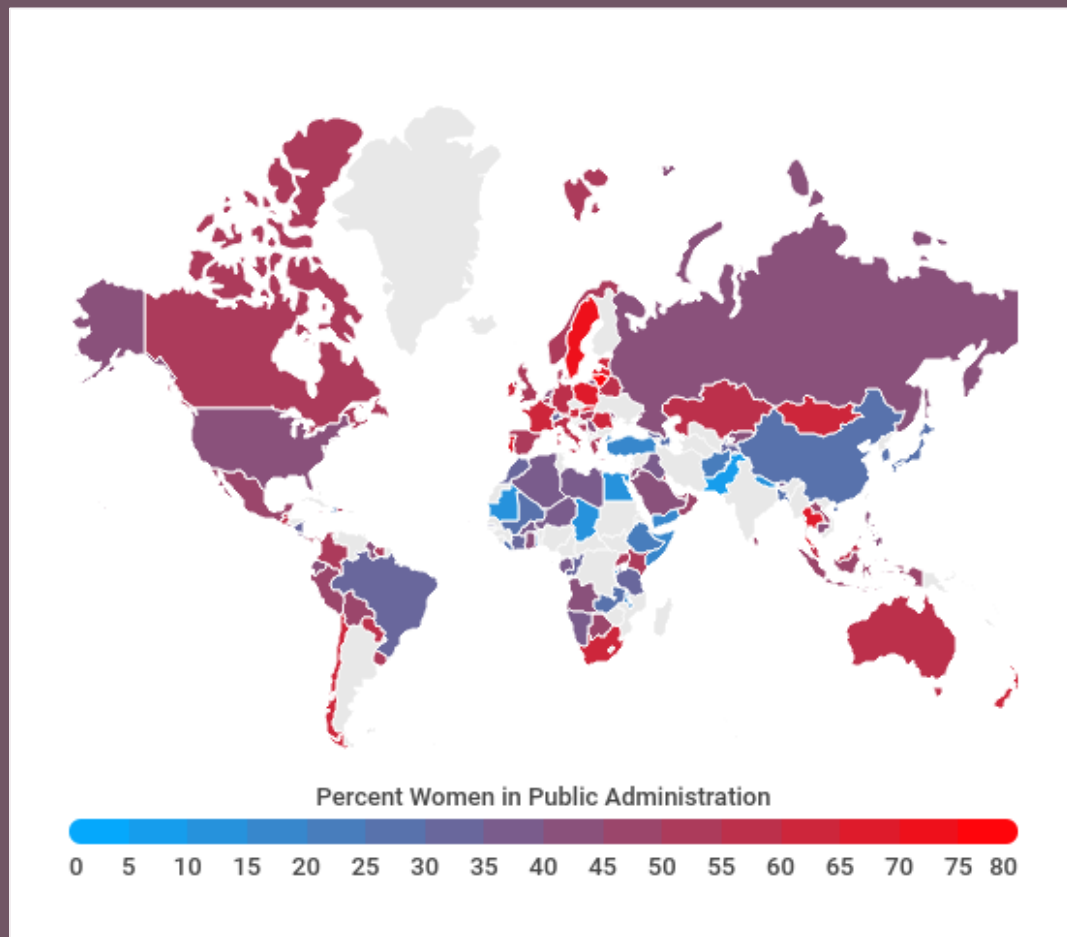


# Year 5: 2019-2020

## THREE GOALS:

- Updating our global database with new publicly available GEPA data
- Looking in-depth at four countries:
  - Denmark (decision-making)
  - South Africa (race and intersectionality)
  - Japan (recruitment)
  - Colombia (peace)
- Exploring the potential links between GEPA data and climate change machineries

# Global Data Availability



99 Non-OECD Countries

35 OECD Countries

1,052 Country-Year Observations

Women's Participation:

Average: 44.0%

Minimum: 5.5%

Maximum: 77.5%

# Four Country Case Studies



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# Colombia

## Women As Agents of Peace



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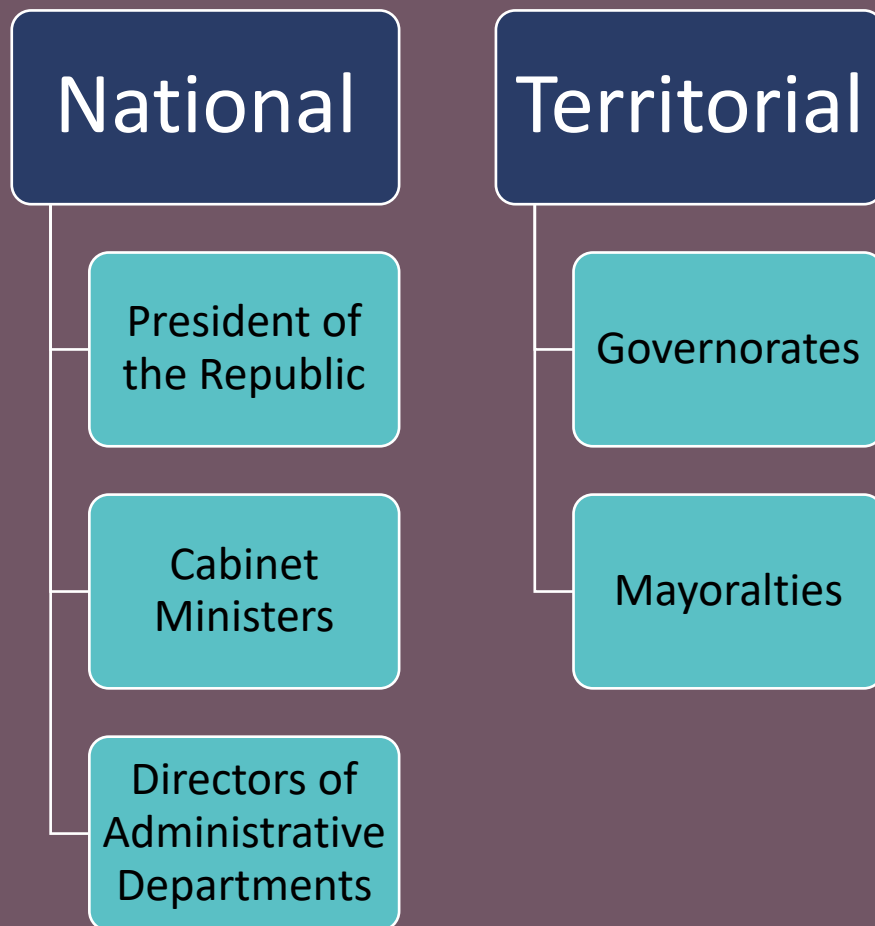
# Colombia: Public Administration Structure

## National level:

- cabinet ministers and directors of administrative departments
- 24 sectors—16 ministries and 8 department heads

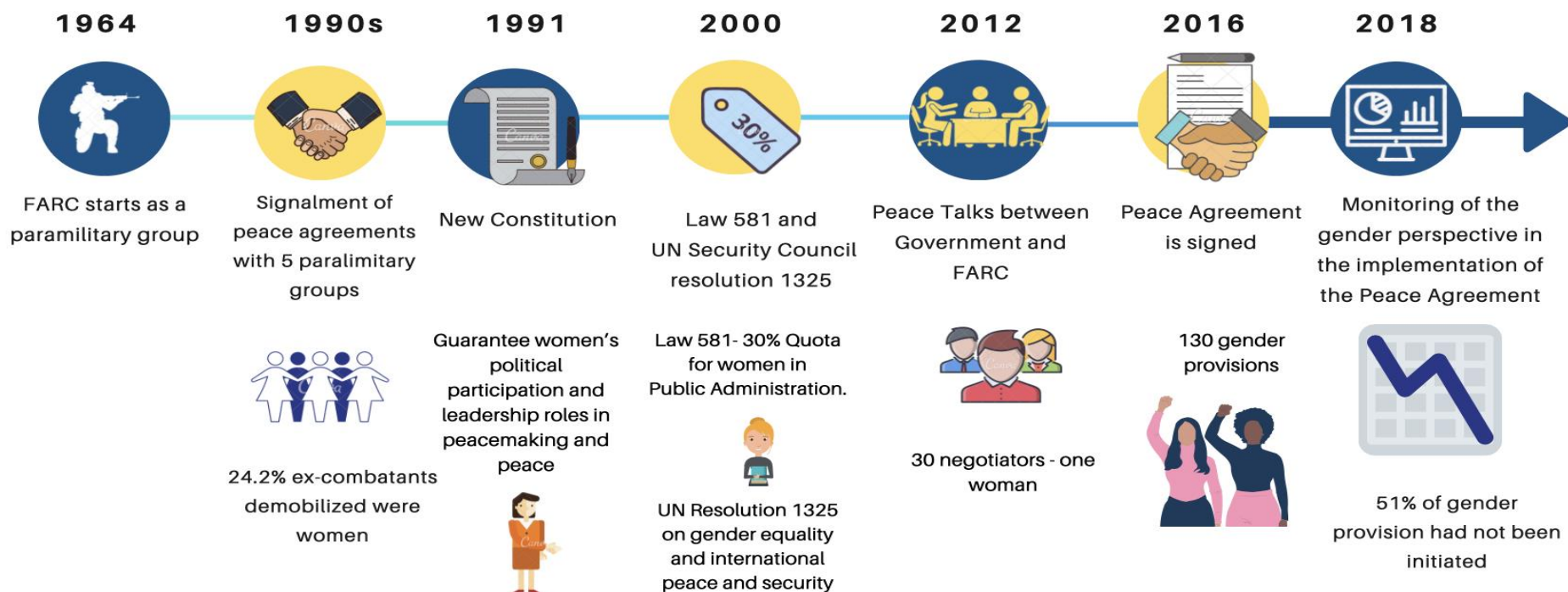
## Territorial level:

- 32 Departments (Governorates) headed by Governors
- 1101 municipalities headed by Mayors



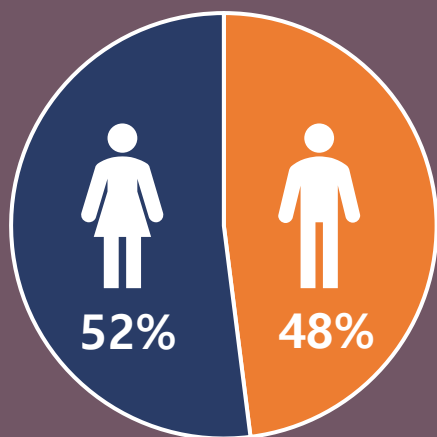


# Colombia: Timeline of Gender and Conflict

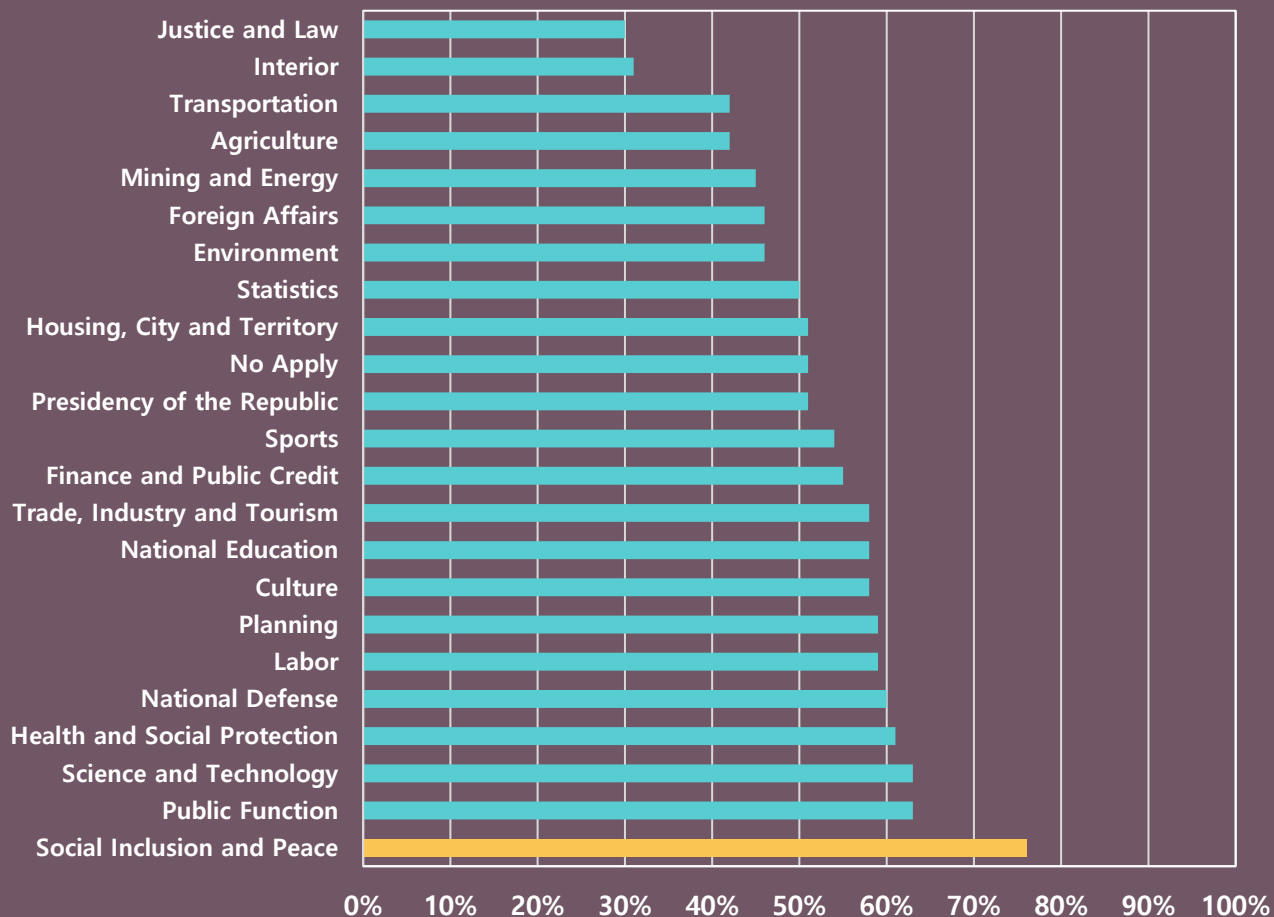


# Colombia: Women in Peace Machinery

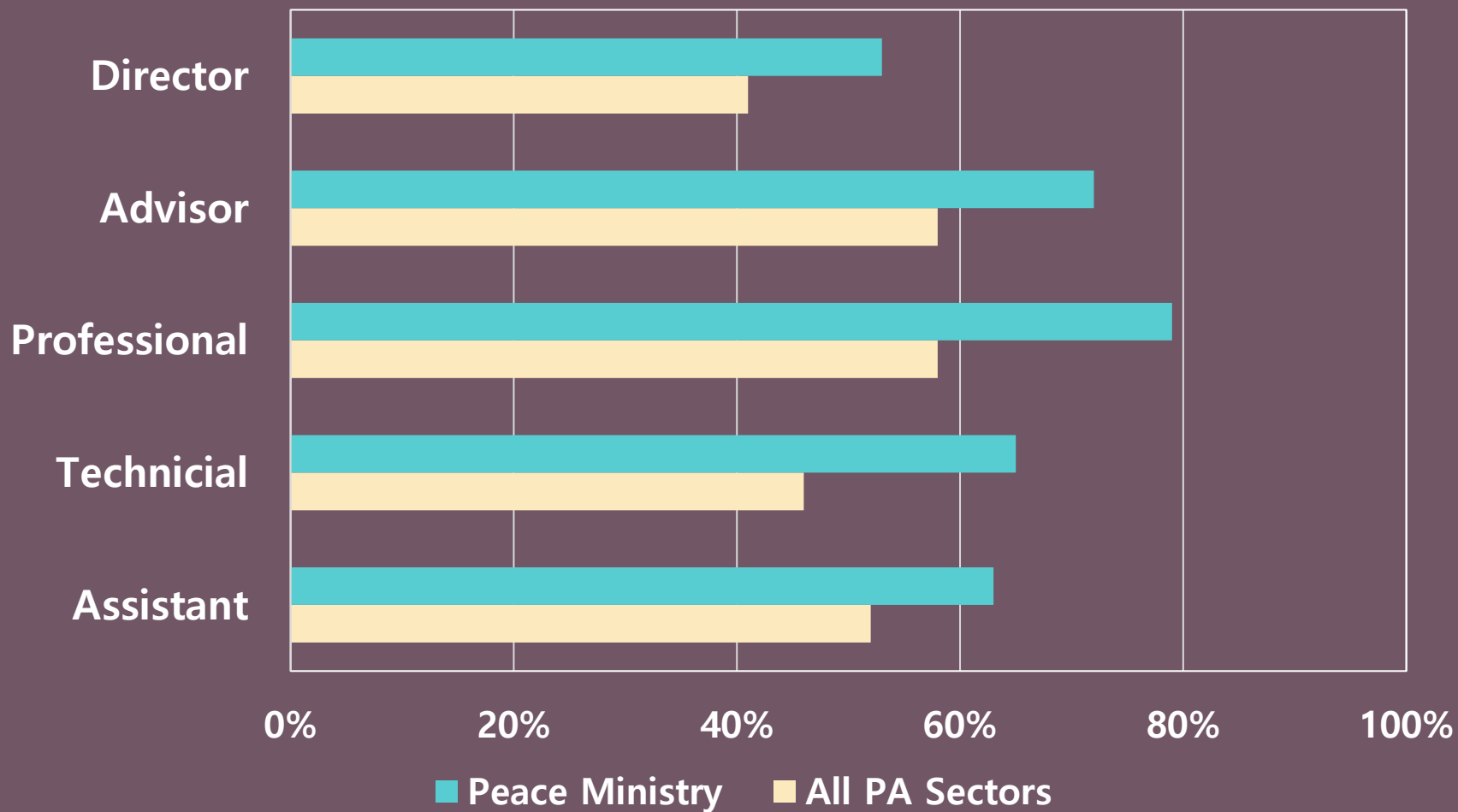
## Colombian Public Administration % Women (2019)



## % Women By Ministry (2019)



# Colombia: Women in Peace Machinery Decision-Making



# South Africa

## Gender, Race, and Intersectionality



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# South Africa: Timeline of Racial and Gender Policies

The adoption of a new constitution reforms the whole civil service.

