

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?”
- ➔ GOLDBLOCKS AND THE SEARCH FOR “JUST ENOUGH” DATA
- ➔ GLOBAL SUMMARY
- ➔ GOING FORWARD

INTRODUCTION

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”

INTRODUCTION

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?

INTRODUCTION



OUR MULTI-DISCIPLINARY RESEARCH GROUP

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



INTRODUCTION

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

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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?**

GOLDBLOCKS AND THE SEARCH FOR “JUST ENOUGH” DATA

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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- Outdated or Irregularly updated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

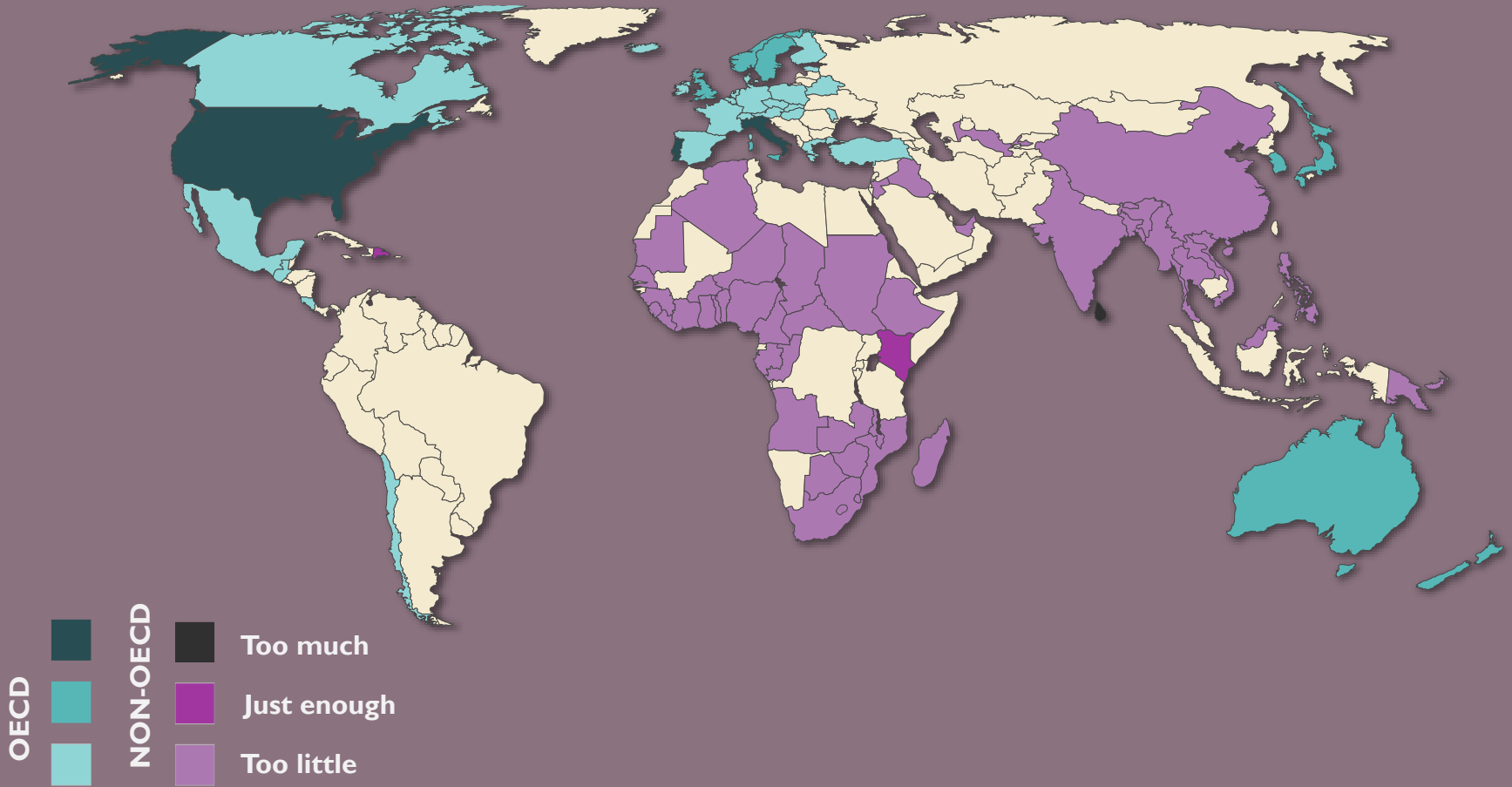
TOO MUCH

- 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  	<i>x 1 000</i>	
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

