# GENDER EQUALITY IN PUBLIC ADMINISTRATION: A GLOBAL ASSESSMENT OF PUBLICALLY AVAILABLE DATA

#### **UNIVERSITY OF PITTSBURGH**

Multi-disciplinary Graduate Student Working Group Ford Institute for Human Security, GSPIA Fall 2015 & Spring 2016



# **OVERVIEW**

- INTRODUCTION
- WHAT IS "GOOD DATA?"
- GOLDILOCKS AND THE SEARCH FOR "JUST ENOUGH" DATA
- GLOBAL SUMMARY
- GOING FORWARD



#### **PUBLIC ADMINISTRATION MATTERS**

- Central tool of policy implementation
- In many countries, the biggest employer

**GENDER-EQUALITY IN INSTITUTIONS MATTERS** 

ARE WOMEN PARTICIPATING, AND IF SO, WHERE?

"Glass ceilings" and "Glass walls"



#### UNDP'S GEPA INITIATIVE

 In part, working towards a global tracking mechanism

#### WHAT DO WE NEED TO KNOW?

- What are countries doing already?
- What would an ideal tracking system look like?



#### **OUR MULTI-DISCIPLINARY RESEARCH GROUP**

- Co-led by Professors Müge Finkel & Melanie Hughes
- 20 graduate students in Public Policy, Sociology,
   Political Science, Public Health

#### TWO PHASES OF WORK

- Fall 2015: Focus on Non-OECD countries, clustered by geographic region
- Spring 2016: Focus on OECD countries
- Approximately 1400 total research hours

#### **DATA SOURCES**

- E-queries to UNDP country offices
- Online and desk research



WHAT IS "GOOD DATA?"

AVAILABLE, EASY TO USE, DISAGGREGATED

# **AVAILABILITY**

Is there a tracking system?

Are the data publically available and/or accessible?

#### If accessible:

- Raw, processed, or both?
- How often updated?

# **EASE OF USE**

Are the data downloadable?

If so, are the files in common formats?

Are the data customizable?

 Is it possible to generate tables through the data interface?

Is accessing the data intuitive?

Were there any other problems with data use?



# DISAGGREGATED

# "Glass ceilings":

Are data broken down by decision-making positions and/or pay grades?

#### "Glass walls":

Are data broken down by sector?

Are data broken down by full time vs. temporary/part time status?

# GOLDILOCKS AND THE SEARCH FOR "JUST ENOUGH" DATA

# 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- Outdated or Irregularly updated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**

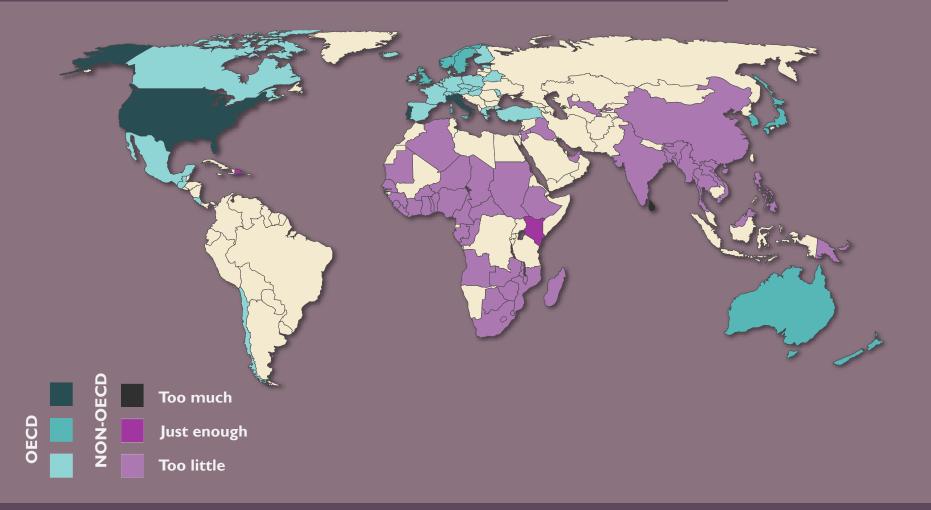
- Lots of raw, unprocessed data
- Difficult to navigate
- Not user-friendly for general public