1994



1998

The Employment Equity Act was introduced to promote Black and women's participation in the labor force.

The Black Economic Empowerment Act specifically targeted Black South African participation in the workforce.

2003

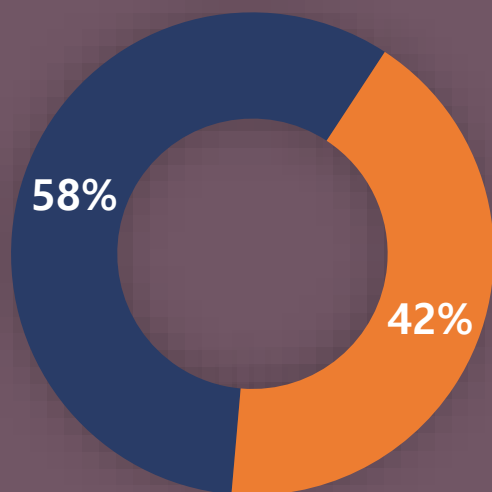


2008

The Codes of Good Conduct were introduced to target Black women's employment.

# South Africa: Gender and Race in PA

### South African Public Administration % Women (2018)

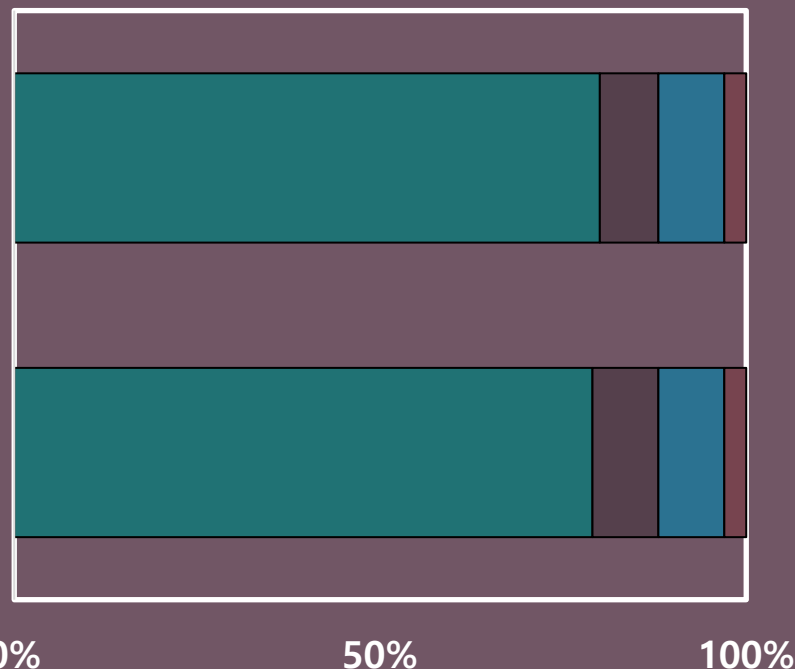


■ Women ■ Men

### Race Distribution of Women in PA vs. Overall Population (2018)

Women in PA

Population

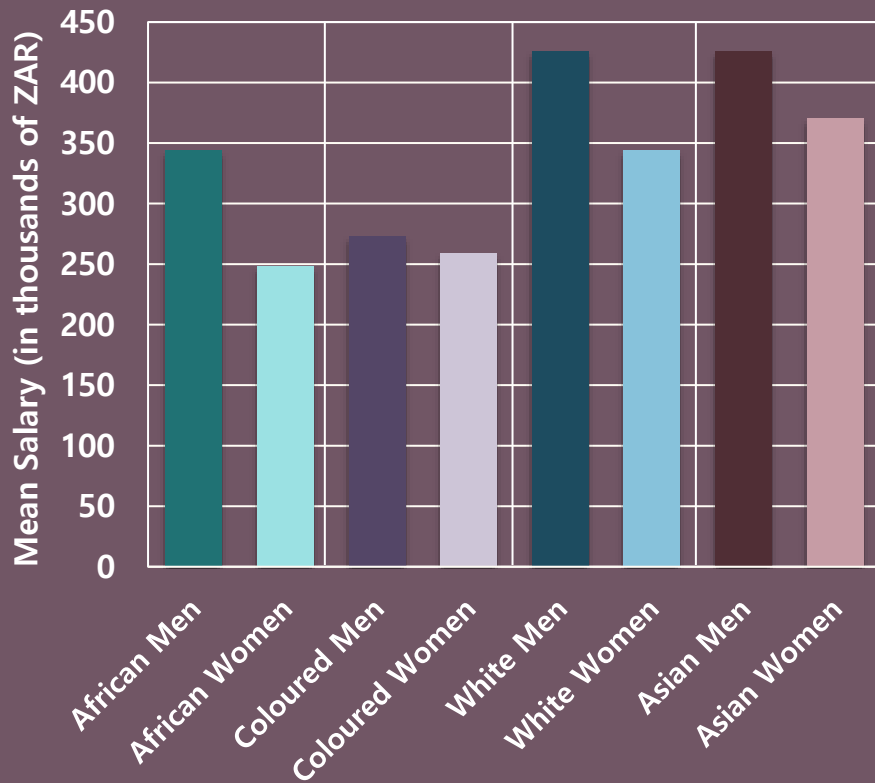


■ African ■ Coloured ■ White ■ Asian

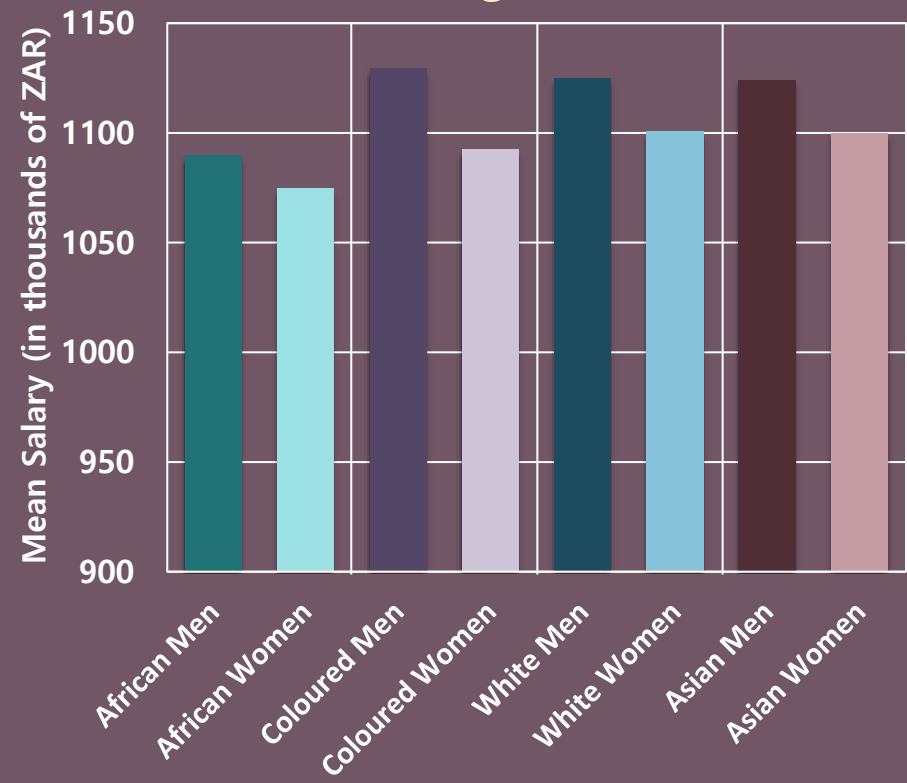
# South Africa

## Mean Salary By Race and Gender (2018)

### Overall Public Administration



### Senior Management Positions



# Denmark

## Progressive Public Administration at the Surface



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# Denmark: Public Administration Structure

## Three Public Administration Sectors



### Municipal:

Child Care, Elder Care, Primary Education



### Regional:

Public Health



### State:

Central Administration, Police, Higher Education



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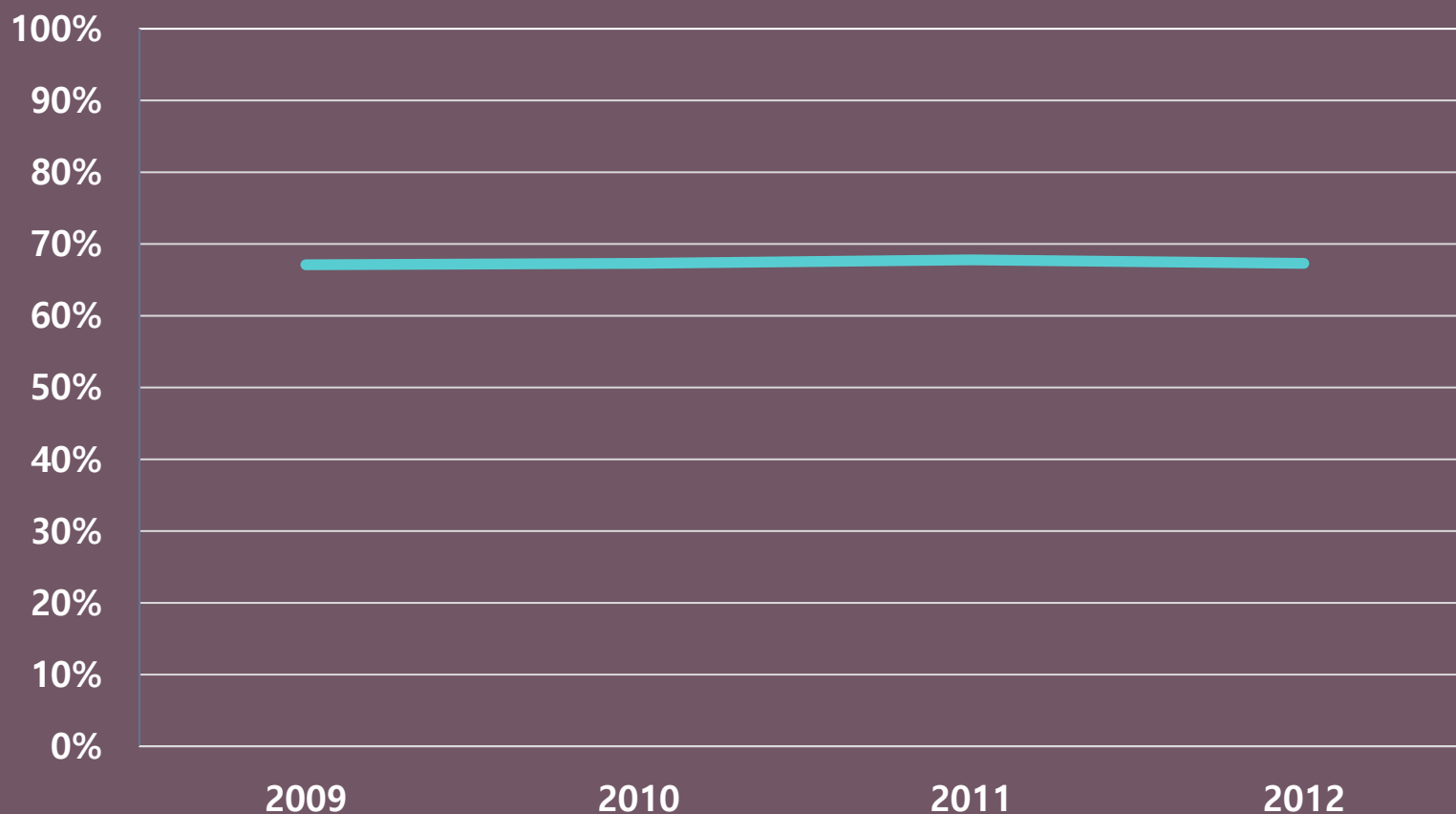
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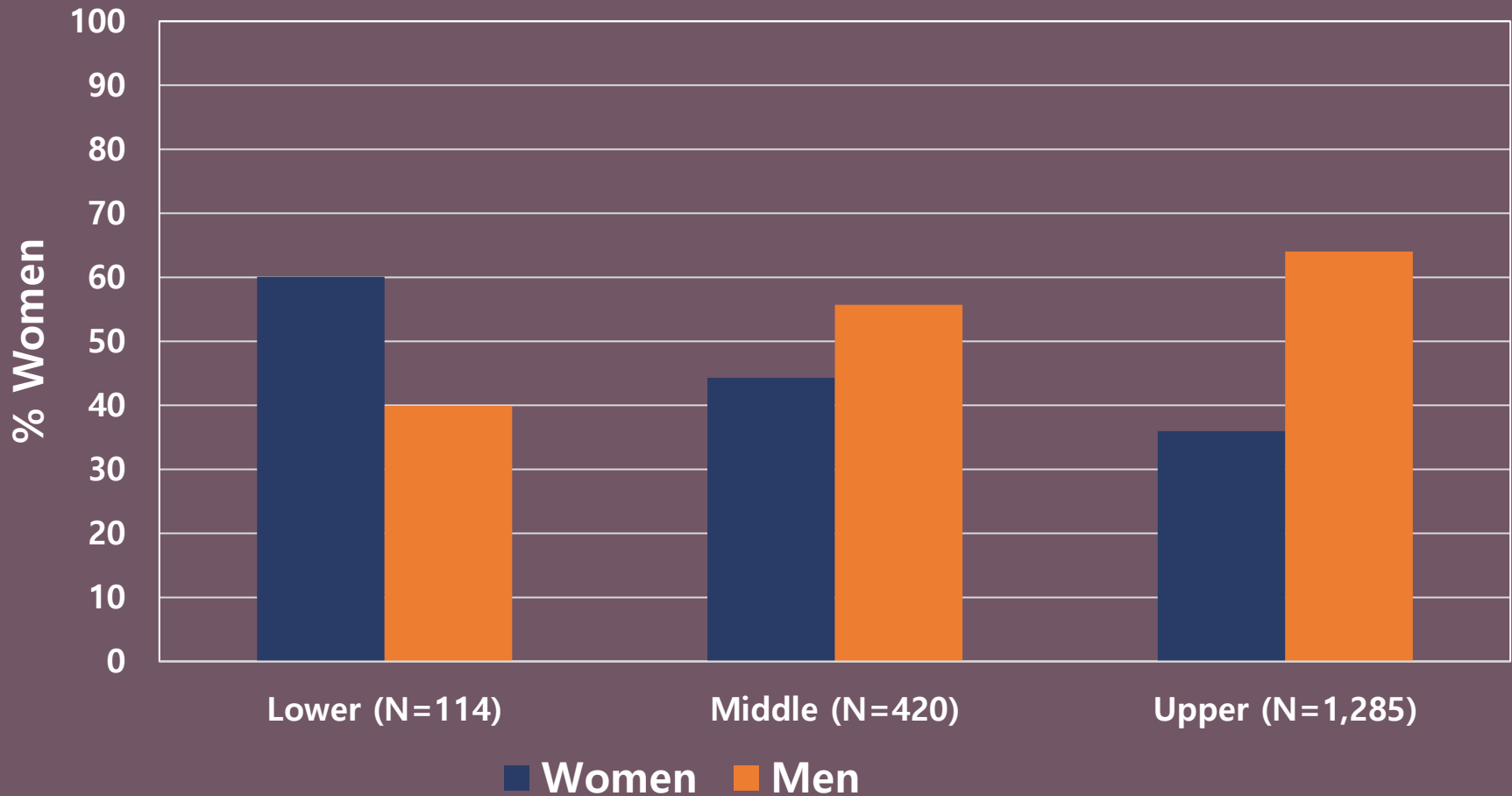
# Denmark: Women in GEPA Overall

