

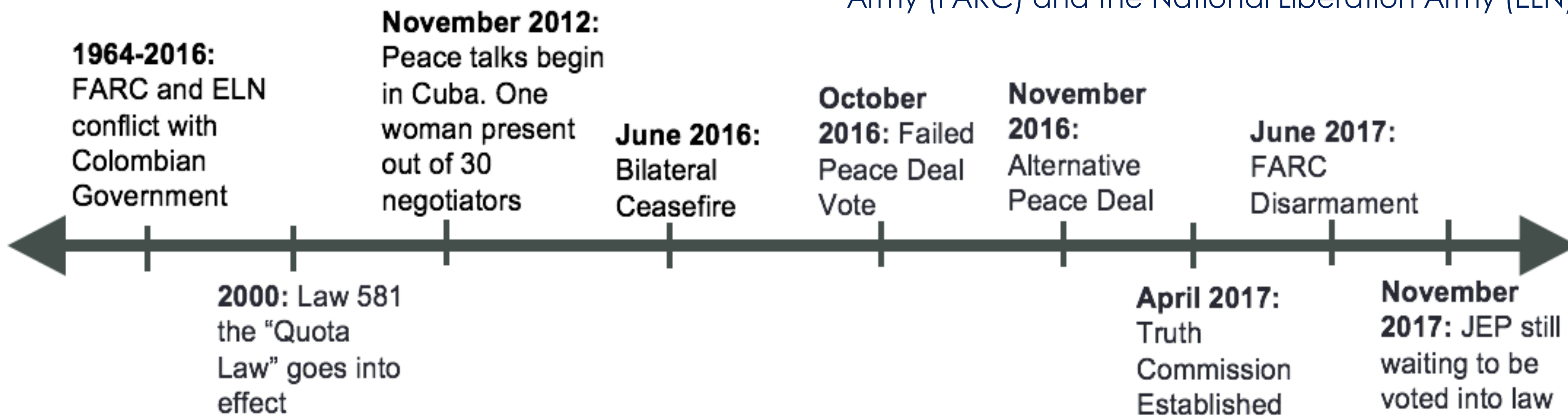
COLOMBIA: Conflict and Growth in Public Administration, the Road to Peace and Gender Parity

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POLICY, CONFLICT & PEACE TIMELINE

Colombia is known for its conflict of over 50 years between the Colombian government and Revolutionary Armed Forces of Colombia-People's Army (FARC) and the National Liberation Army (ELN).