#### **JUST ENOUGH**

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



# **OVERVIEW**



#### "TOO LITTLE" DATA

#### NETHERLANDS AND JORDAN

#### **AVAILABILITY**

- No data available or only available on request
- Infrequently updated or outdated

#### **EASE OF USE**

- Often only in summary reports, with no downloadable data
- Not customizable
- Technical problems with websites

#### DISAGGREGATION

Lack of disaggregation by sector and/or levels



# **NETHERLANDS**

	Subjects 🖺 🖳	Employment			
		Jobs			
	Characteristics job / employee / company ☑ 🗈	Sex: Male	Sex: Female		
Industrial classes / branches (SIC2008)	Periods	x 1 000			
O Public administration and services	2009	315	197		
	2010 before change of method	321	203		
	2010 after change of method	329	205		
	2011	324	202		
	2012	314	197		
	2013	313	197		
	2014	312	196		

<sup>©</sup> Statistics Netherlands, Den Haag/Heerlen 28-3-2016



# **JORDAN**

Number of Civil Servants 2014 distributed by Category, Job Group and Gender

	Fi	rst catego	ry	Sec	cond categ	ory		Total	
Job Group	Male	Female	Total	Male	Female	Total	Male	Female	Total
Public administration	4115	2137	6252	1344	1748	3092	5459	3885	9344
Educational	34599	44517	79116	3219	6327	9546	37818	50844	88662
Medical	8126	5991	14117	3045	5973	9018	11171	11964	23135
Engineering	4639	1977	6616	2089	201	2290	6728	2178	8906
Financial and commercial	4276	1682	5958	1887	1313	3200	6163	2995	9158
Others	6331	3570	9901	3698	3063	6761	10029	6633	16662
Total	62086	59874	121960	15282	18625	33907	77368	78499	155867

#### "TOO MUCH" DATA

#### UNITED STATES, PORTUGAL & SRI LANKA

#### AVAILABILITY

- Frequent updates (sometimes too frequent)
- Often have a history of data across years