## % Women in General Public Administration Activities



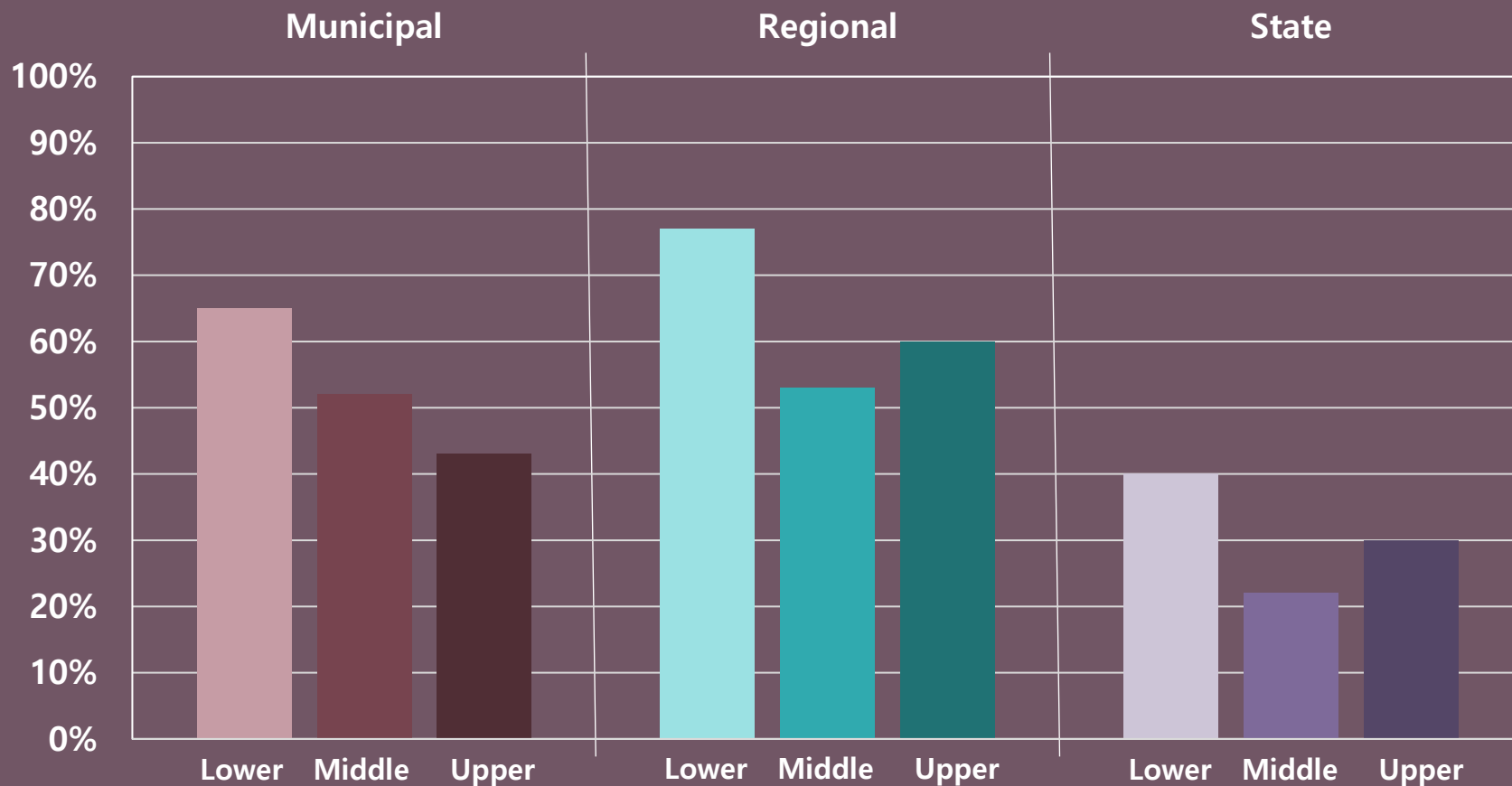
# Denmark: Women in Management

## % Women in Danish PA at the Management Level



# Denmark: Women in Management

## % Women in Management by Sector and Level



# Japan

## A Laggard in Gender Equality in Public Administration among OECD Countries



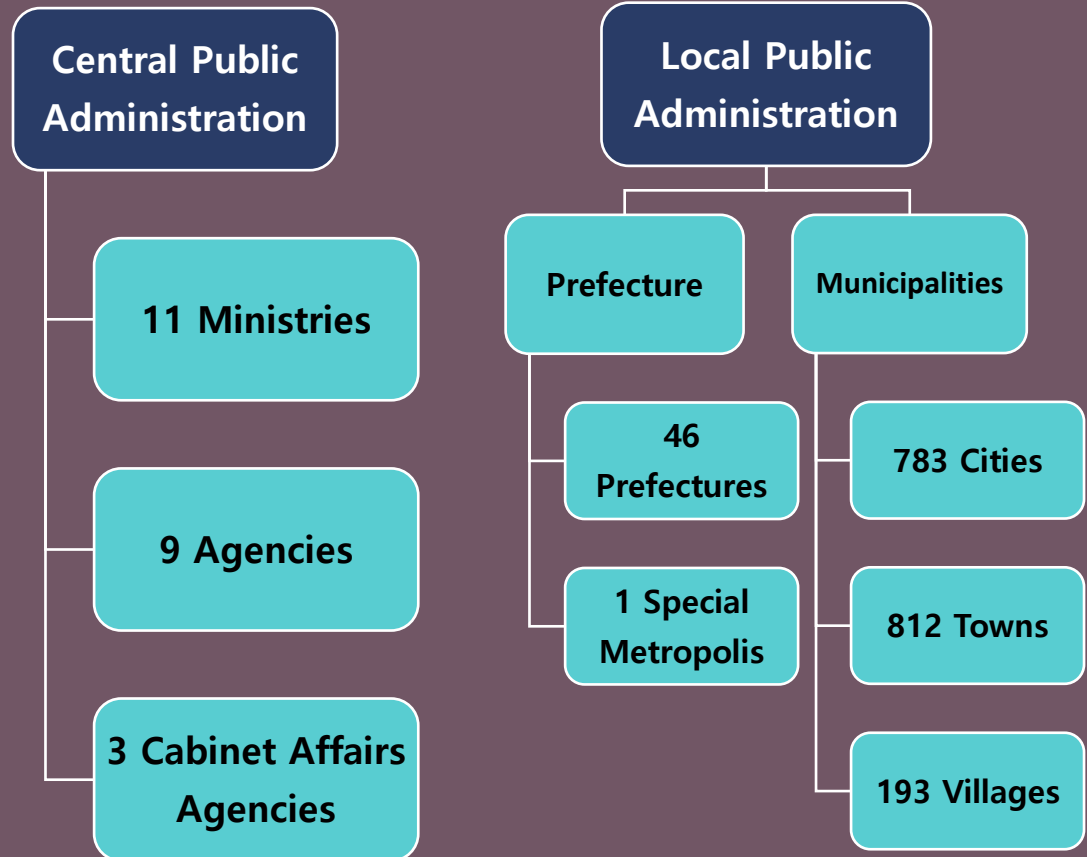
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# Japan: Public Administration Structure

- **Central PA:**
  - Considered prestigious and competitive with high levels of influence
- **Local PA:**
  - Autonomous government from the central government.
  - Focuses on policy areas such as primary and secondary education, public works, security and welfare



# Japan: Women in Public Administration

## Central Government

Overall PA



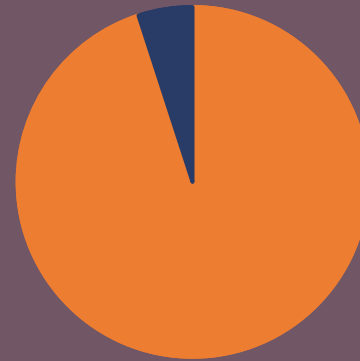
19%



81%



5%



95%

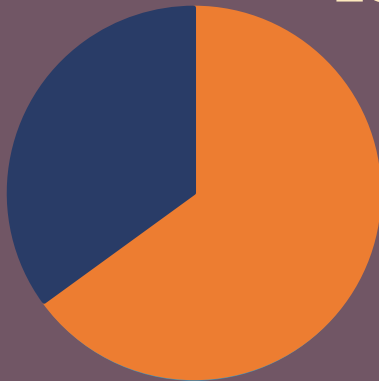
Decision-Making

## Local Government

Overall PA



35%



65%



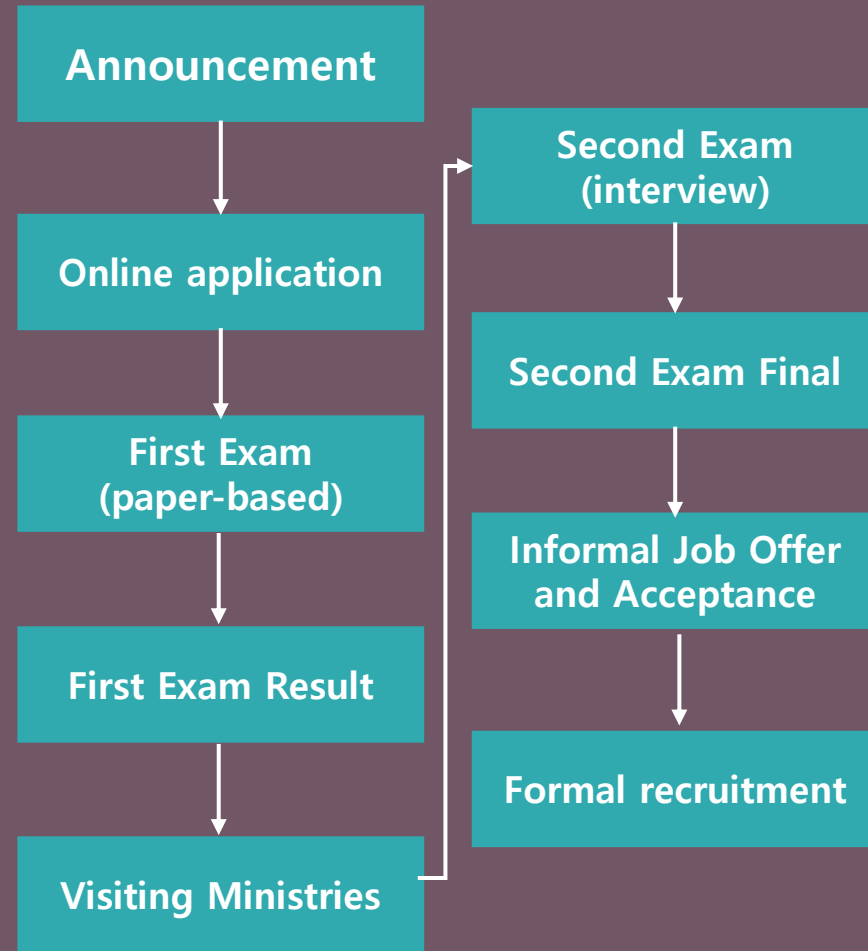
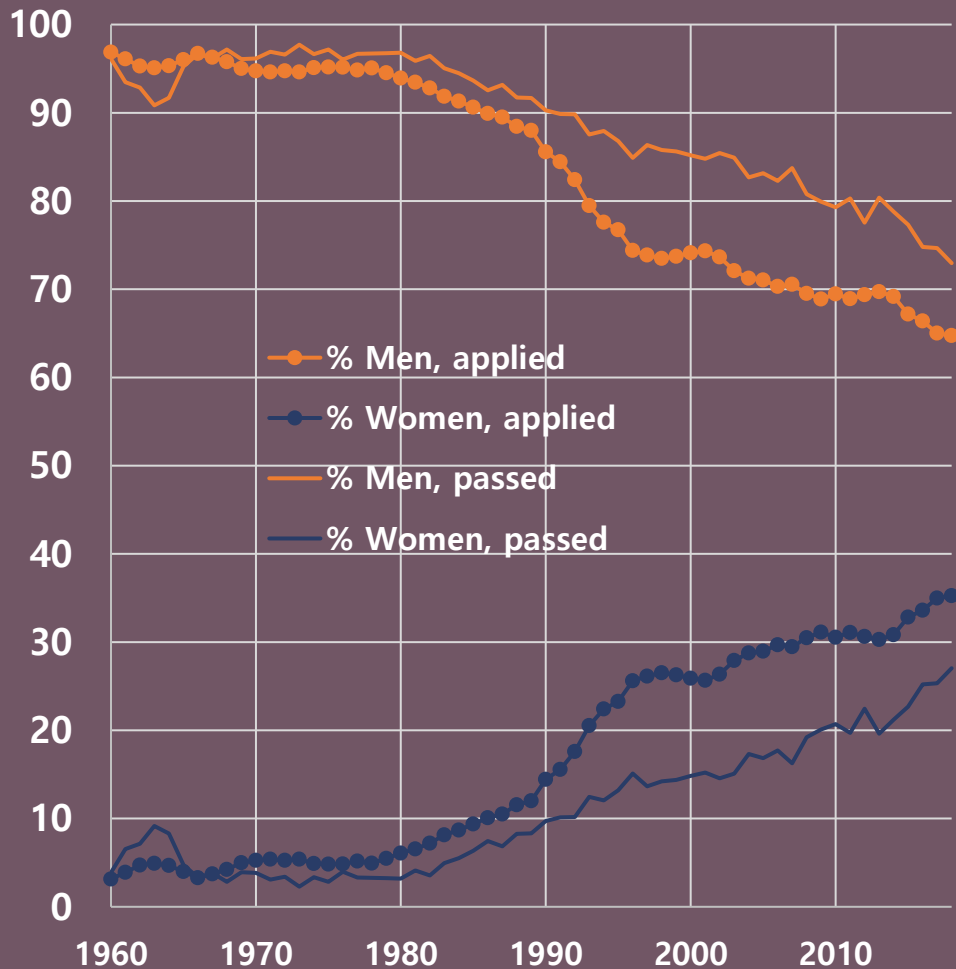
10%