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JORDAN

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

Job Group	First category			Second category			Total		
	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

	agysub	loc	agelvl	edlvl	gender	gsgrd	loslvl	occ	patco	ppgrd	sallvl	stemocc	supervis	toa	worksch	workstat
1	AA00	11	C	04	F	09	B	0301	2	GS-09	E	XXXX	8	44	F	2
2	AA00	11	C	15	M	09	A	0904	1	GS-09	E	XXXX	8	40	F	2
3	AA00	11	D	15	M	15	D	0905	1	GS-15	M	XXXX	8	30	F	1
4	AA00	11	K	21	M	15	J	0905	1	GS-15	O	XXXX	8	30	F	1
5	AA00	11	E	04	F	14	D	0905	1	GS-14	K	XXXX	8	30	F	1
6	AA00	11	E	13	M	15	E	0341	2	GS-15	N	XXXX	8	10	F	1
7	AA00	11	D	15	F	13	C	0905	1	GS-13	I	XXXX	8	30	F	1
8	AA00	11	D	13	M	13	D	1035	2	GS-13	I	XXXX	8	38	F	1
9	AA00	11	D	15	F	13	A	0905	1	GS-13	I	XXXX	8	30	F	1
10	AA00	11	E	07	M	12	D	2210	2	GS-12	H	2210	8	10	F	1
11	AA00	11	D	15	F	14	C	0905	1	GS-14	K	XXXX	8	30	F	1
12	AA00	11	C	15	F	11	B	0905	1	GS-11	F	XXXX	8	40	F	2
13	AA00	11	C	13	F	09	D	0301	2	GS-09	E	XXXX	8	10	F	1
14	AA00	11	K	21	M		D	0301	2	EX-02	Q	XXXX	2	46	F	2
15	AA00	11	D	15	F	14	C	0905	1	GS-14	K	XXXX	8	30	F	1
16	AA00	11	H	15	F		G	0905	1	ES-***	P	XXXX	2	50	F	1
17	AA00	11	G	15	M		D	0301	2	ES-***	P	XXXX	2	50	F	1
18	AB**	IT	K	07	M	12	E	1630	2	GS-12	G	XXXX	2	10	F	1
19	AB**	FR	I	04	M	12	F	1630	2	GS-12	G	XXXX	2	10	F	1
20	AB**	UK	J	04	M	12	F	1630	2	GS-12	G	XXXX	8	10	F	1
21	AB**	51	J	13	M	14	E	0301	2	GS-14	L	XXXX	8	20	F	2
22	AB00	FR	I	17	M	15	E	0304	4	GS-15	K	XXXX	2	10	F	1
23	AB00	FR	J	13	M	14	H	1630	2	GS-14	J	XXXX	8	10	F	1
24	AB00	FR	J	04	M	13	H	0801	1	GS-13	I	0801	8	10	F	1
25	AB00	FR	H	10	M	11	E	1630	2	GS-11	E	XXXX	8	10	F	1
26	AB00	FR	K	08	M	11	E	1630	2	GS-11	E	XXXX	2	10	F	1
27	AB00	PM	I	10	M	12	E	1630	2	GS-12	F	XXXX	8	15	F	1
28	AB00	MX	J	04	M	11	E	1630	2	GS-11	E	XXXX	8	10	F	1
29	AB00	51	F	04	F	07	G	0303	3	GS-07	Z	XXXX	8	10	F	1
30	AB00	FR	J	04	M	14	G	1630	2	GS-14	I	XXXX	8	10	F	1
31	AB00	51	J	17	M	15	D	1035	2	GS-15	O	XXXX	2	10	F	1
32	AB00	PP	I	04	M	14	E	1630	2	GS-14	I	XXXX	2	15	F	1



SRI LANKA

Ministry of Public Administration and Management
Independence Square, Colombo 07, Sri Lanka.