#### EASE OF USE

- Some customizable
- Some less common file formats

#### DISAGGREGATION

Highly-detailed but not intuitively organized



# **UNITED STATES**

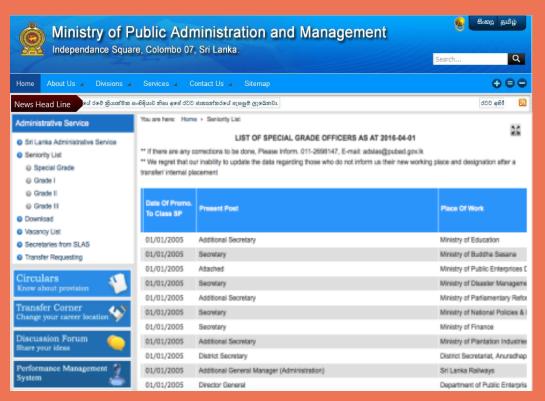
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3	AAOO	11	D	15	м	15	D	0905	1	GS-15	м	XXXX	8	30	F	1
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5	AA00	11	E	04	F	14	D	0905	1	GS-14	K	XXXX	8	30	F	1
6	AA00	11	Ε	13	М	15	Ε	0341	2	GS-15	N	XXXX	8	10	F	1
7	AAOO	11	D	15	F	13	С	0905	1	GS-13	I	XXXX	8	30	F	1
8	AAOO	11	D	13	M	13	D	1035	2	GS-13	I	XXXX	8	38	F	1
9	AAOO	11	D	15	F	13	A	0905	1	GS-13	I	XXXXX	8	30	F	1
10	AA00	11	Ε	07	М	12	D	2210	2	GS-12	H	2210	8	10	F	1
11	AAOO	11	D	15	F	14	C	0905	1	GS-14	K	XXXXX	8	30	F	1
12	AAOO	11	C	15	F	11	В	0905	1	GS-11	F	20000	8	40	F	2
13	AAOO	11	С	13	F	09	D	0301	2	GS-09	Σ	20000	8	10	F	1
14	AAOO	11	K	21	М		D	0301	2	EX-02	Q	XXXXX	2	46	F	2
15	AAOO	11	D	15	F	14	С	0905	1	GS-14	K	XXXXX	8	30	F	1
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19	AB**	FR	I	04	М	12	F	1630	2	GS-12	G	XXXXX	2	10	F	1
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22	AB00	FR	I	17	м	15	Ε	0304	4	GS-15	K	XXXX	2	10	F	1
23	AB00	FR	J	13	м	14	H	1630	2	GS-14	J	XXXX	8	10	F	1
24	AB00	FR	J	04	М	13	H	0801	1	GS-13	I	0801	8	10	F	1
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26	AB00	FR	K	08	М	11	Ε	1630	2	GS-11	Ε	XXXX	2	10	F	1
27	AB00	PM	I	10	м	12	Ε	1630	2	GS-12	F	XXXX	8	15	F	1
28	AB00	MX	J	04	М	11	Σ	1630	2	GS-11	Ε	XXXXX	8	10	F	1
29	AB00	51	F	04	F	07	G	0303	3	GS-07	2	XXXXX	8	10	F	1
30	AB00	FR	J	04	М	14	G	1630	2	GS-14	I	XXXXX	8	10	F	1
31	AB00	51	J	17	М	15	D	1035	2	GS-15	0	XXXX	2	10	F	1
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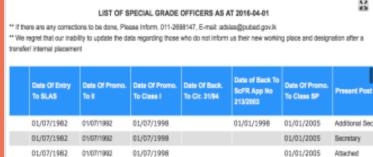
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Minialfria da Ambirale, Ordenam. da Terril. e Energia	51	42	33	78	77 140	91	55	14	182	287	383	25	17	42 34	es s	9 924	51	57		46 65	111	721	1,837	1,818	6.7	6.6 19.8	7.5	14.5 21.6	25.7	99.5 65.2	111.1
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ADMINISTRAÇÃO RECIONAL DOS AÇORES	1,387	2,881 3,5		569 1,1	95 1,664	155	424	538	44Z 1	.136 1,5	67E	161 4	44 68	2,58	4 5,88	3 8,133	128	246 9	74 1	2 13	25	5,683	11,245	15,334	14.5	B.3 32.3	3.6	3.Z 1Z.B	15.4 1	1.3 54.3	***
Grains du Guerrus Regional des Aguers	1,477	1,185 2,0	EEZ	325 1	34 1,846	123	275	338	284	653	134	187 3	H3 41	1,63	6 4,84	2 5,685	83	148 Z	17		- 13	4,873	7,942	11,385	46.4	E.S 92.E	9.6	8.2 11.7	15.2 3	9.6 55.7 1	
Servigas e Paulas Aultannas de AR das Aguera	438	846 4,3	146	217 (	81 618	43	143	192	161		644	54 1	38 43	12 66			33	31 1	17	• •	12	1,616	3,333	5,549		4.9 99.6		1.4 15.1		7.6 51.9 1	
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Presidênsia da Gaerras Regional dos Agorra	24	11	35	7	17 2	1 -	•	13	7	27	34	,	,			14 61	- 1	7	•		1 1	74	111	182		15.4 52.4		15.2 25.8			111.1
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Secretaria Regional do Ambirole e don Renovoso Maloraio	161		285		13 7	21	14	34	57	59	115	5	2	7	,	7 127	2		2			975	133	574	38.5	11.7 58.3		12.7 25.1			111.1
Searclaria Regional don Annoelon Parlamentaren e Europeon	211		334	42	41 E	15	33	41	75	126	133		5		75 11			2	•	, ,	, ,	512	957	163		11.1 (1.1		10.5 20.4			111.1
Severtaria Regional dan Pinangan e da Administração Pública	1	31	44	16	33 5	1	42		83		241	•	2	E 11				1	7		•	255	482	661		18.5 14.6	1	11.1 46.4			111.1
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Fergussian	-	1,433 4,1	1 -	334 1,1		1 7	321	464	-	.987 9,1			77 18	1 7			13	43			- 4	5,447	-	- 1		2.9 59.6		9.5 98.8		6.9 9.6	
Seenigan Aultanum da Administração Lucal	452		557	958 2	92 591	31	33	64	478	547 4,1	117	41	45 1	E 54		5 1,475	69		13	5 9		2,829	2,811	4,141	28.4 1	0.0 30.3	12.4 1	4.4 25.8		4.6 42.4	
des qui is Scalar Empresarial Essal · Estidados Rostas estiladas fiil	1005		sar		nor sas		24	10	1005	657	£95	57	55 1	es w			0	se :	No.	, ,		×.00	4,559			7X 8 58.6	100.7	NS 17.5	100.7	25.5 55.7	99.5
ludilaigies neu fin Lucelius de Administração Lucel			12	11	2 46		- 1	2	25		31			5 7			- 1		28	, ,	12	153	213		6.2					9.8 67.7 1	
PREDOS DE SECREARÇA SOCIAL	171	872 1,8			48 926		164			.591 9,			11 15			4 4,487	36	196 Z		5 7	12									4.5 42.8 1	
Pandan de Segueranya Sanial da Administração Central	186		422	152	433 561		711	851			,854	24		26 75			54		:44	5 7	12	1,746	7,171	8,517	2.7	1.4 11.1		33.3 41.6			111.1
Fundan de Segueranya Sanial da Adm. Regional dun Aguero	,	27	36		195 15	1	31	115	25		183	•	1			195	- 1	,	4		•	186	442	241		29.6 94.6		11.7 11.1		28.4 25.6	
Fundan de Segue anga Sunial da Adm. Regional da Madeira	32	525	585	55	172 28	, ,	62	69	27	146	175	2		11 1	17 13	2 285	1	,	1			165	1,852	1,257	7.2	55.8 69.0	2.7	16.6 19.5	5.2	14.5 17.7	111.1