90%

Decision-Making

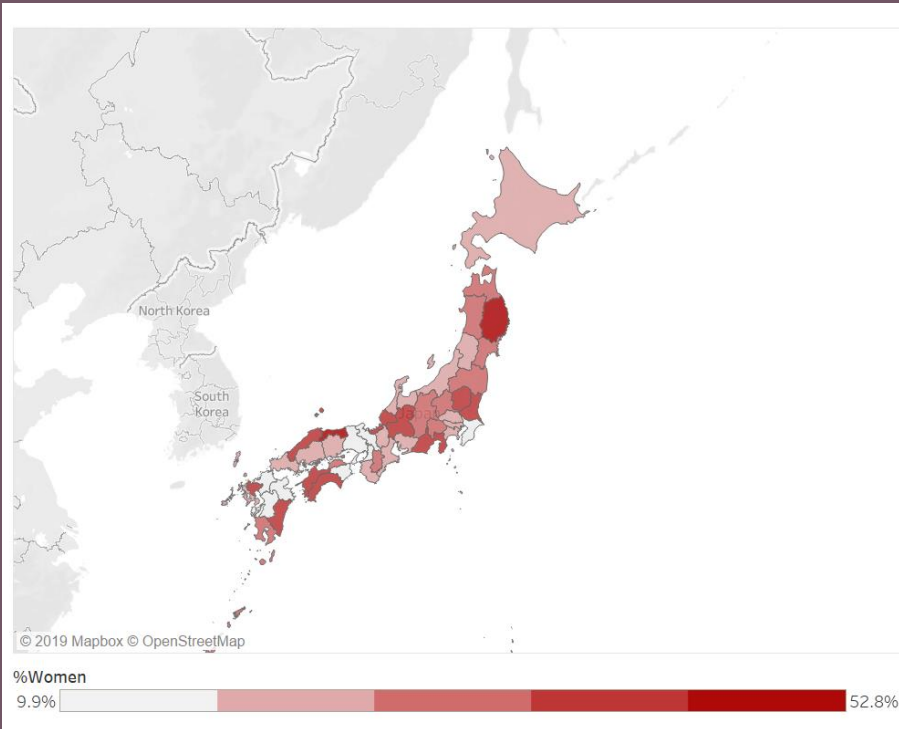
# Japan: PA Recruitment



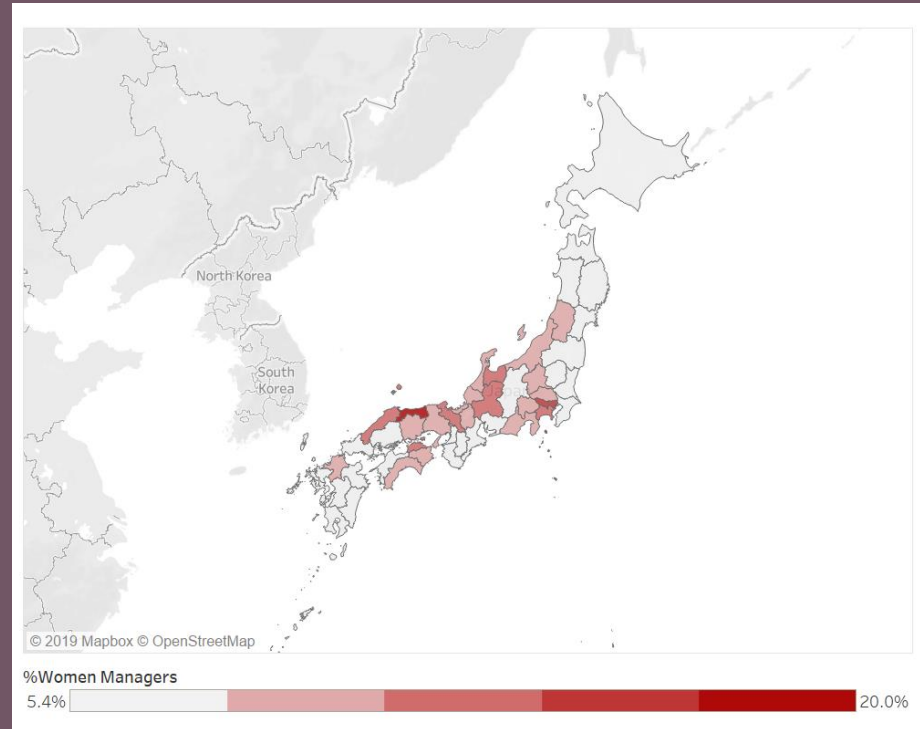


# Japan: Recruitment to Decision-making

## Women's Recruitment in 2007



## % Women in Decision-Making Positions in 2018



# GEPA and Climate Change



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# GEPA & SDG 13

## Gender equality in public administration matters!



**SDG 13.2:** Integrate climate change measures into national policies, strategies and planning

**SDG 13.2.1:** Number of countries that have communicated the establishment or operationalization of an integrated policy/strategy/plan which increases their ability to adapt to the adverse impacts of climate change, and foster climate resilience and low greenhouse gas emissions development

# GEPA and Climate Change

## Why Climate Change?

1. Women and girls bear a disproportionate share of the environmental, economic, and social shocks of climate change
2. Building a sustainable future entails harnessing the knowledge, skills, and leadership of women in climate action

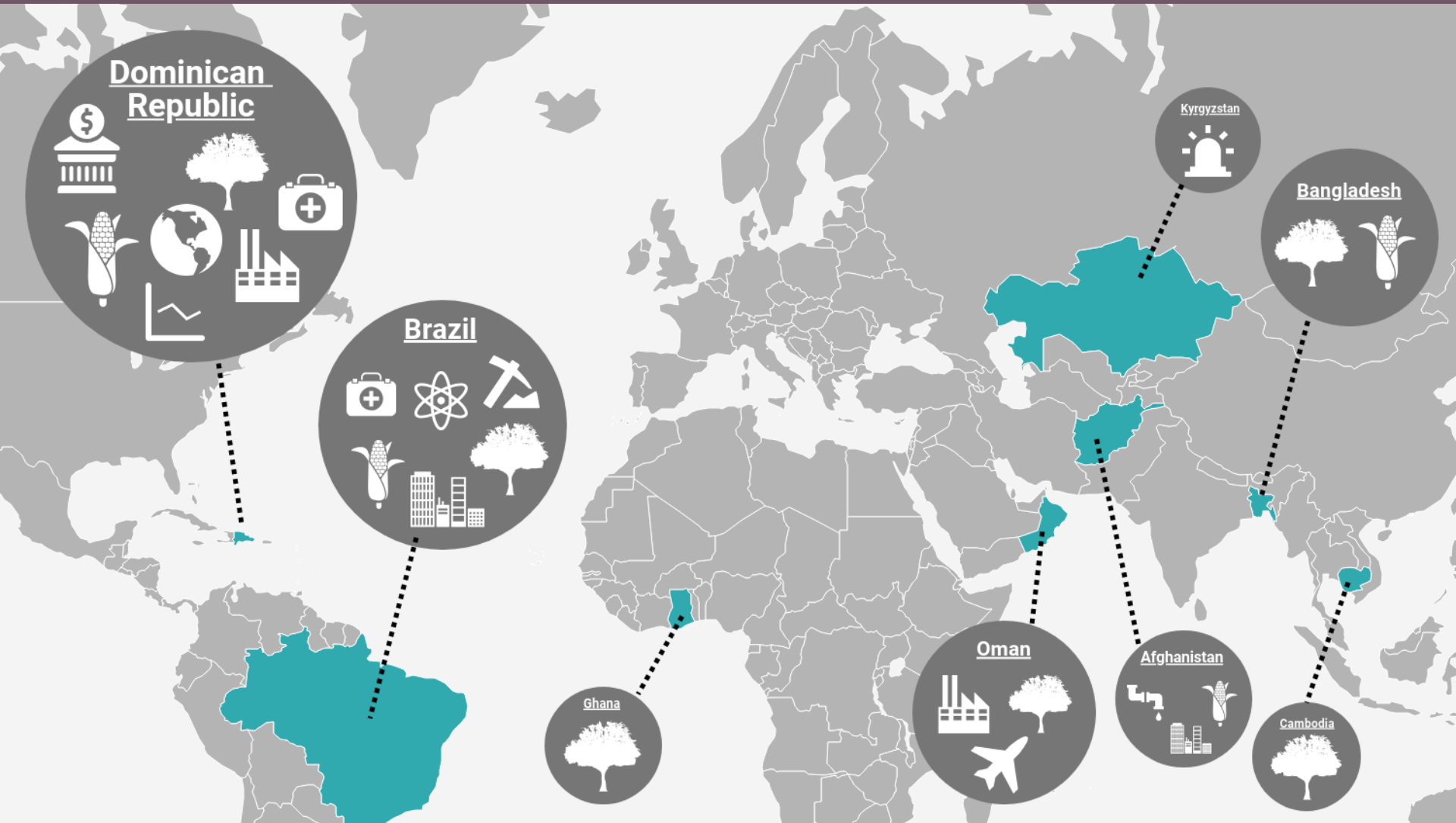
# Gender, Climate Action, and Sustainable Development

## Complexity of Climate Change Machinery:

- Ministries involved in climate change policy vary by country

## Data Limitations:

- Limited sex-disaggregated data at the ministry level
- Lack of new country-level GEPA data available since adoption of climate change policies



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# Region Overviews

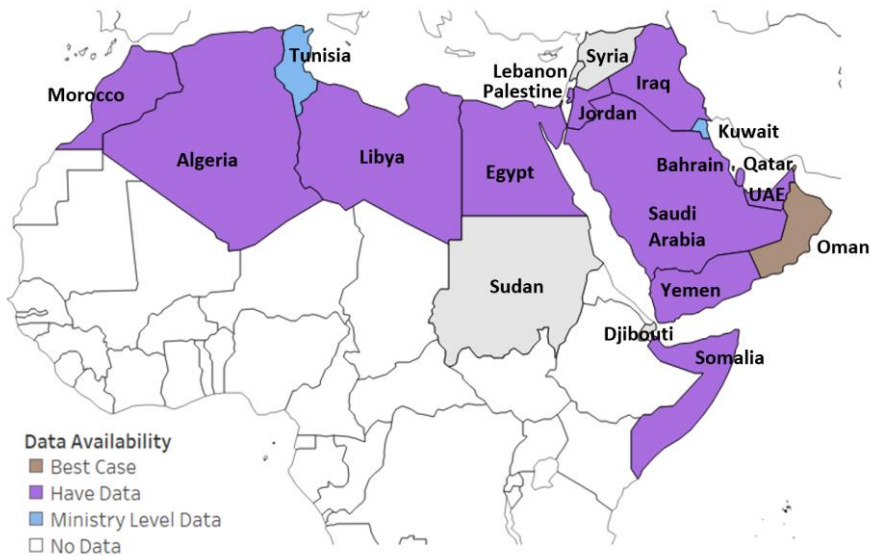


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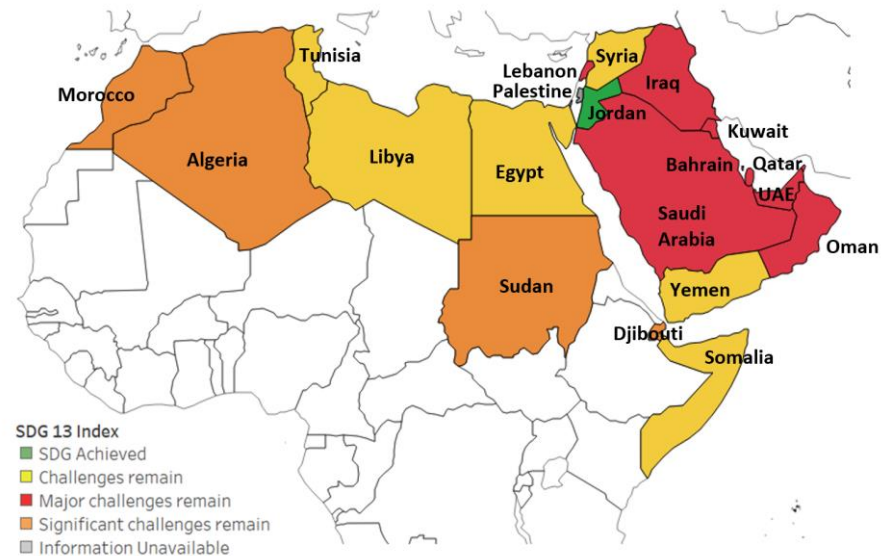
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# Arab States: GEPA Data Availability and SDG 13 Compliance



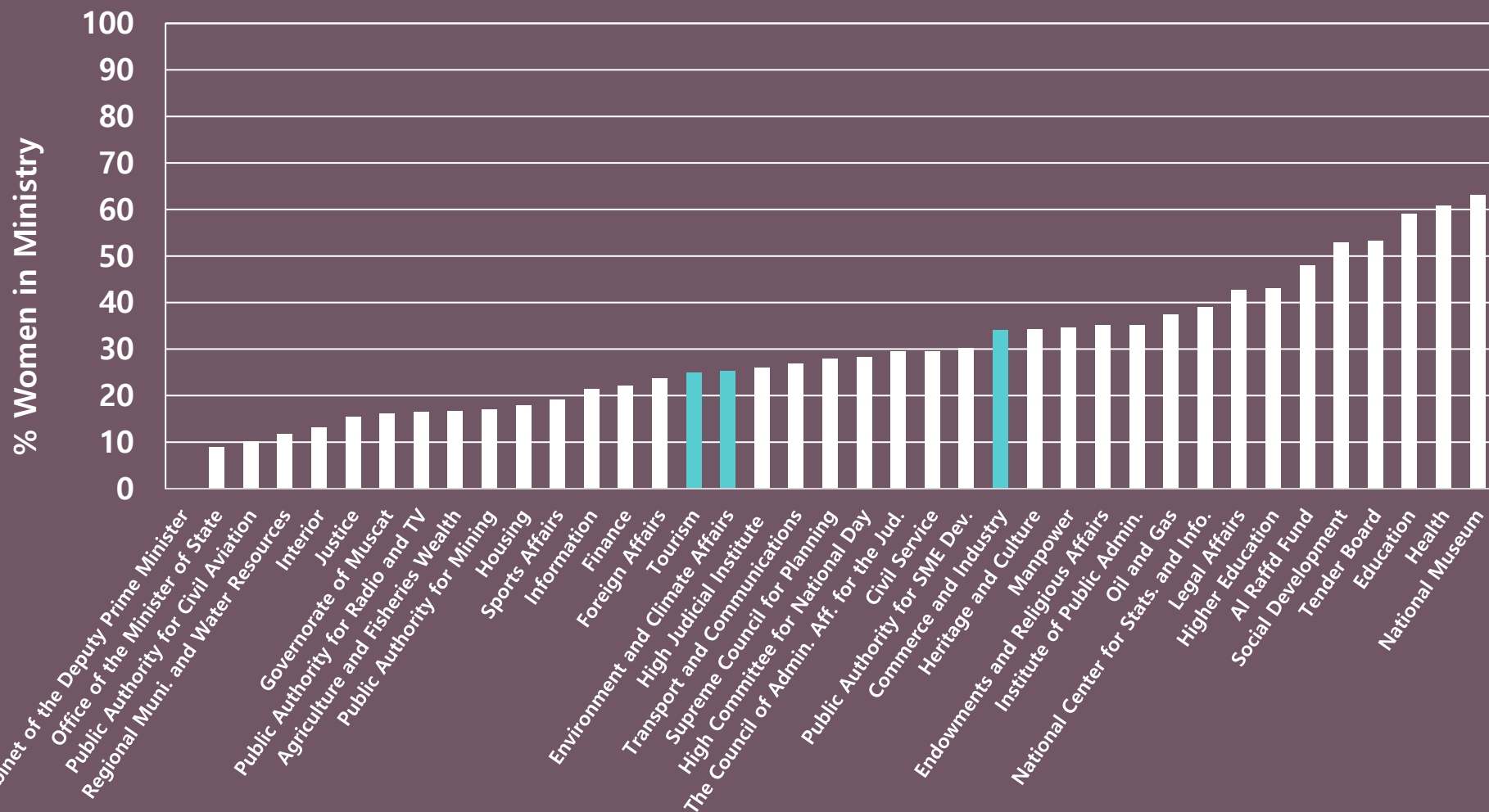
GEPA DATA AVAILABILITY



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# Oman: Women in Climate Change Ministries