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Administrative Service

- Sri Lanka Administrative Service
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- Secretaries from SLAS
- Transfer Requesting

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Transfer Corner
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Discussion Forum
Share your ideas

Performance Management System

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LIST OF SPECIAL GRADE OFFICERS AS AT 2016-04-01

** If there are any corrections to be done, Please Inform. 011-2698147, E-mail: adslas@pubad.gov.lk
** We regret that our inability to update the data regarding those who do not inform us their new working place and designation after a transfer/ internal placement

Date Of Promo. To Class SP	Present Post	Place Of Work
01/01/2005	Additional Secretary	Ministry of Education
01/01/2005	Secretary	Ministry of Buddha Sasana
01/01/2005	Attached	Ministry of Public Enterprises
01/01/2005	Secretary	Ministry of Disaster Management
01/01/2005	Additional Secretary	Ministry of Parliamentary Reform
01/01/2005	Secretary	Ministry of National Policies & Economic Affairs
01/01/2005	Secretary	Ministry of Finance
01/01/2005	Additional Secretary	Ministry of Plantation Industries
01/01/2005	District Secretary	District Secretariat, Anuradhap
01/01/2005	Additional General Manager (Administration)	Sri Lanka Railways
01/01/2005	Director General	Department of Public Enterprises

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Date Of Entry To SLAS	Date Of Promo. To II	Date Of Promo. To Class I	Date Of Back To To Cir. 31/94	Date of Back To SCFR App No 213/2003	Date Of Promo. To Class SP	Present Post
01/07/1982	01/07/1992	01/07/1998		01/01/1998	01/01/2005	Additional Sec
01/07/1982	01/07/1992	01/07/1998			01/01/2005	Secretary
01/07/1982	01/07/1992	01/07/1998			01/01/2005	Attached
01/07/1982	01/07/1992	01/07/1998			01/01/2005	Secretary
01/07/1982	01/07/1992	01/07/1998			01/01/2005	Additional Sec
01/07/1982	01/07/1992	01/07/1998			01/01/2005	Secretary
01/03/1984	01/03/1994	01/01/2000			01/01/2005	Secretary
01/03/1984	01/03/1994	01/01/2000			01/01/2005	Additional Sec

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Sen No.	Current Sen. No.	Class 1 Sen. No. as at 2005.01.01	Name	Date Of Birth	Date To
1	1	340	Mrs. S.P. Jayatunga	05/06/1957	01
2	2	354	Mr. W. Ekanayaka	23/10/1956	01
3	3	356	Mr. H.M.R.B. Herath	27/09/1956	01
4	4	363	Mr. S.S. Miyanawala	01/11/1957	01
5	5	368	Ms. C. Miyanawala	03/06/1957	01
6	6	375	Mr. M.I.M. Rafieek	23/08/1957	01
7	7	413	Dr. R.H.S. Samarasingha	27/02/1957	01
8	8	414	Mr. N.A.U.K.S. Mihindukulasooriya	13/02/1957	01



“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

	All employees		Gender	Type of Employment								
				Indeterminate		Term >= 3 Months		Seasonal		Gender		
	#	%	%	#	%	%	#	%	%	#	%	%
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		Aboriginal Peoples		Persons with Disabilities		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 Group since 2011–12.

SOUTH KOREA

KOSIS 국가통계포털
Korea Statistical Information Service

Historical table

Domestic statistics | Area Statistics | North Korea and International statistics | Custom Statistics

KOSIS 100 Index

Life expectancy (14) **82.40 years**

Population (14) 50,000,000 people
The average monthly income per household (13) 470,000 won
New GDP growth (14) 4.1%

Statistics by topic:

- Population and household
- Environment
- Transportation, Information and Communication
- Finance, Banking, Insurance
- Employment, labor and wages
- Agriculture, Forestry and Fisheries
- Manufacture and retail services
- Trade and balance of payments
- Infation, household
- Mining and Energy
- Economic, Business Development (Business)
- Education, Culture and Science
- Health and social welfare
- Construction, Housing and Land
- National and regional accounts, national accounts Assets (Asset)
- Administration

Statistics Content Visualization

Notice | Press release | The latest data

- KOSIS Composite Chart improved guidance 2019-12-16
- International organizations utilize statistical information related changes 2019-10-29
- 2019 regional custom visualization content summary sheet guide 2019-10-28

KOSIS 국가통계포털
Korea Statistical Information Service

Historical table

Domestic statistics | Area Statistics | North Korea and International statistics | Custom Statistics