## **SRI LANKA**





01/01/2005

01/01/2005

01/01/2005

01/01/2005

01/01/2005

Secretary

Secretary

Secretary

Additional Sec

01/07/1998

01/07/1998

01/07/1998

01/01/2000

01/01/2000

You are here: Home > Seniority List.

01/07/1982

01/07/1982

01/07/1982

01/03/1984

01/03/1984

You are here: Home + Seniority List.

01/07/1992

01/07/1992

01/07/1992

01/03/1994

	nat our macent mal placement	so update the of	sta regarding those who do not inform us their new	working place and designation an	ier a
Sen No.	Current Sen. No.	Class 1 Sen. No. as at 2005.01.01	Name	Date Of Sirth	
1	1	340	Mrs. S.P. Jeyatunga	05/06/1957	0
2	2	354	Mr. W. Ekanayaka	23/10/1956	0
3	3	356	Mr. H.M.R.B. Herath	27/09/1956	
4	4	363	Mr. S.S. Miyanawala	01/11/1957	
5	5	368	Ms. C. Miyanawala	03/06/1957	(
6	6	375	Mr. M.I.M. Rafeek	23/08/1957	
7	7	413	Dr. R.H.S. Samaratunga	27/02/1957	- (
8	8	414	Mr. N.A.U.K.S. Mihindukulasooriya	13/02/1957	

# "JUST ENOUGH" DATA

#### CANADA, SOUTH KOREA, DOMINICAN REPUBLIC

#### **AVAILABILITY**

- Frequently updated data
- History of data across years

#### **EASE OF USE**

- Typically downloadable, and often customizable
- Clearly labeled, searchable and well-organized

#### DISAGGREGATION

Meaningfully disaggregated

# CANADA

#### Distribution of Designated Groups in the Public Service of Canada by Type of Employment and Gender

FAA, Schedules I and IV Indeterminates, Terms of Three Months or More and Seasonal Employees - as at March 31, 2014