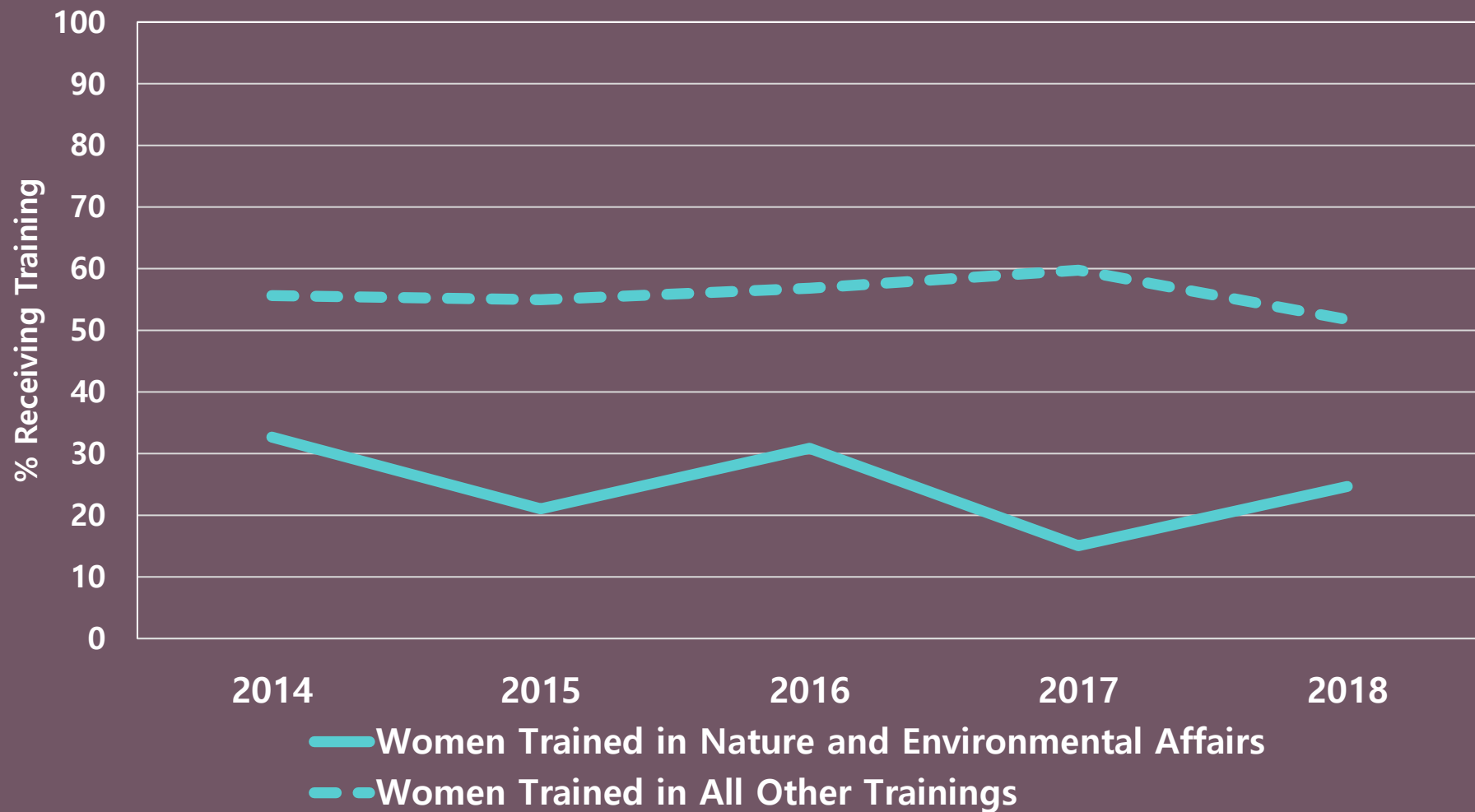


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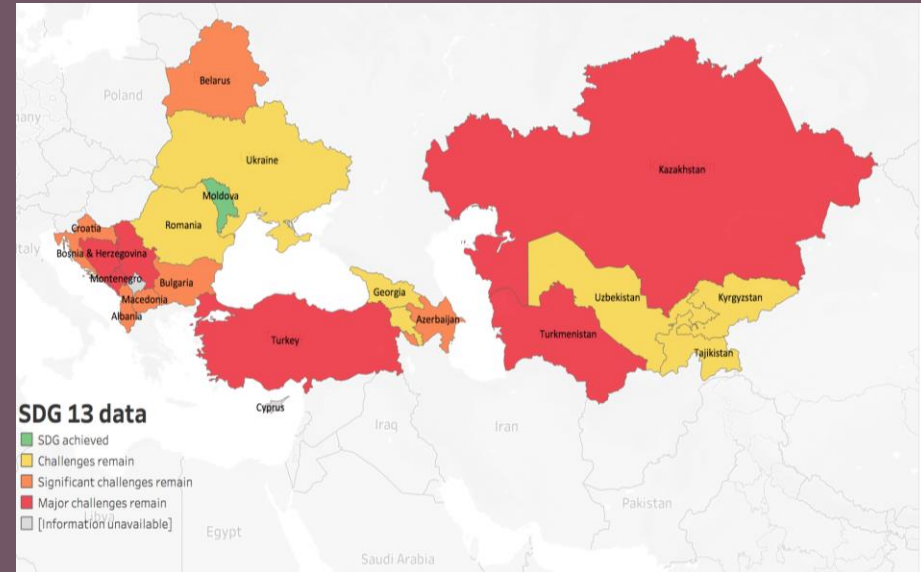
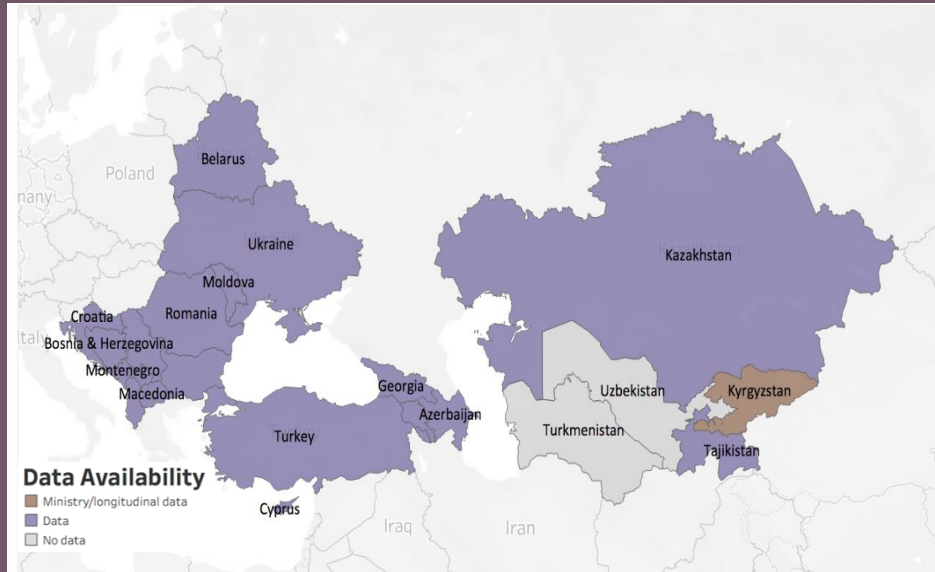
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# Oman: Training In Environmental Affairs



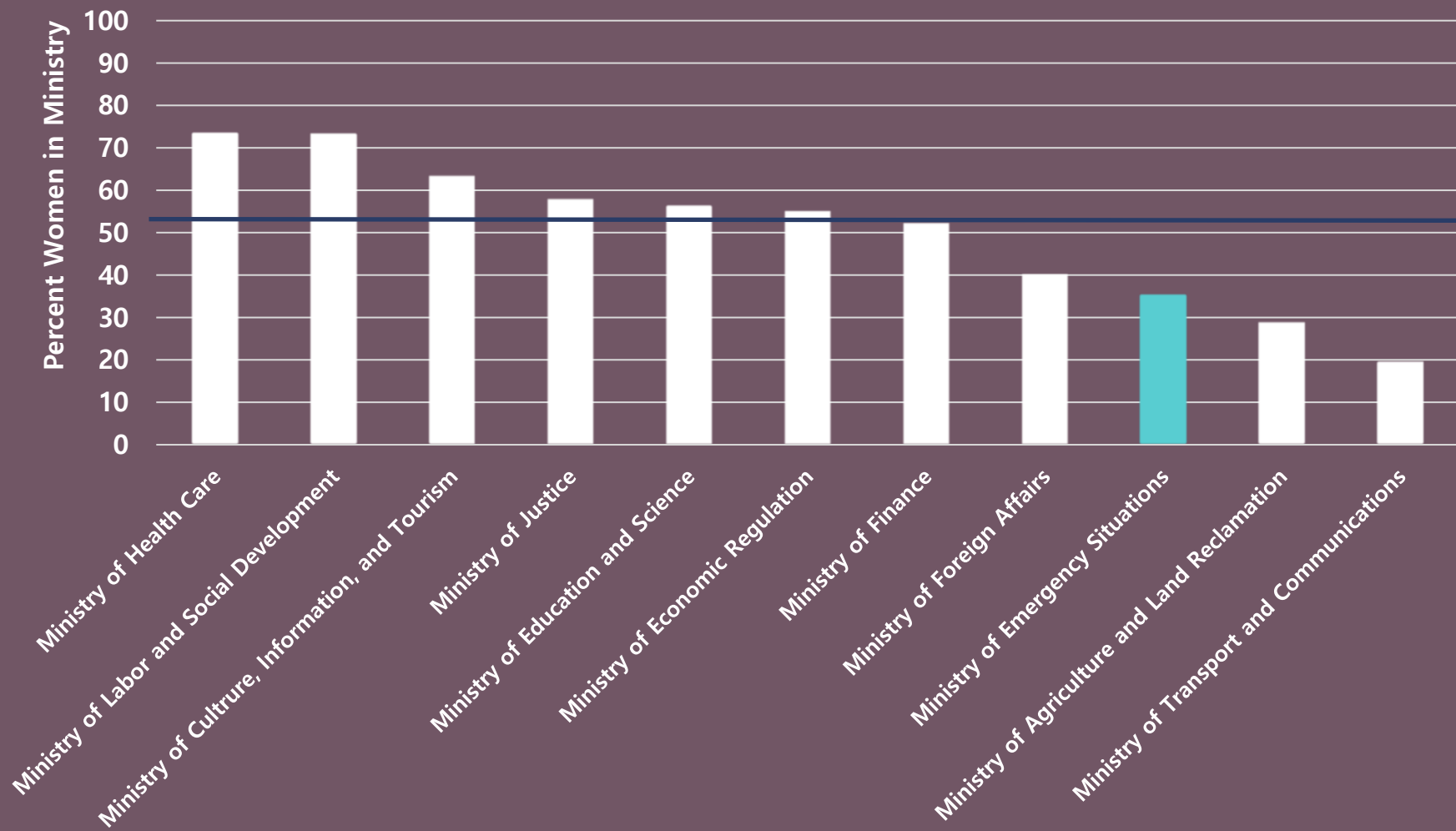
# ECIS: GEPA Data Availability and SDG 13 Compliance



GEPA DATA AVAILABILITY

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# Kyrgyzstan: Women in Climate Change Ministries