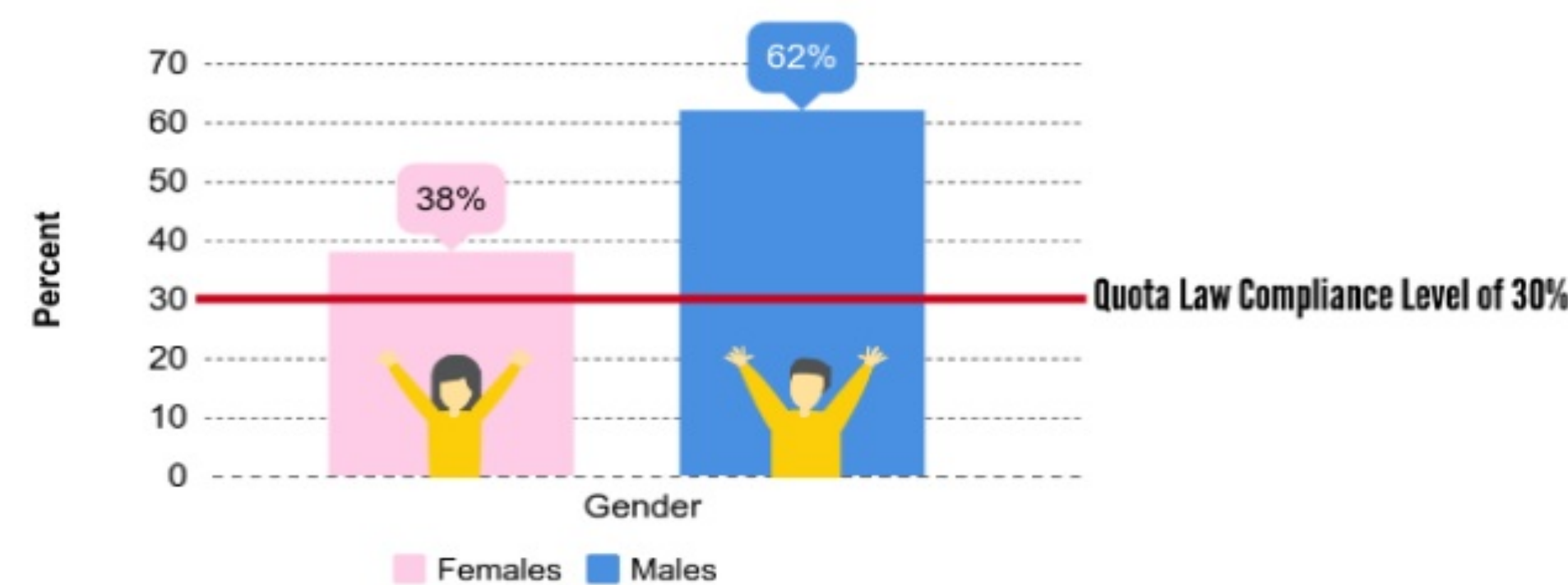
GENDERED POLICY

Colombian National Law 581 of 2000, known as the "Quota Law," requires public administration to include women in at least 30% of upper-level, decision-making positions.

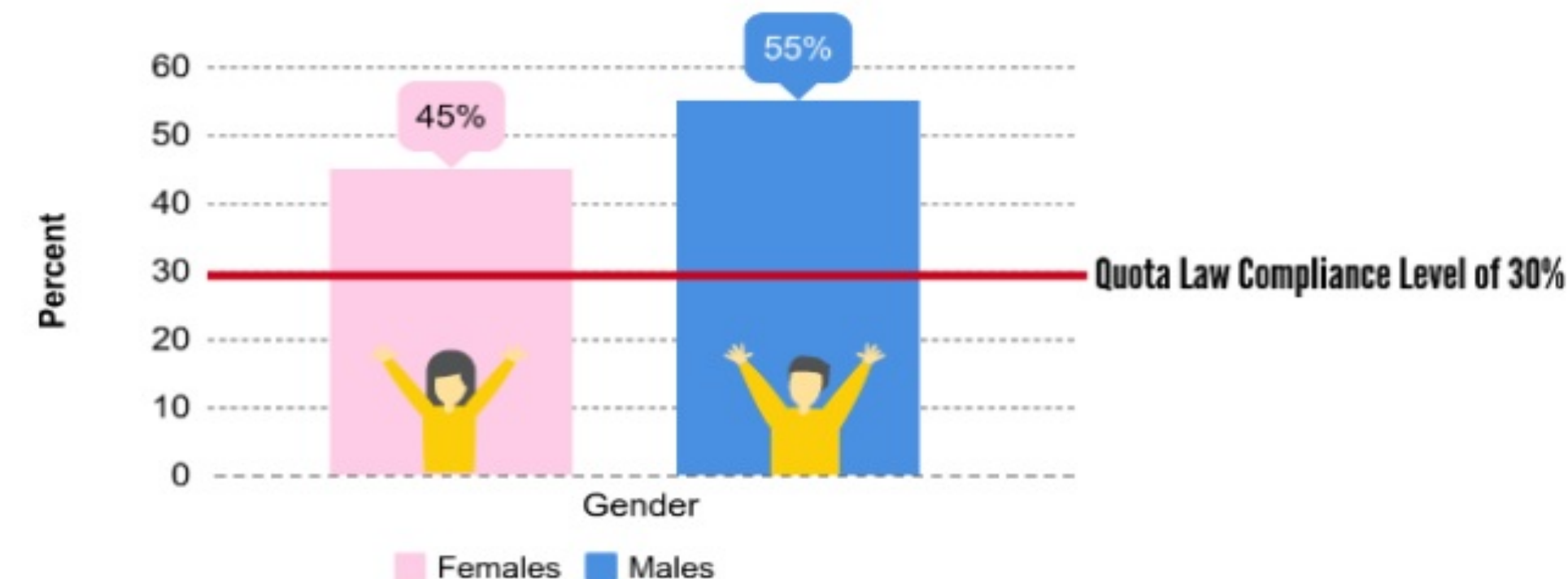
CONCLUSIONS

GENDER EQUALITY IN PUBLIC ADMINISTRATION

Percentages of Females & Males in 'Maximum Decision-Making Level' in the Executive Branch at the National Level of Public Administration in Colombia (2015)



Percentages of Females & Males in 'Other Decision-Making Level' in the Executive Branch at the National Level of Public Administration in Colombia (2015)



- While Colombia is still one of the most unequal countries in terms of wealth and income distribution, it fares better than many in terms of human development and gender equality.
- There is still work to be done even though the Quota Law exists. As of 2016, compliance was at 0% for inclusion of women in 'maximum decision-making level' positions in the Statistics and Strategic Intelligence and Counterintelligence sectors.
- Historically, Colombian women have been slow to gain places at the peace table in top negotiation positions. The 2012 FARC and Colombian Government peace talks began with one woman at the table, but by 2015 FARC representation had changed their positions to include 40% women.
- As Colombian women work to secure women a permanent place at the peace table, women will continue fighting for gender equality by inspiring the masses through their already successful and powerful grass-roots movements; leading commissions and submissions, directing local organizations, and planning and participating in protests and marches.