Home > Domestic statistics

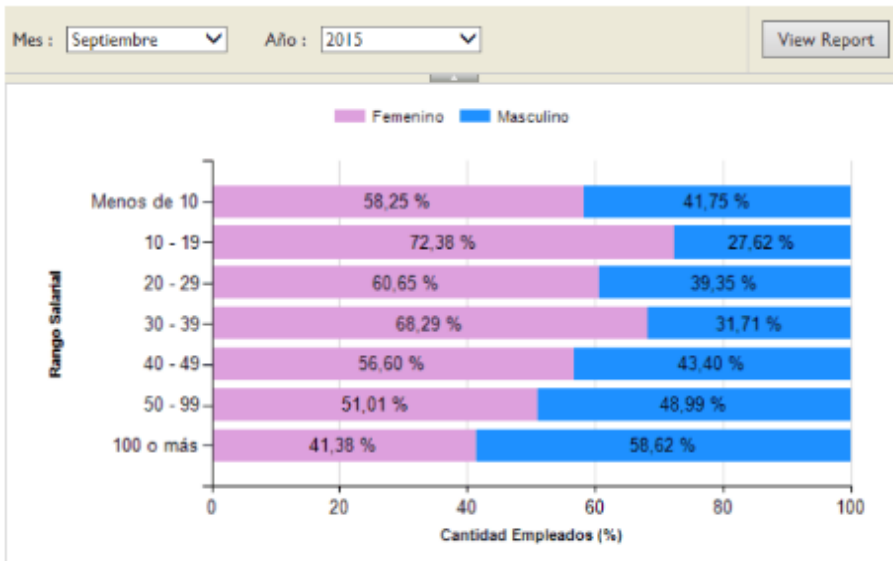
Statistics list

Statistics by topic

Statistics by topic

- Environment
- Agriculture, Forestry and Fisheries
- Mining and Energy
- Construction, Housing and Land
- Transportation, Information and Communication
- Wholesale and retail services
- Economic, business management (business)
- National and regional accounts, national accounts Assets (Asset)
- Finance, Banking, Insurance
- Trade and balance of payments
- Education, Culture and Science
- administration
- Public Administration
 - Population size by number of administrative districts (Census basis) five years 1980-2000
 - Census officials
 - State officials granted Statistics
 - Statistical research personnel and budget
 - Byeongmu Statistics
 - Central government agencies and local government committee affiliated women's participation status
 - One trillion wonths Statistics
 - Closing local public and business analysis
 - Local government officials granted Statistics

DOMINICAN REPUBLIC



Fuente: Sistema de Administración de Servidores Públicos (SASP) Escala: Miles RDS

Los datos salariales mostrados en el gráfico no incluyen incentivos.

Mes : Septiembre Año : 2015 View Report

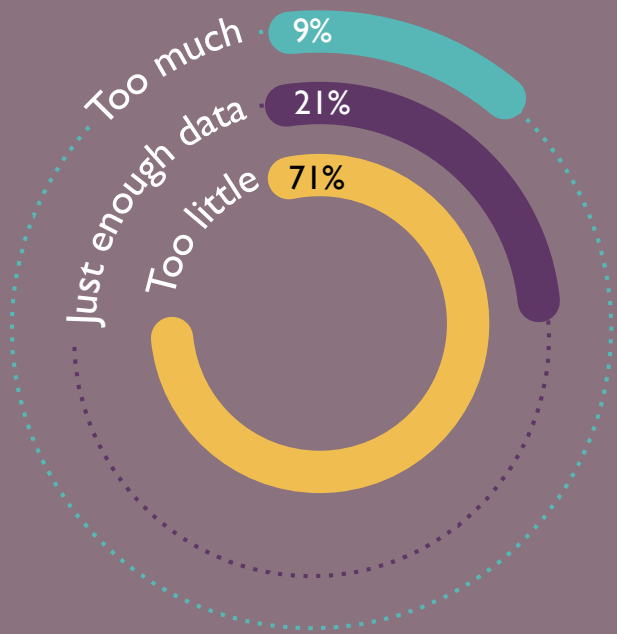
Rango Salarial	Femenino	Masculino
Menos de 10	17,43	12,49
10 - 19	32,91	12,56
20 - 29	4,19	2,72
30 - 39	8,36	3,88
40 - 49	0,95	0,73
50 - 99	1,69	1,63
100 o más	0,19	0,28
Total :	65,72	34,28
Volver al gráfico		

Fuente: Sistema de Administración de Servidores Públicos (SASP)

Los datos salariales mostrados en el gráfico no incluyen incentivos.