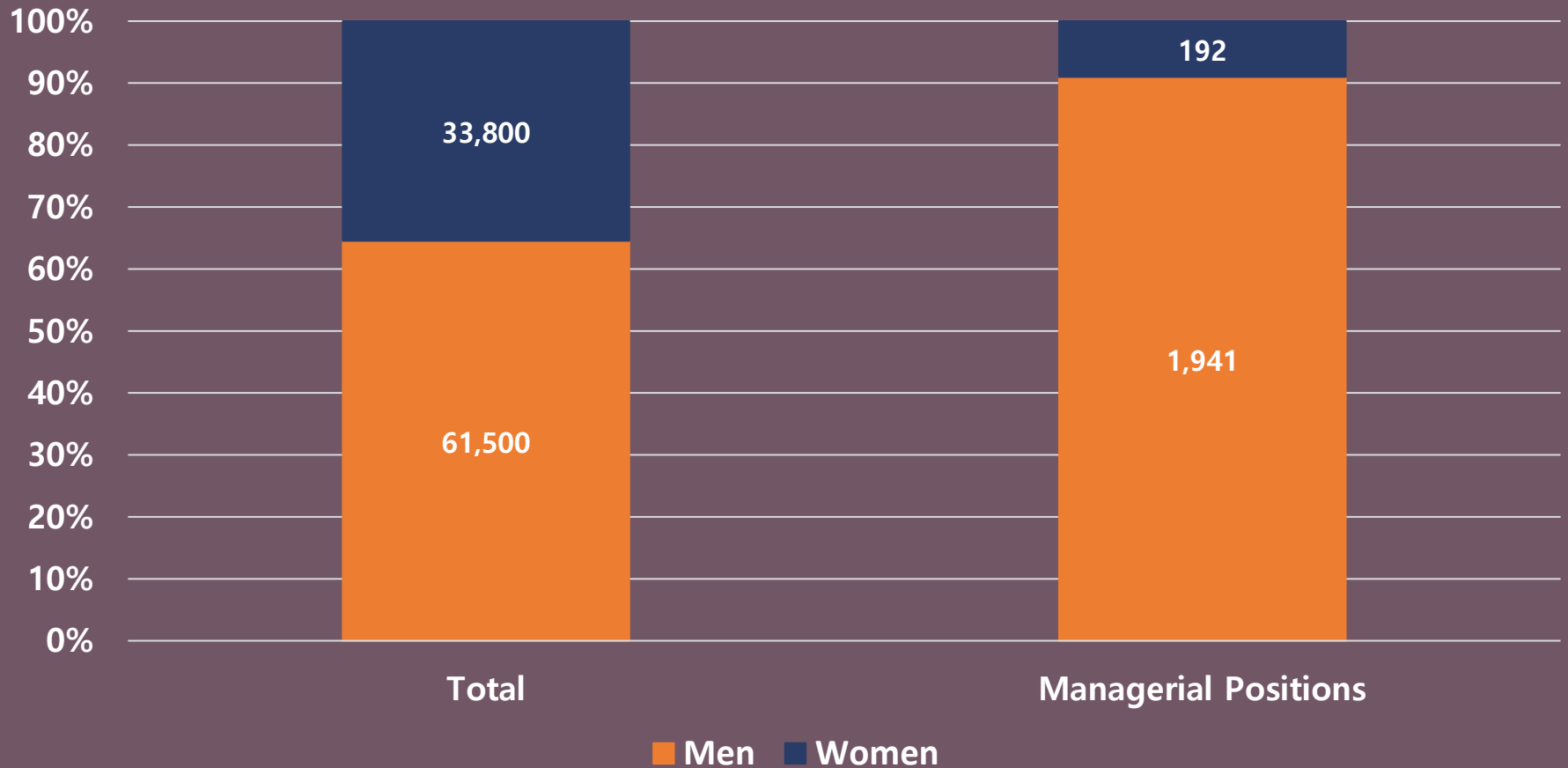


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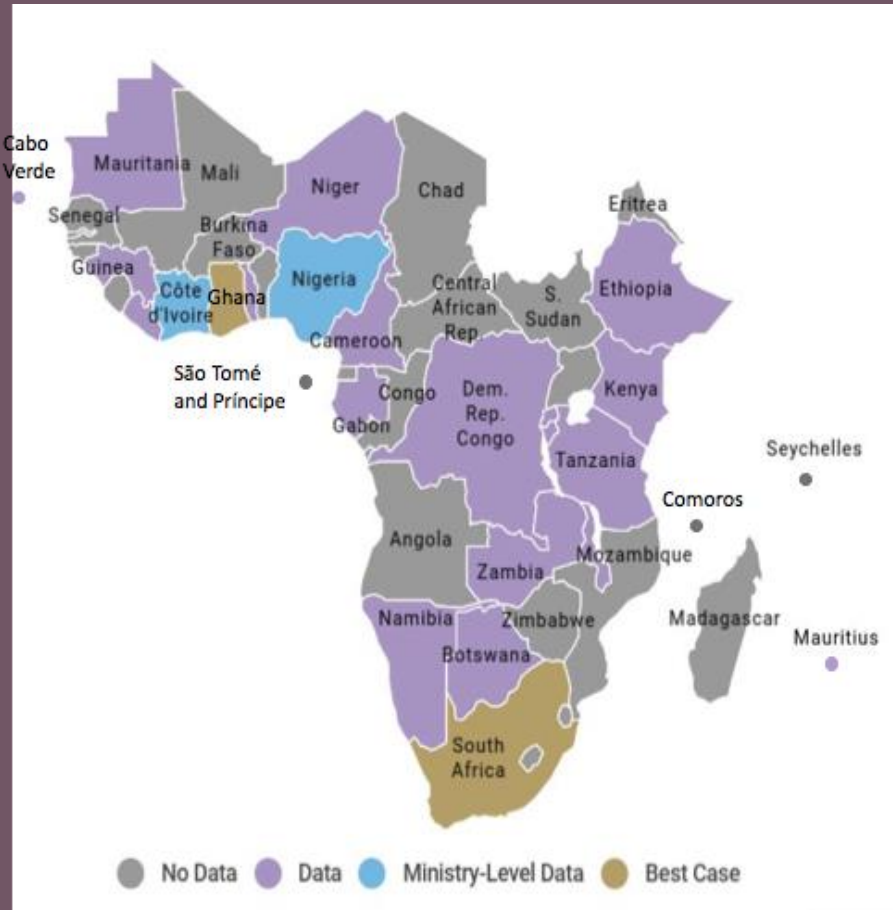
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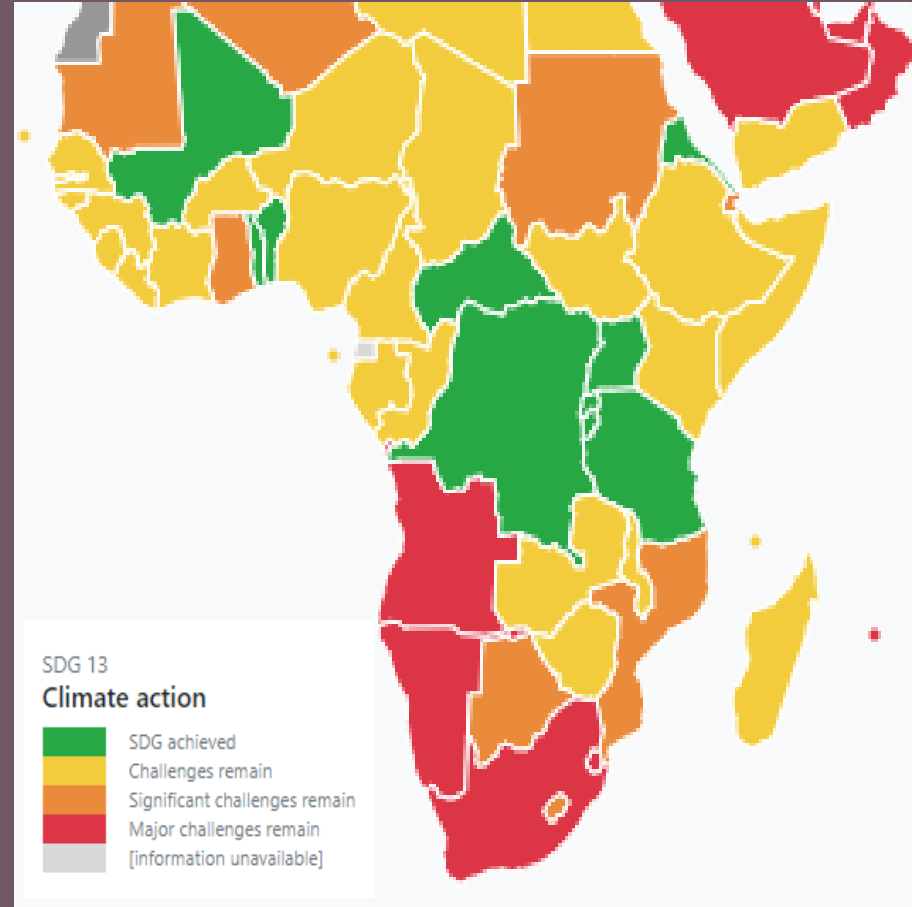
# Kyrgyzstan: Women's Access to Leadership



# Africa: GEPA Data Availability and SDG 13 Compliance

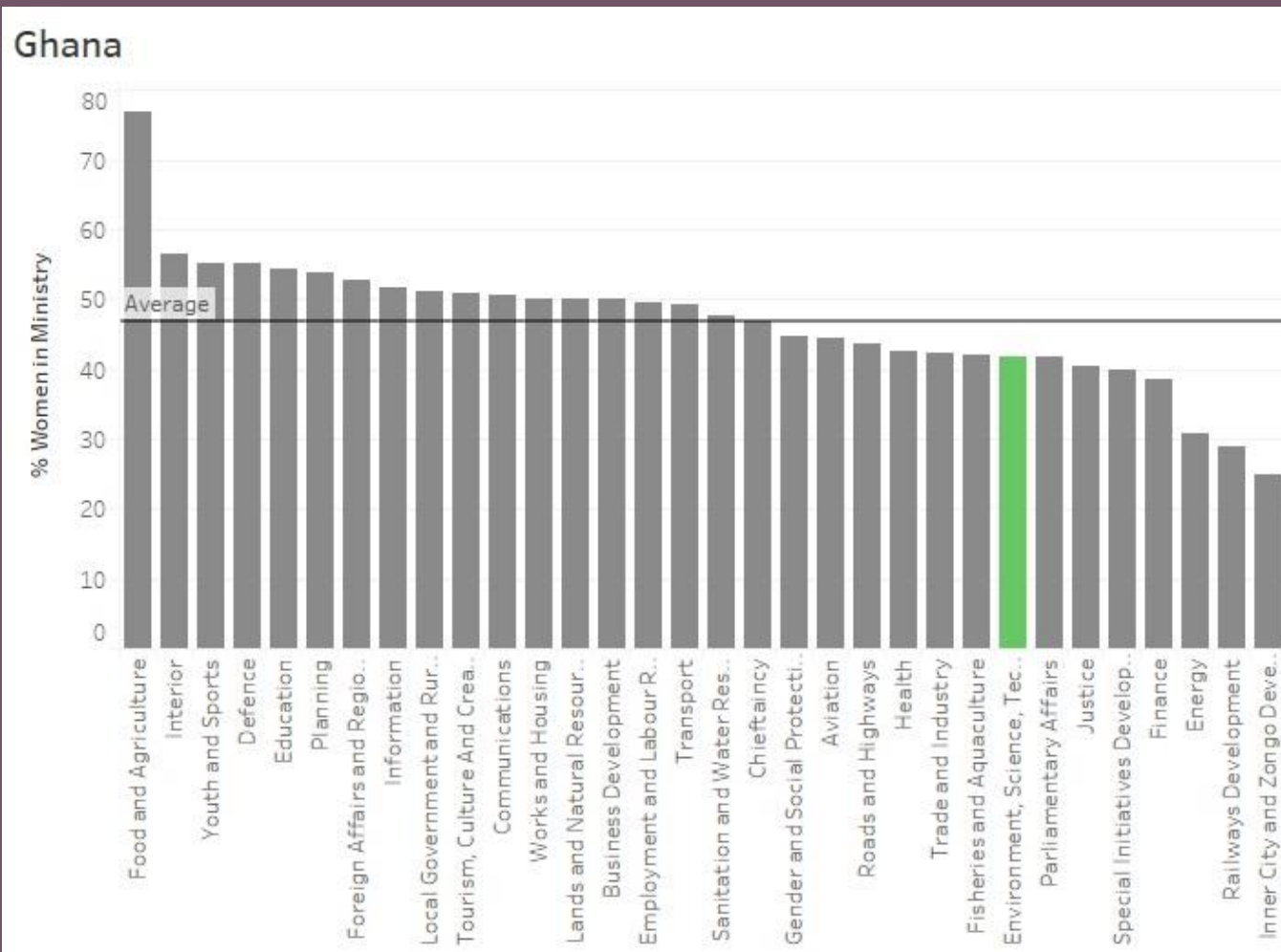


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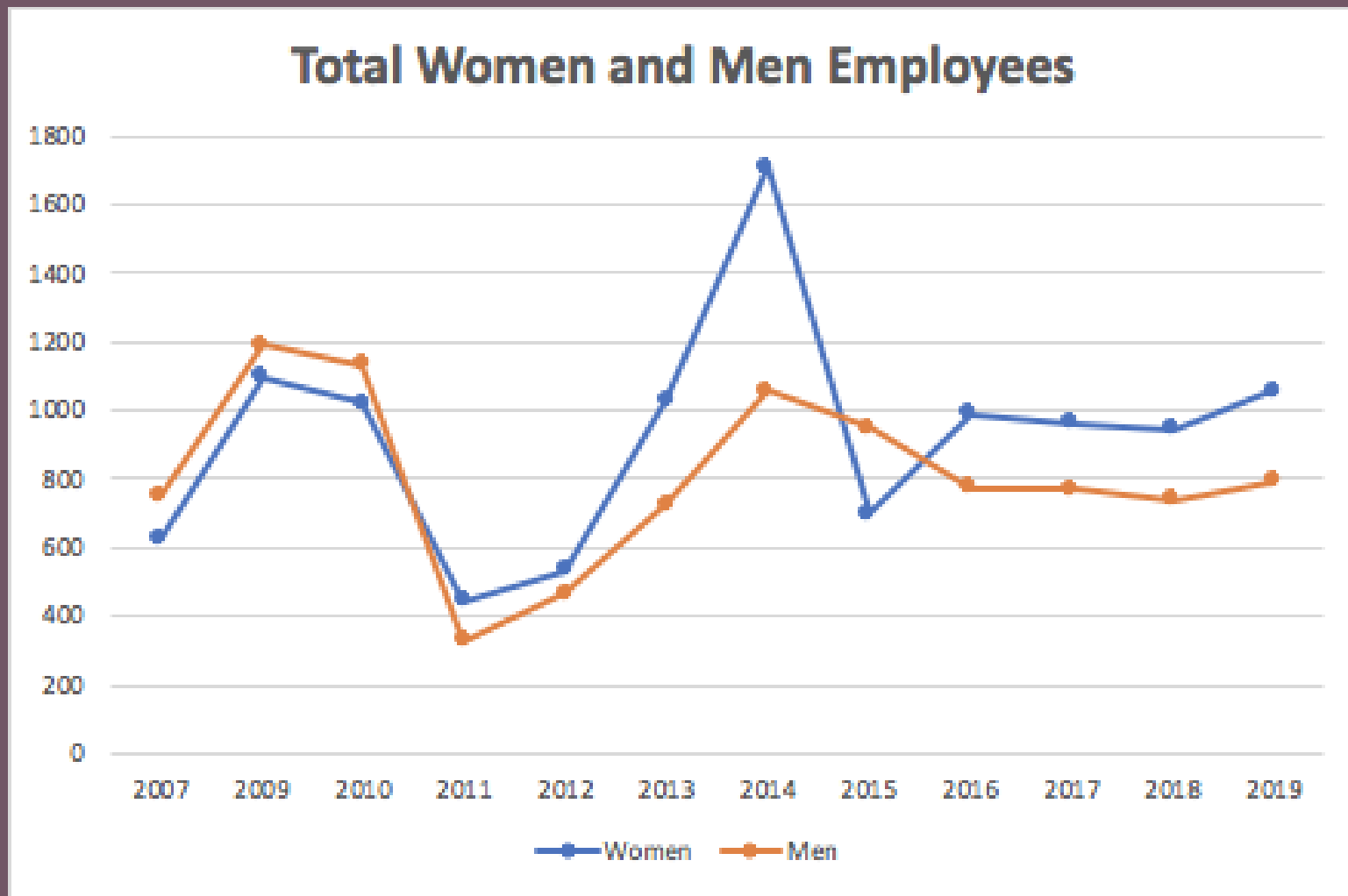


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# Ghana: Women in Climate Change Ministries

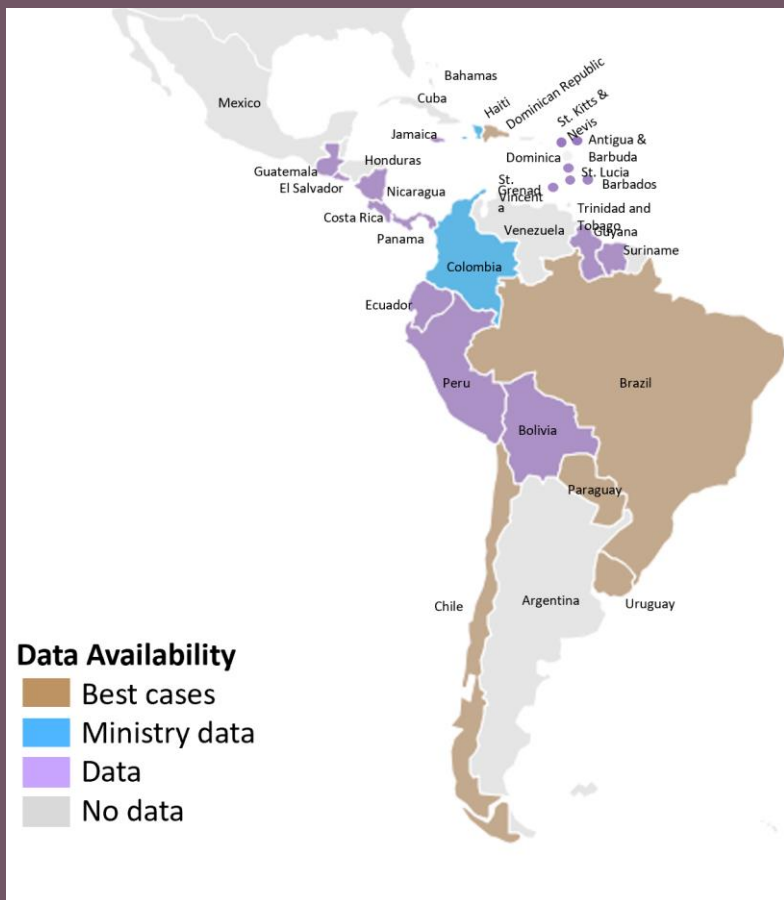


# South Africa: Women in Dept. of Environmental Affairs





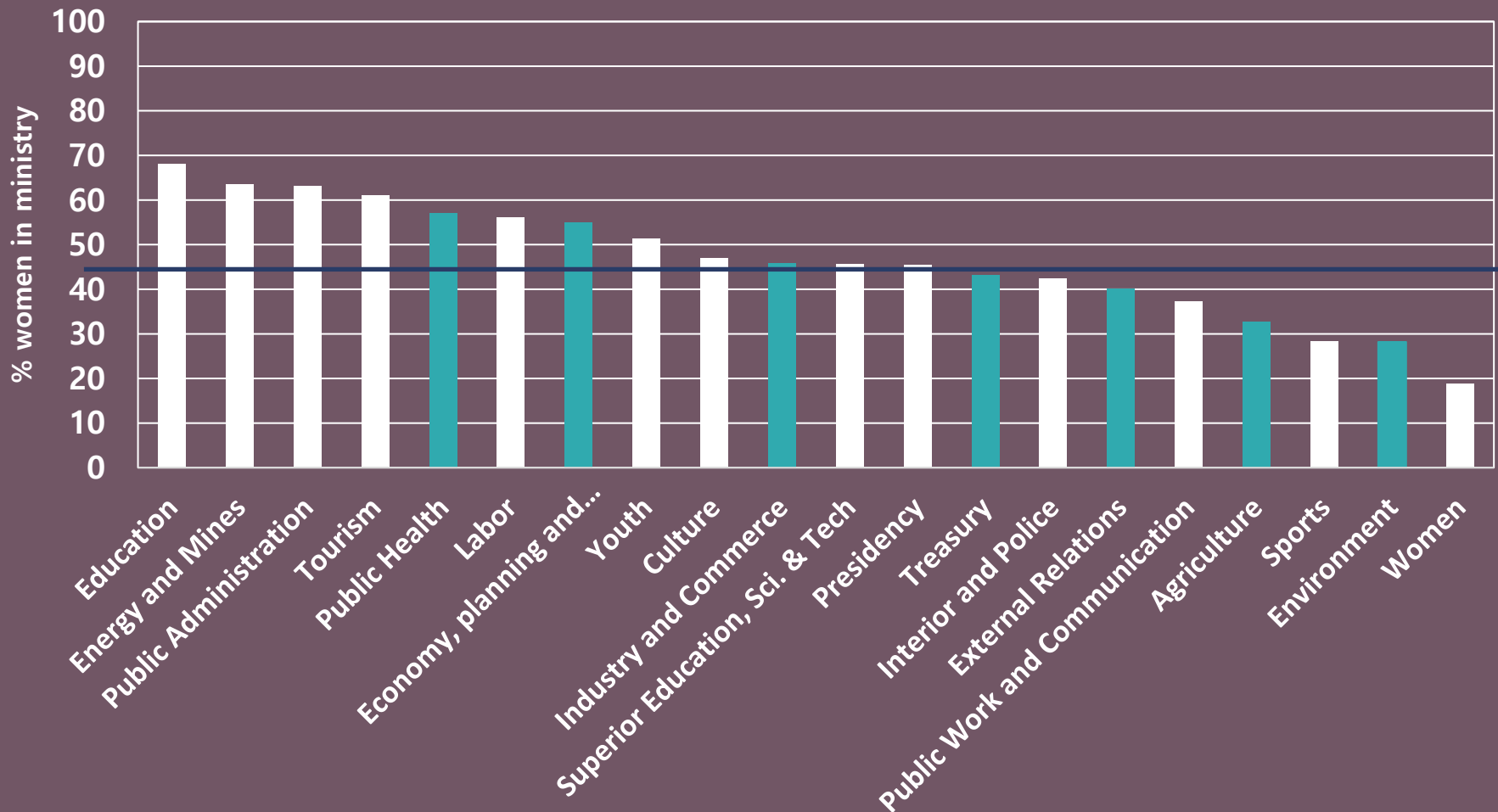
# Latin America: GEPA Data Availability and SDG 13 Compliance