								•				
							Туре	of Employ	ment			
	All emp	loyees	Gender	Indeter	minate	Gender	Term >=	3 Months	Gender	Seas	onal	Gender
	#	%	%	#	%	%	#	%	%	#	%	%
Public Serv	Public Service of Canada											
Total	181,356	100.0	100.0	171,260	100.0	100.0	9,548	100.0	100.0	548	100.0	100.0
Women	98,078	54.1	54.1	92,287	53.9	53.9	5,649	59.2	59.2	142	25.9	25.9
Men	83,278	45.9	45.9	78,973	46.1	46.1	3,899	40.8	40.8	406	74.1	74.1

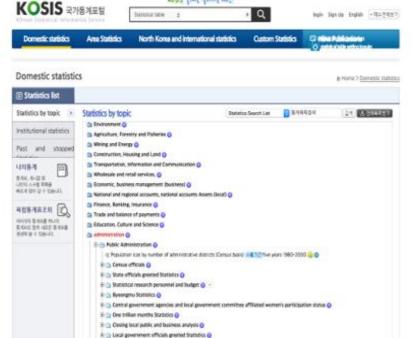
#### Promotions Within the Public Service of Canada by Designated Group and Occupational Category

FAA, Schedules I and IV Indeterminates, Terms of Three Months or More and Seasonal Employees - as at March 31, 2014

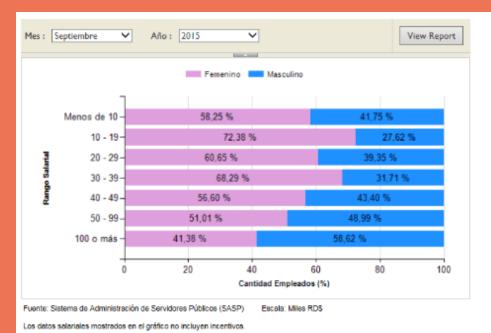
Occupational Category	All Employees	Women		Aborigina	l Peoples		ns with ilities	Persons in a Visible Minority Group		
	#	#	%	#	%	#	%	#	%	
Executive†	441	227	51.5	14	3.2	22	5.0	37	8.4	
Scientific and Professional	2,042	1,101	53.9	65	3.2	66	3.2	336	16.4	
Administrative and Foreign Service	4,589	2,915	63.5	209	4.6	209	4.6	726	15.8	
Technical	707	182	25.7	28	4.0	34	4.8	64	9.1	
Administrative Support	453	355	78.4	24	5.3	29	6.4	45	9.9	
Operational	874	168	19.2	50	5.7	29	3.3	53	6.1	
Total	9,106	4,948	54.3	390	4.3	389	4.3	1,261	13.8	
† LCs have been included in the Executive 0										

# **SOUTH KOREA**





# **DOMINICAN REPUBLIC**



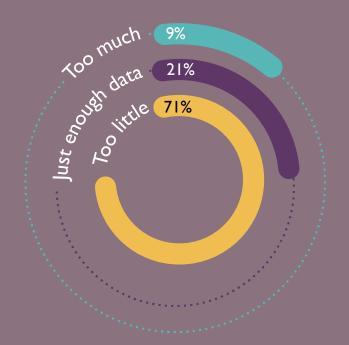
Mes : Septiembre ✓ Año	: 2015	View Report
Rango Salarial	Femenino	Masculino
Menos de 10	17,43	12,49
10 - 19	32,91	12,56
20 - 29	4,19	2,72
30 - 39	8,36	3,88
40 - 49	0,95	0,73
50 - 99	1,69	1,63
100 o más	0,19	0,28
Total:	65,72	34,28
Volver al gráfico		

Fuente: Sistema de Administración de Servidores Públicos (SASP)

Los datos salariales mostrados en el gráfico no incluyen incentivos.