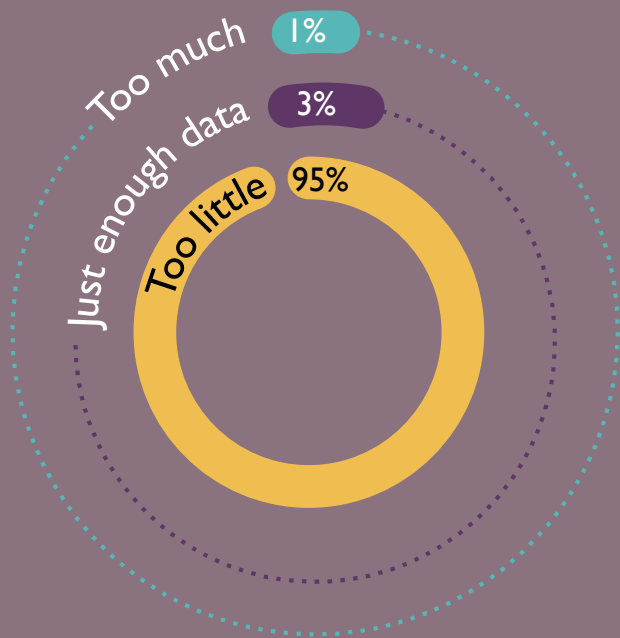
Escala: Miles RDS

OECD COUNTRIES (N=34)



Too Much	Too Little	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	Too Little				Just Enough
Sri Lanka	Albania	DRC	Lebanon	Rwanda	Dominican Republic
	Algeria	El Salvador	Lesotho	Sao Tome	Kenya
	Angola	Eq. Guinea	Liberia	Senegal	
	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 Guinea	Vietnam	
	Costa Rica	Kosovo	Philippines	Zambia	
	Cote d'Iv.	Laos		Zimbabwe	

GLOBAL OVERVIEW

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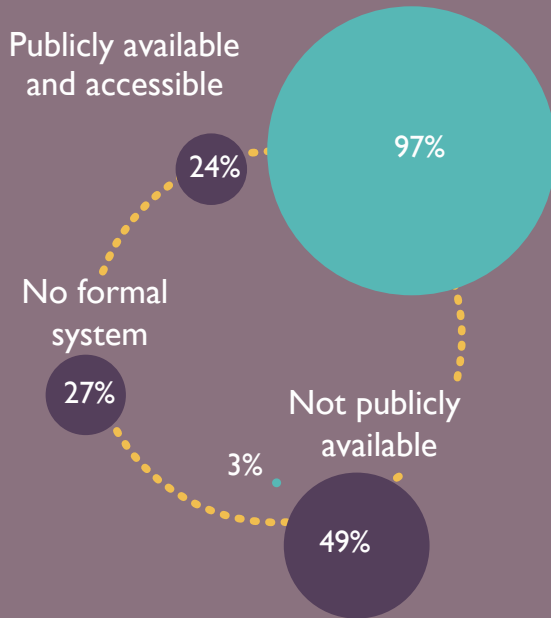
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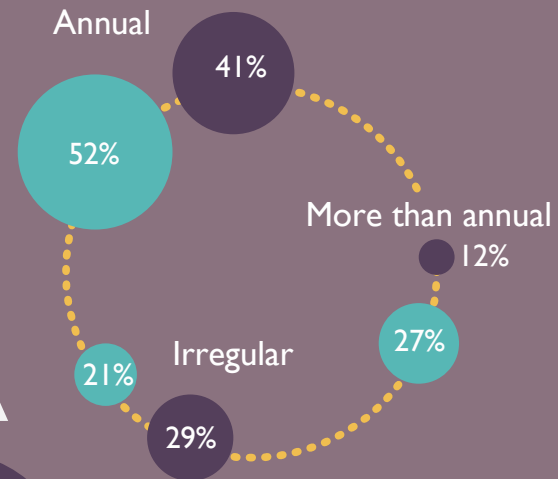
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AVAILABILITY

