

# GENDER EQUALITY IN PUBLIC ADMINISTRATION: Tracking Inclusion Towards SDG 16

## UNIVERSITY OF PITTSBURGH

Graduate School of Public and International Affairs  
Ford Institute for Human Security  
Multi-disciplinary Graduate Student Working Group  
Fall 2016 & Spring 2017



# GEPA & SDG 16



## Gender equality in public administration 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

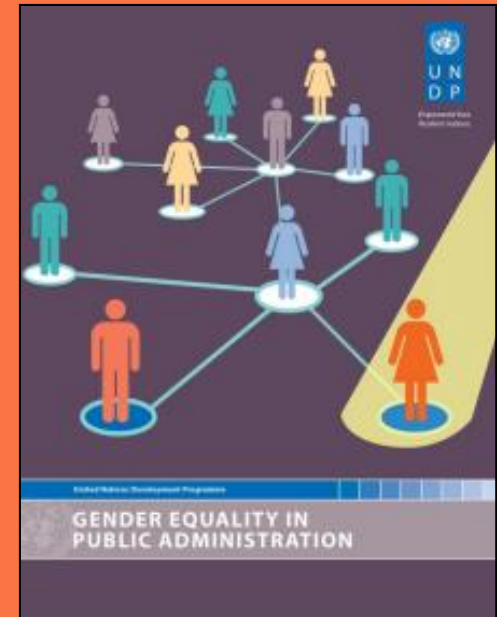
# UNDP'S GEPA INITIATIVE

## DATA EFFORTS

- SDG monitoring on representation in public institutions
- Civil service monitoring system prototypes
- Mainstreaming GEPA data

## WHAT DO WE NEED TO KNOW?

- What does data on age tell us?
- What does “glass wall” data tell us?
- Can civil service data tell us more about *inclusion* beyond sex?



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## A MULTI-DISCIPLINARY RESEARCH GROUP

- Co-led by **Professors Müge Finkel & Melanie Hughes**
- Supported by Ford Institute for Human Security
- **20 graduate students** in Public Policy, Sociology, Political Science, Public Health and Social Work
- **1,500 research hours** per academic year over the past 2 years



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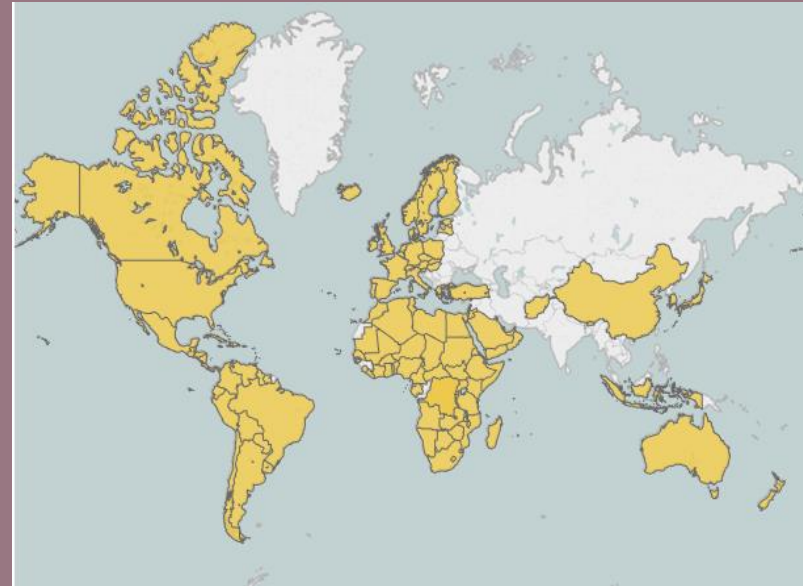


## YEAR 1

- Where does publicly available sex-disaggregated data exist?
- What are the elements of a good tracking system?