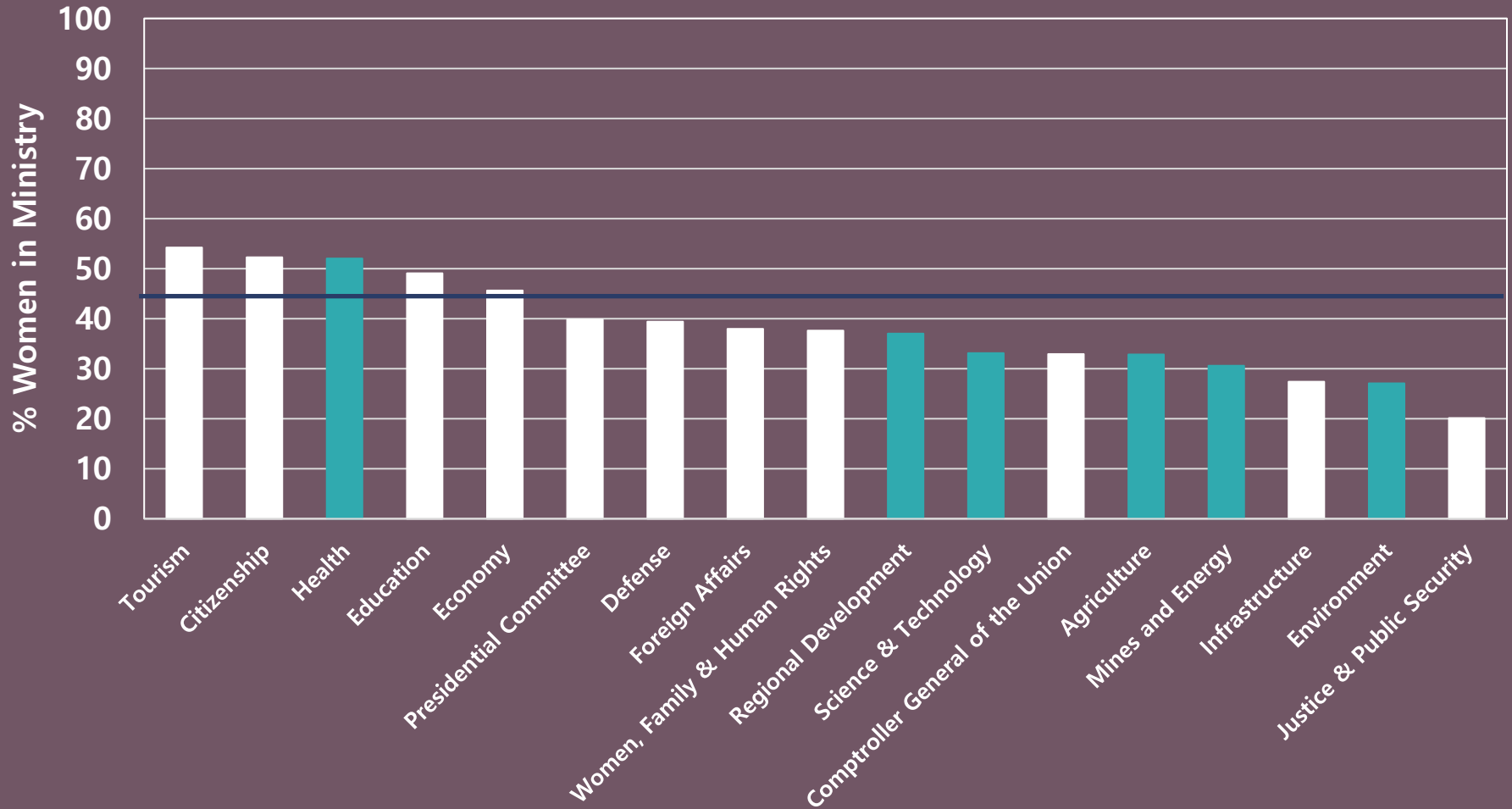
GEPA DATA AVAILABILITY

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# Dominican Republic: Women in Climate Change Ministries

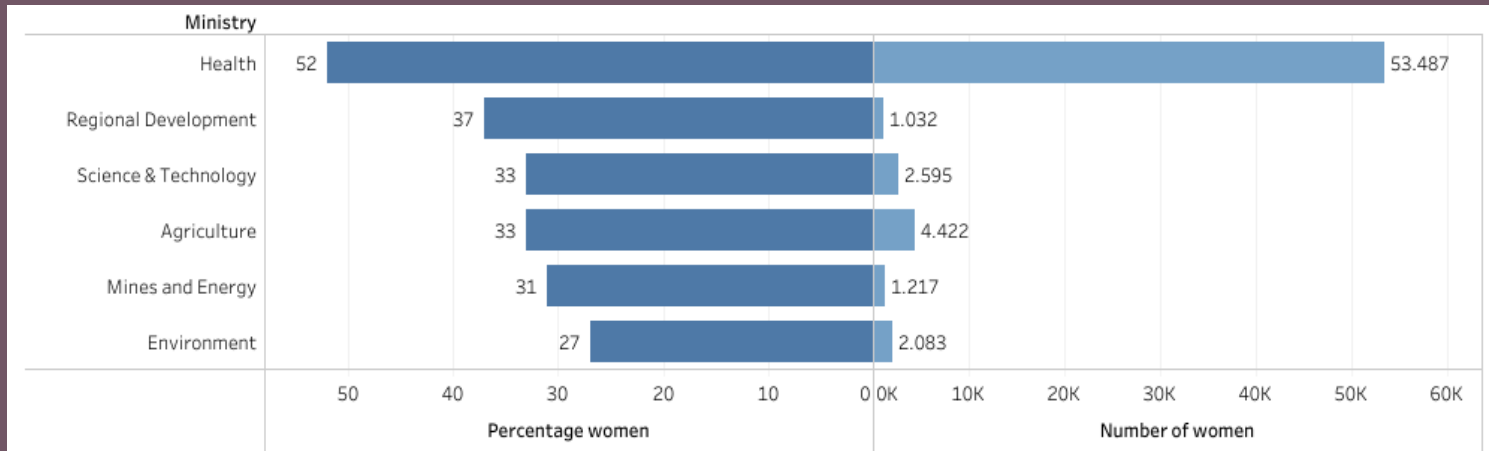


# Brazil: Women in Climate Change Ministries

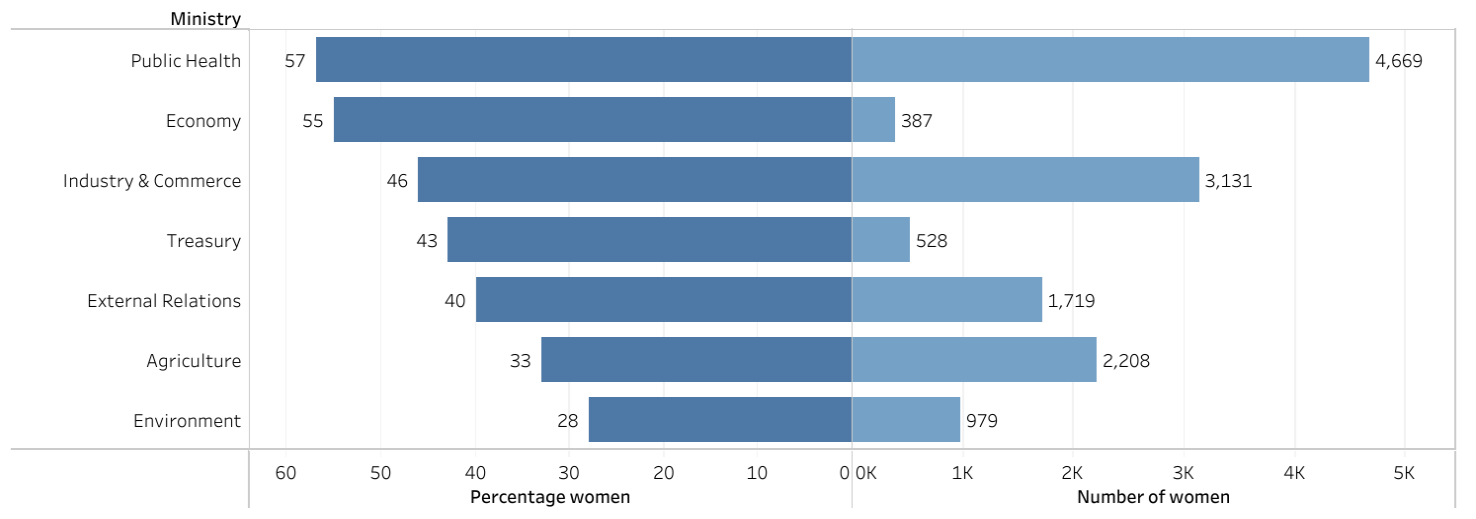


# Ministry Size and Women's Representation

BRAZIL



DOMINICAN  
REPUBLIC

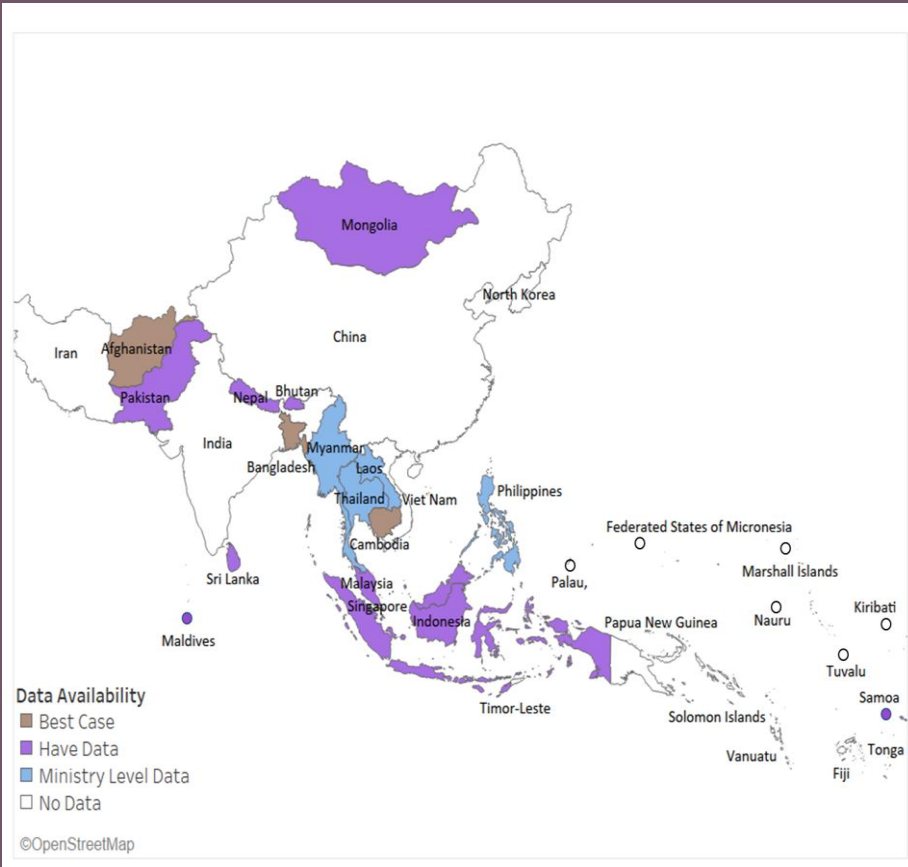


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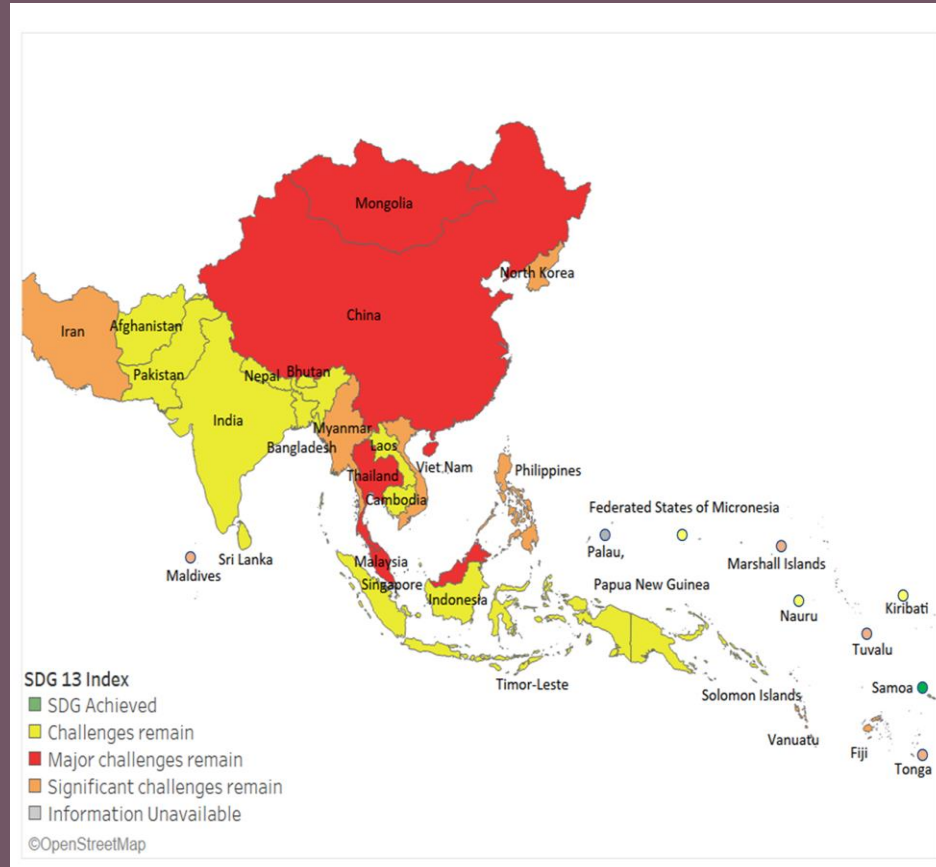
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# Asia Pacific: GEPA Data Availability and SDG 13 Compliance