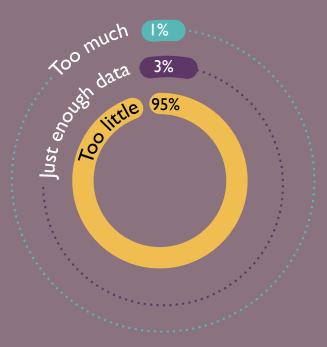
Escala: Miles RD\$

# OECD COUNTRIES (N=34)



Too Much	Тоо	Just Enough	
Italy Portugal USA	Austria Belgium Canada Chile Czech Republic Denmark Estonia Finland France Germany Greece Hungary	Iceland Ireland Israel Luxembourg Mexico Netherlands Poland Slovakia Slovenia Spain Switzerland Turkey	Australia Japan Korea New Zealand Norway Sweden UK

# NON-OECD COUNTRIES (N=70)

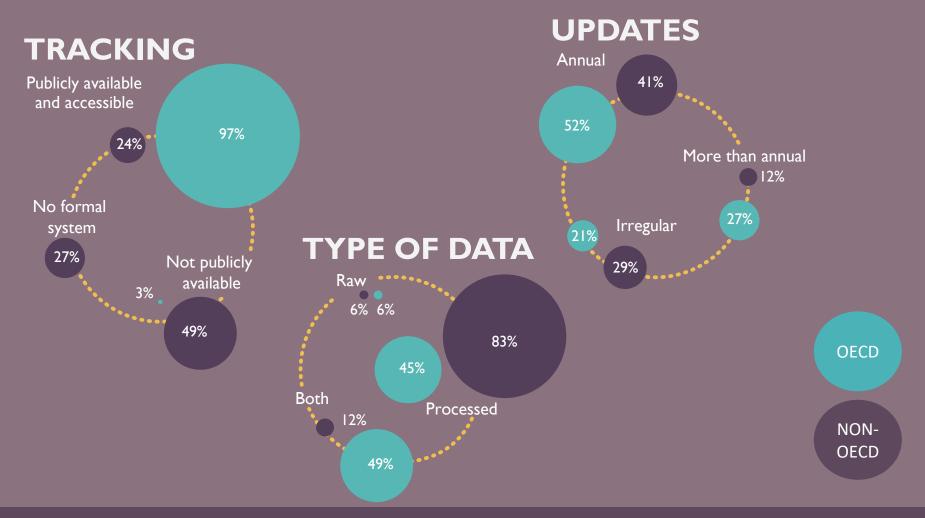


Too Much		Тоо	Little		Just Enough
Sri Lanka	Albania	DRC	Lebanon	Rwanda	Dominican
	Algeria	El Salvador	Lesotho	Sao Tome	Republic
	Angola	Eq. Guinea	Liberia	Senegal	Kenya
	Belarus	Ethiopia	Madagascar	Seychelles	
	Benin	Gabon	Malaysia	Sierra Leone	
	Bhutan	Gambia	Mauritania	South Africa	
	Botswana	Georgia	Mauritius	South Sudan	
	Burk. Faso	Ghana	Moldova	Sudan	
	Burundi	Guatemala	Mongolia	Thailand	
	Cabo Verde	Guinea	Mozambique	Togo	
	Cameroon	Haiti	Myanmar	Tunisia	
	CAR	India	Nepal	UAE	
	Chad	Iraq	Niger	Uganda	
	China	Jamaica	Nigeria	Uzbekistan	
	Comoros	Jordan	Papua New	Vietnam	
	Costa Rica	Kosovo	Guinea	Zambia	
	Cote d'Iv.	Laos	Philippines	Zimbabwe	