## YEAR 2

- Gendered data also disaggregated by age and level of government
- Looking beyond sex to gender identity and sexual orientation



**134 countries researched**

# OVERVIEW

➔ DEFINING PUBLIC ADMINISTRATION

➔ GENDERED DATA

➔ BY AGE

➔ BY LEVELS OF GOVERNMENT

➔ BY GENDER IDENTITY AND SEXUAL ORIENTATION

➔ MOVING FORWARD

# WHAT COUNTS AS 'PUBLIC ADMINISTRATION'?

Presented by:  
Meg Harris and Tiffany Tse

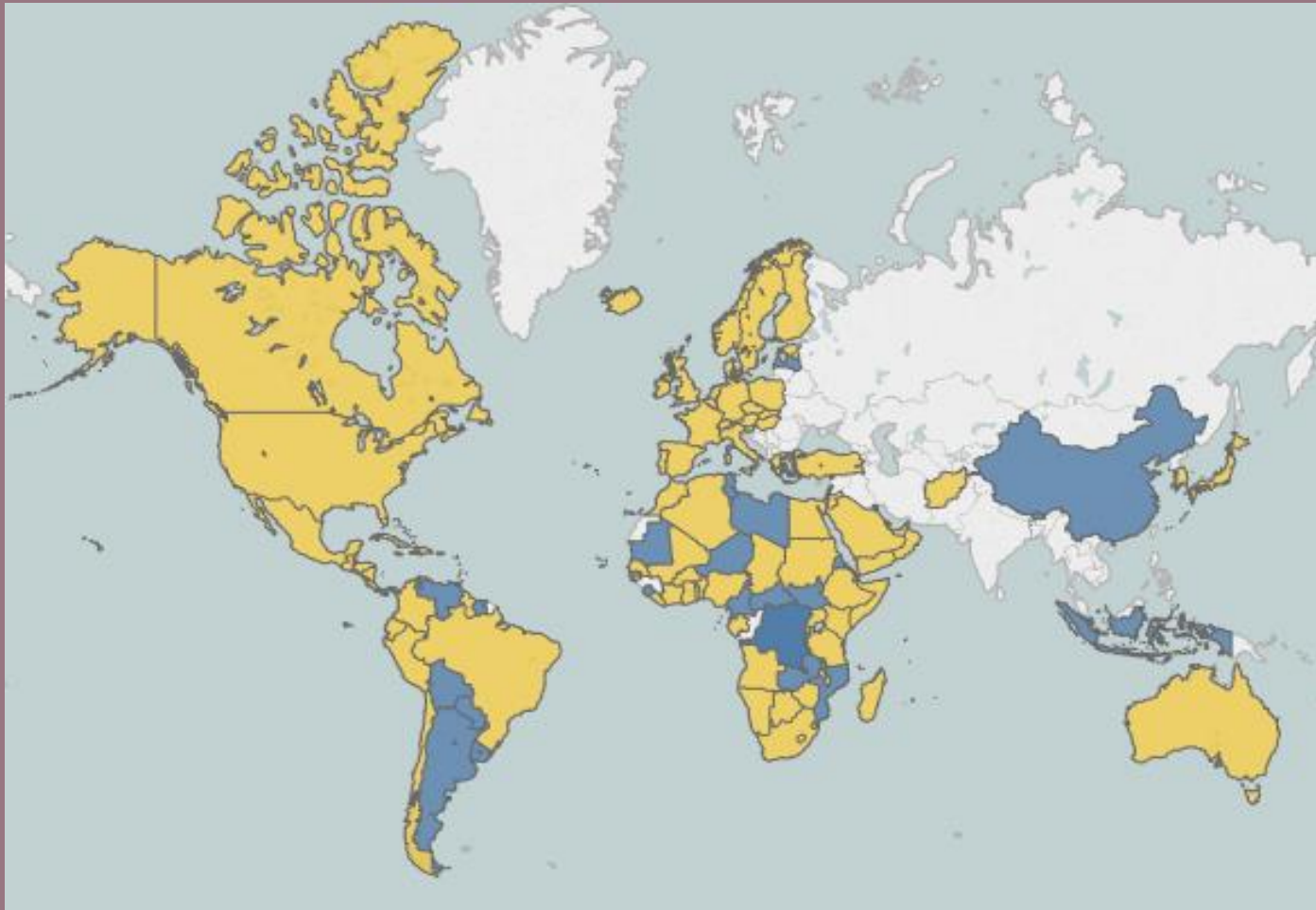
# WHAT COUNTS AS 'PUBLIC ADMINISTRATION'?