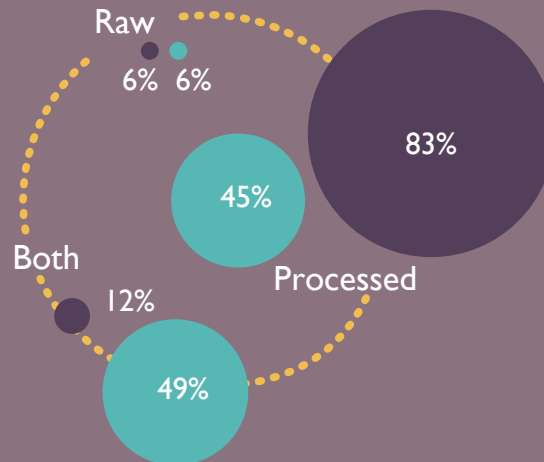
TRACKING



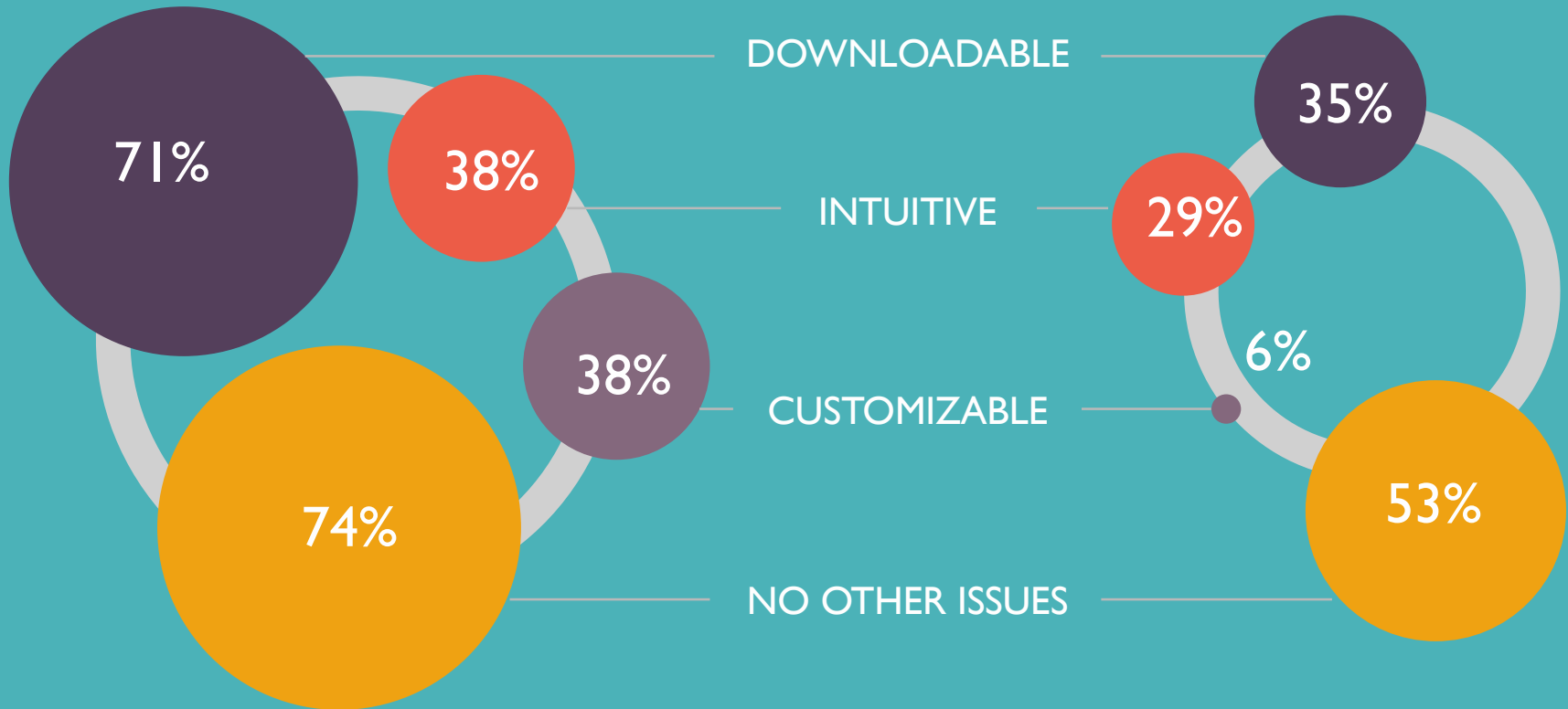
UPDATES



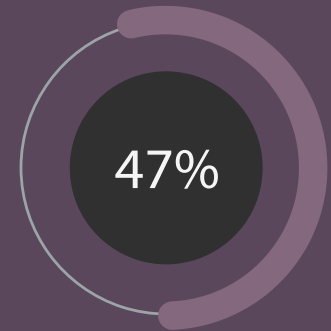
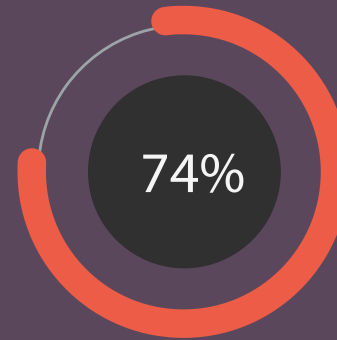
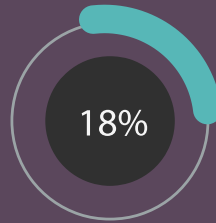
TYPE OF DATA