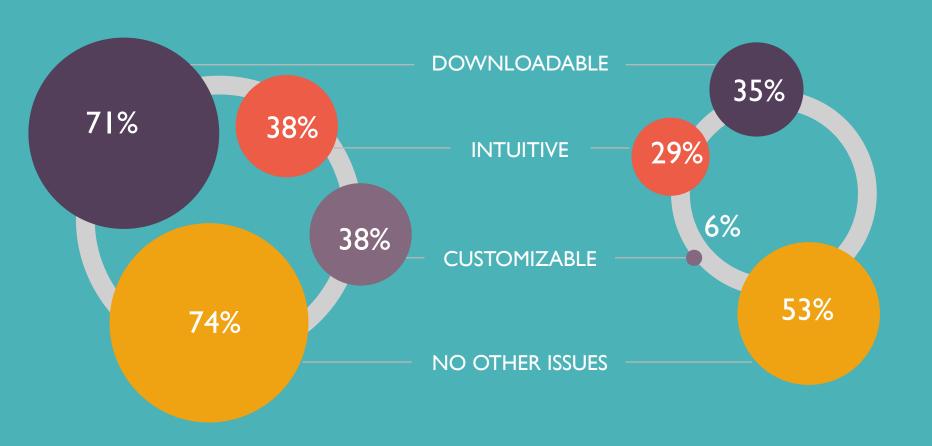
# **GLOBAL OVERVIEW**



# **AVAILABILITY**



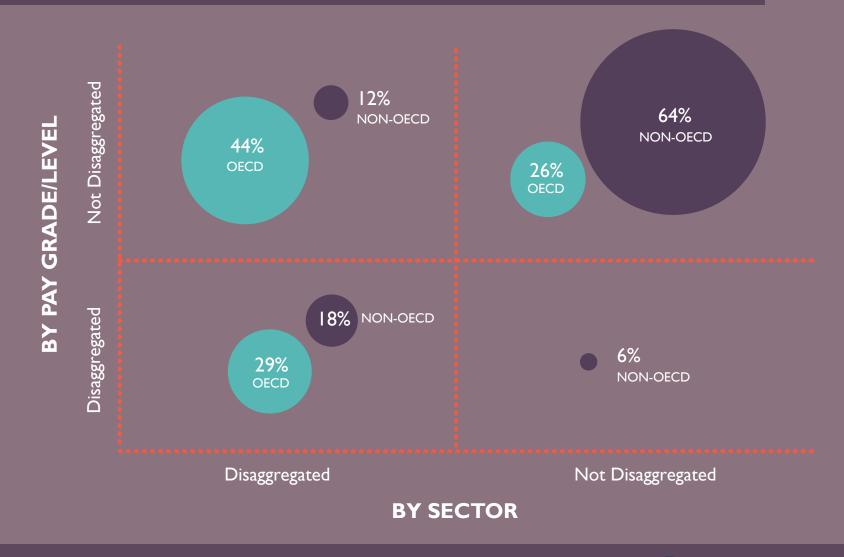
# **EASE OF USE**



# **DISAGGREGATION**

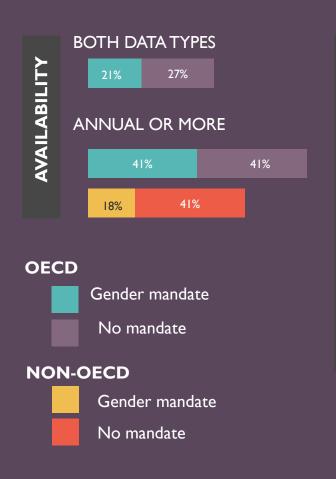


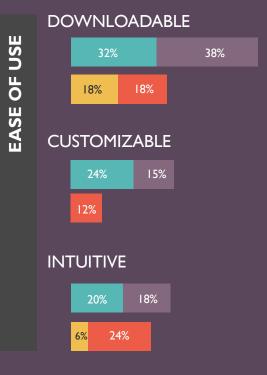
# GENDER, SECTOR & PAY GRADE

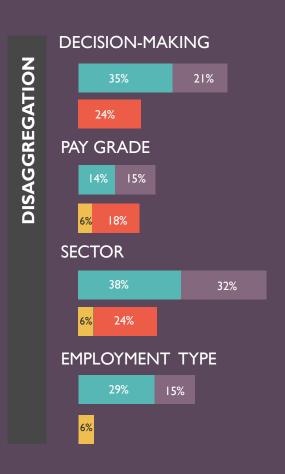




# **GENDER MANDATES & DATA QUALITY**







# **MOVING FORWARD**



# **QUESTIONS FOR DISCUSSION**

- → How do we expand and develop tracking systems, nationally and globally?
- → What is the responsibility of governments to collect and analyze data on women's leadership in public administration?
- → What constitutes good quality data on equal representation, and what open data principles are of key importance? How does this fit into the 'gender data revolution'?
- → How can the UN system and its partners support the collection and reporting of data needed by government decision-makers and communities alike?