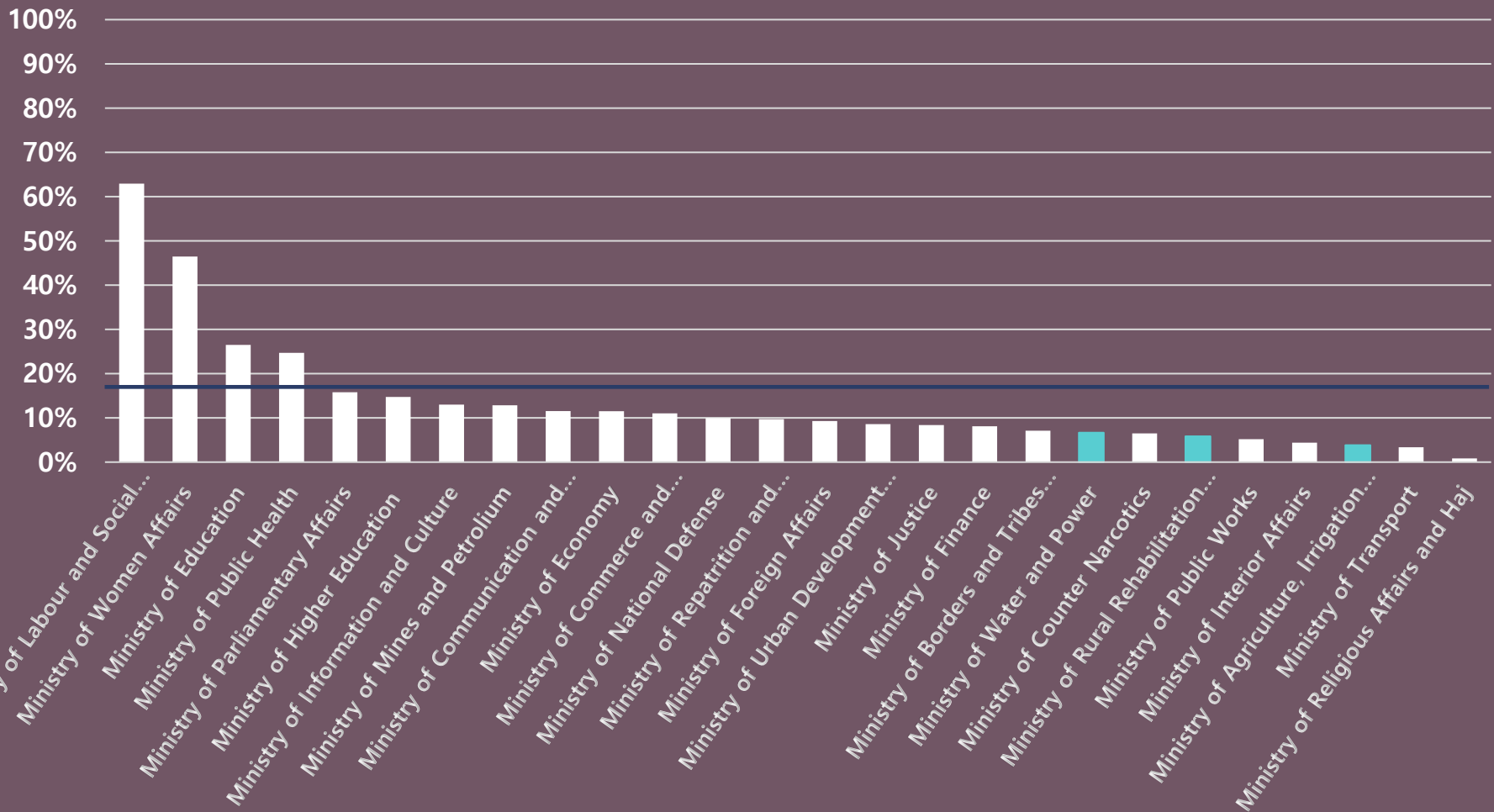


GEPA DATA AVAILABILITY



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# Afghanistan

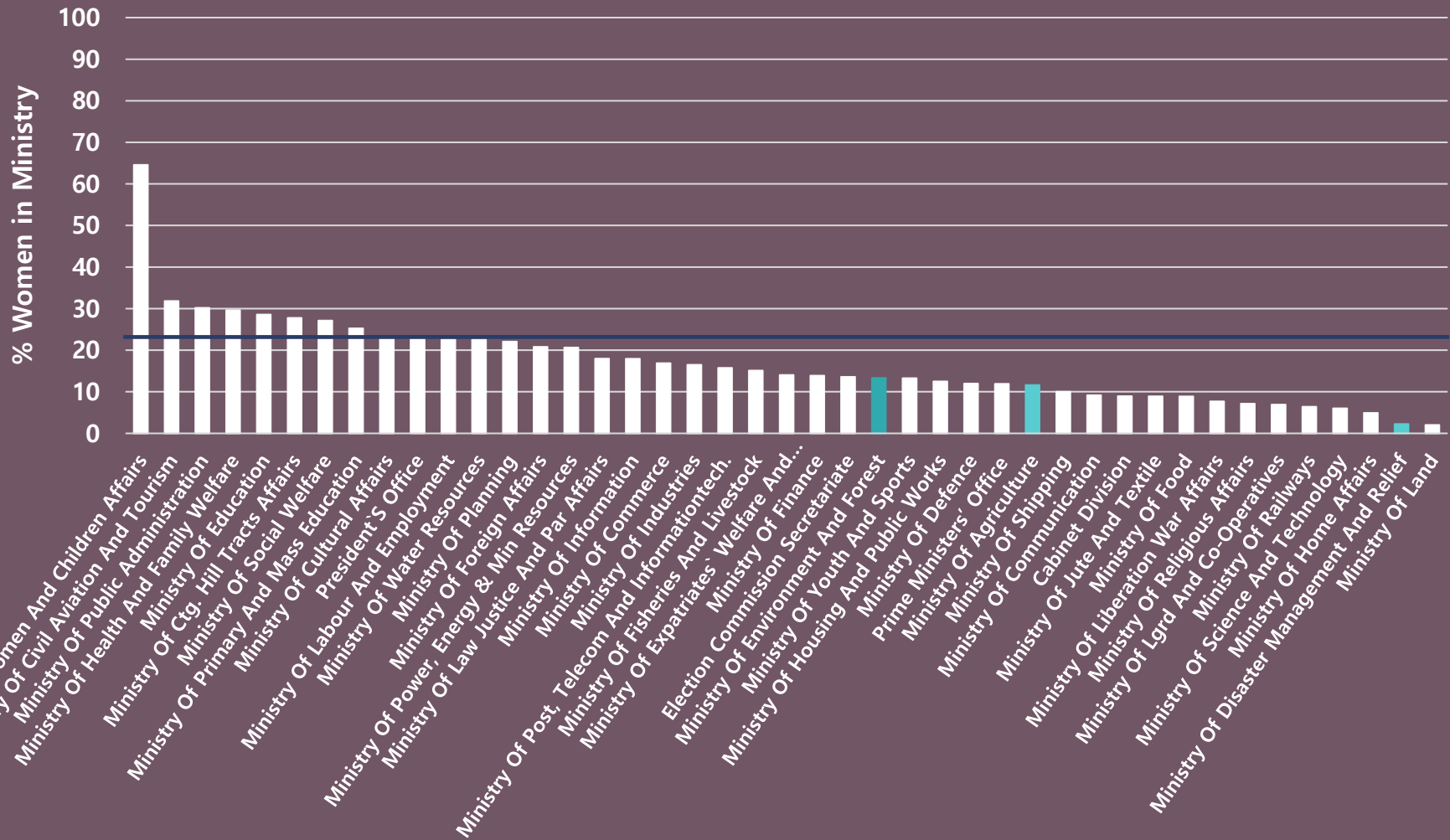


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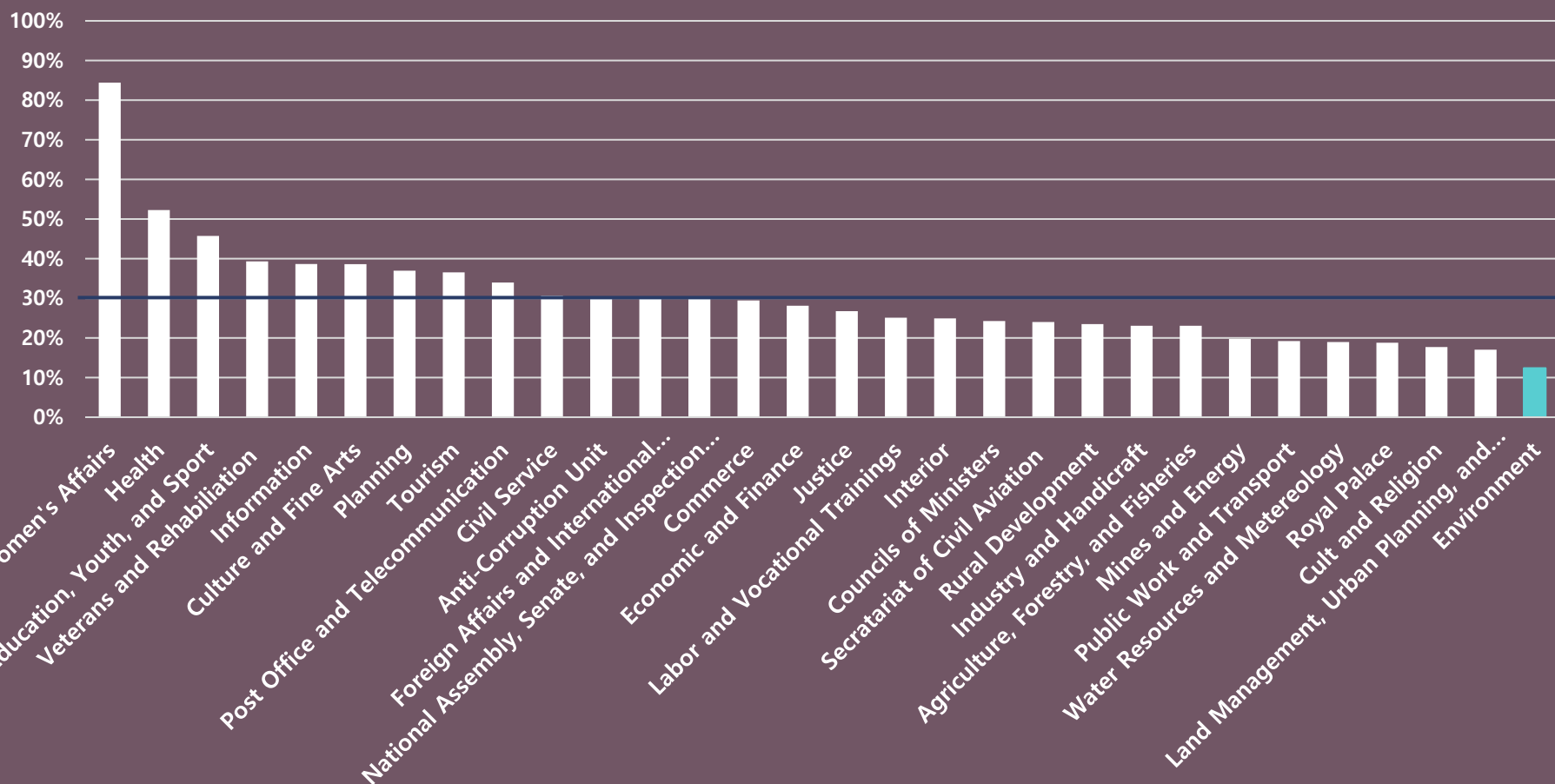
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# Bangladesh



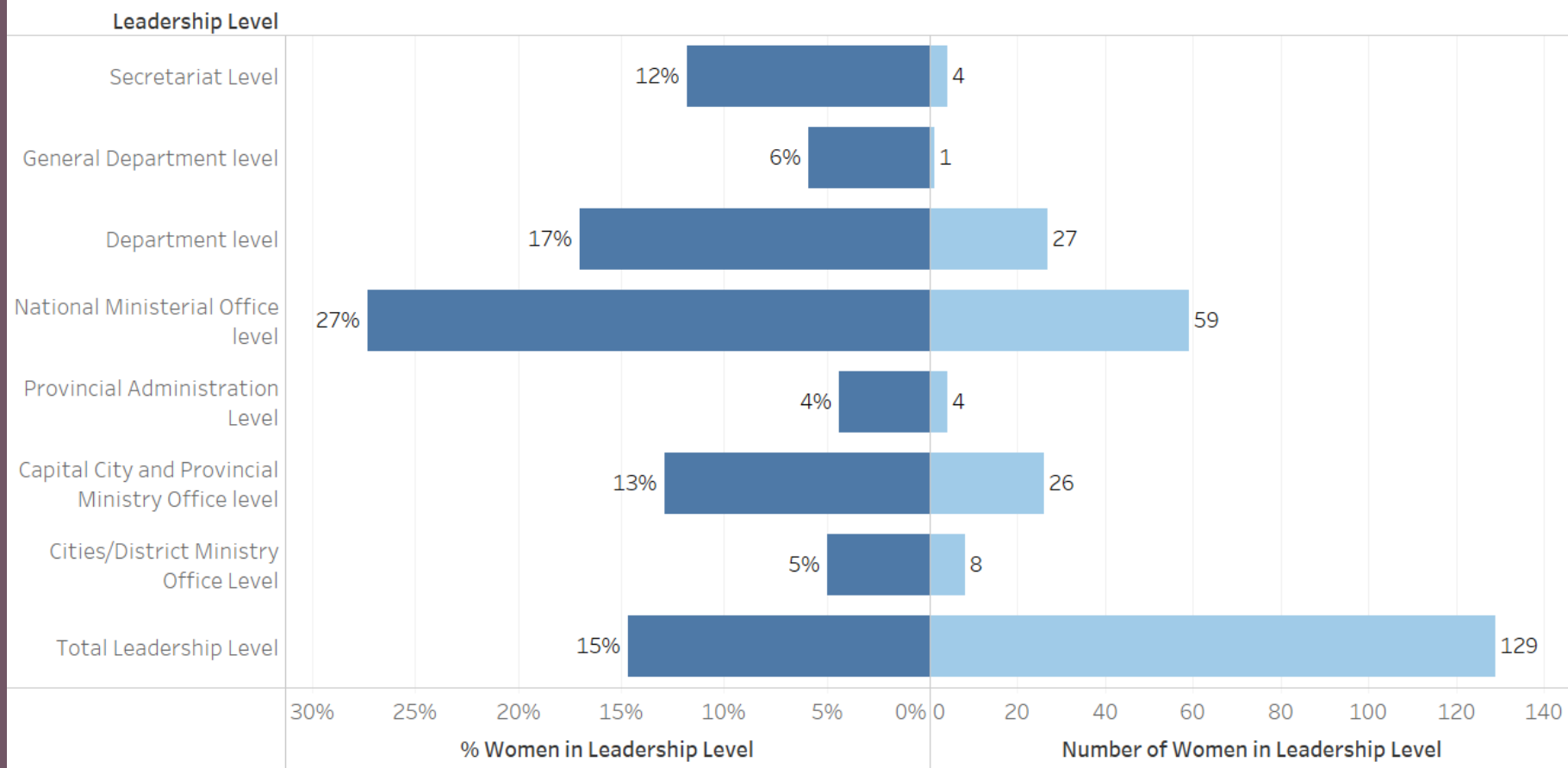
# Cambodia





# Cambodia: Decision-Making Levels of Ministry of Environment

Percentage of Women and Number of Women in Ministry of Environment Leadership Level



# GEPA & Climate Change: Initial Conclusions

- Many countries lack available ministry level data
- Across countries, climate change action is tasked to different ministries
- When available, women's share of positions in climate-related ministries is typically lower than other ministries