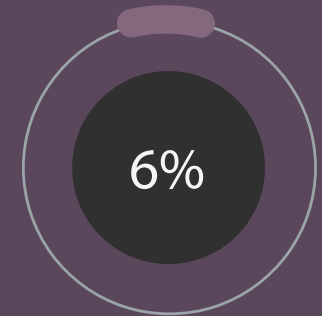
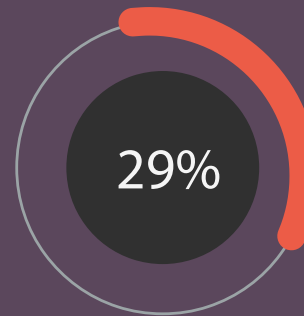
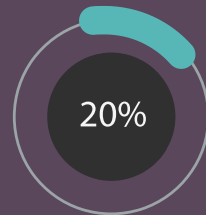
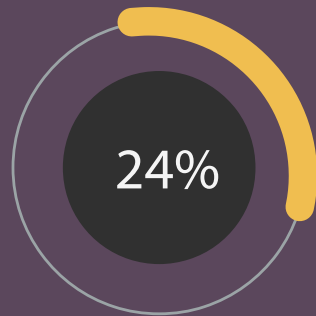
EASE OF USE



DISAGGREGATION



OECD



NON-OECD

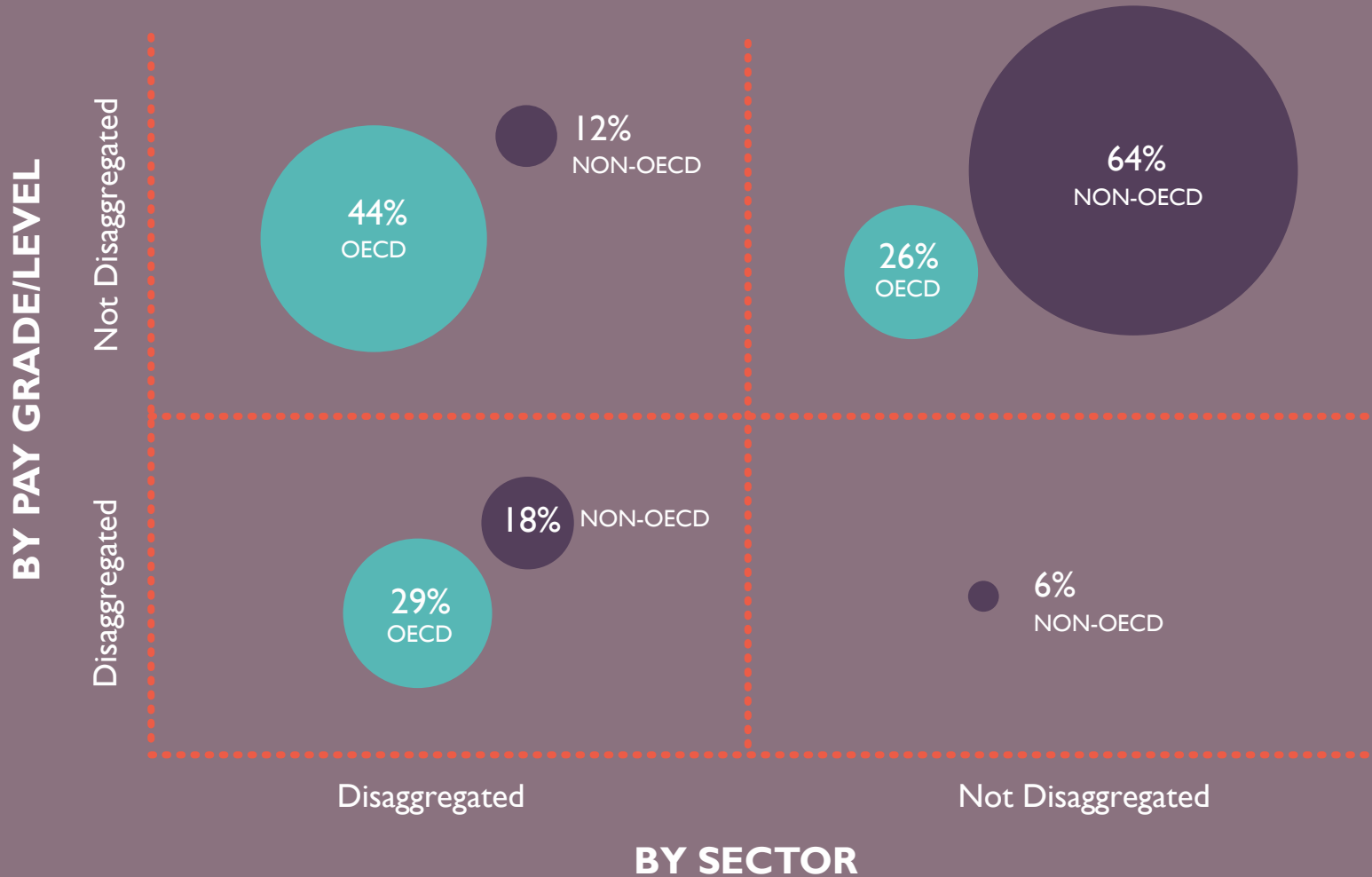
● BY PAY GRADE

● DECISION-MAKING POSITIONS ONLY

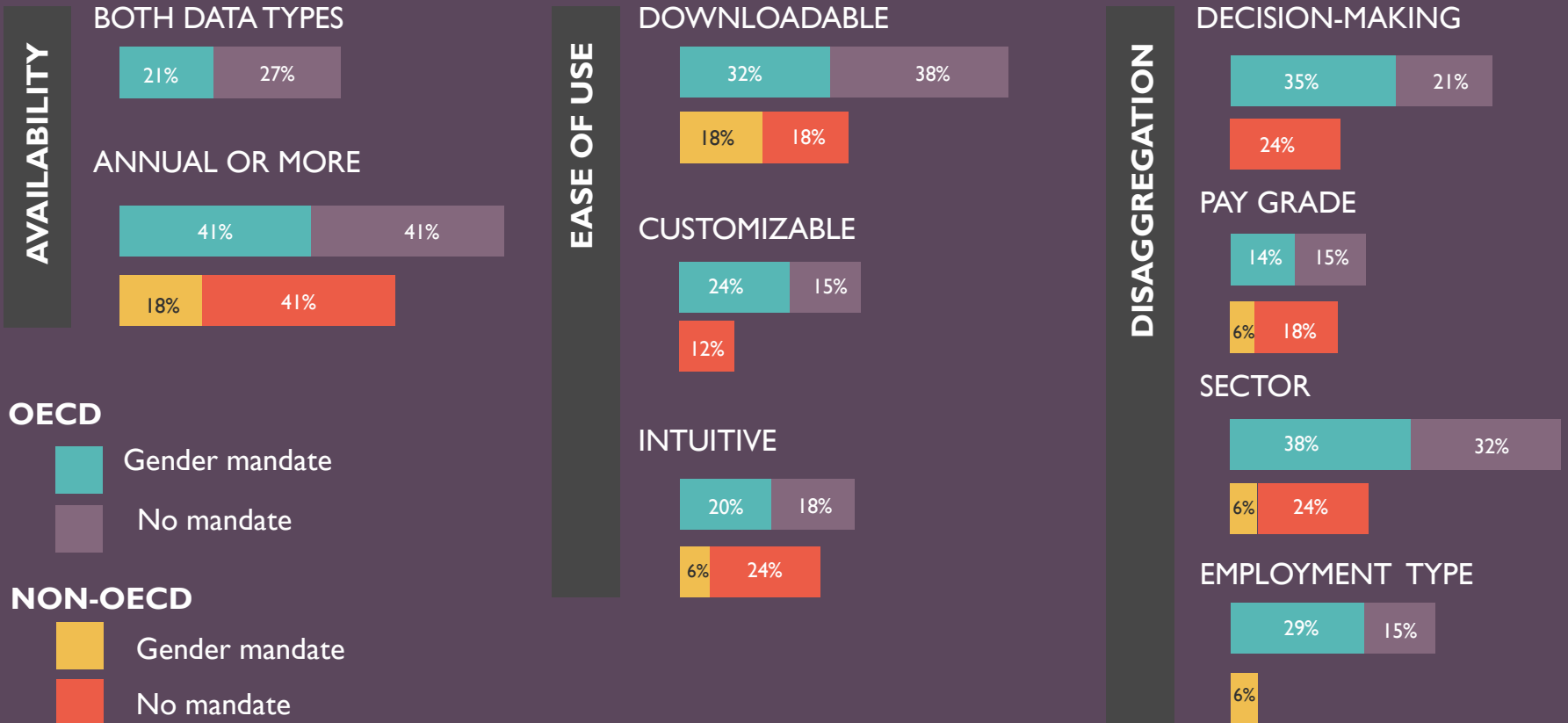
● BY SECTOR

● FULL-VS PART-TIME

GENDER, SECTOR & PAY GRADE



GENDER MANDATES & DATA QUALITY



MOVING FORWARD

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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?