## UNDP'S DEFINITION:

The aggregate state funded machinery that manages the executive government and certain government activities and interactions

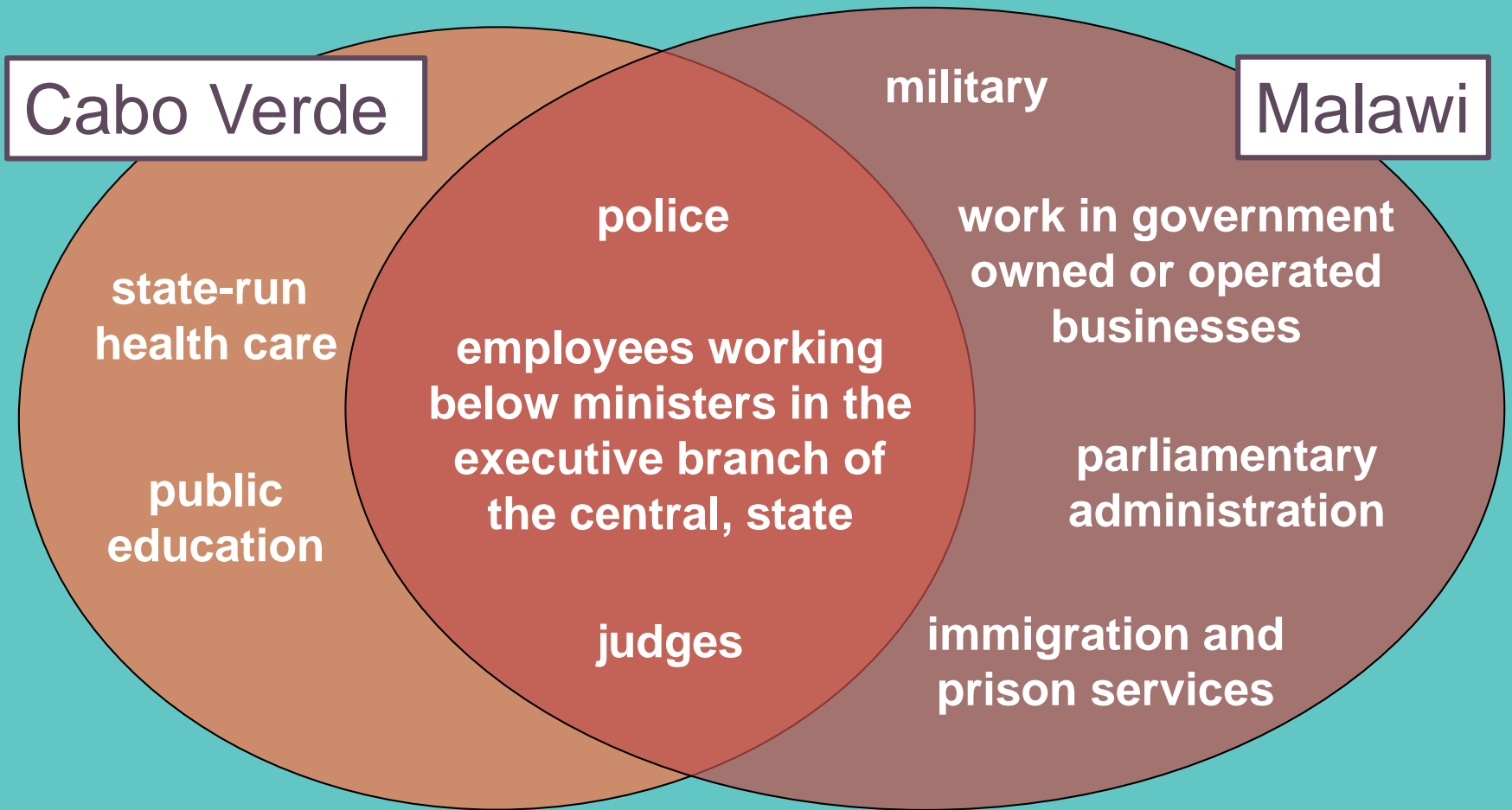


# DEFINITIONS: A GLOBAL PERSPECTIVE



Yellow: PA Definitions  
Blue: PA Definition not available

# WHAT COUNTS AS PUBLIC ADMINISTRATION?



# INCLUSION BY SECTOR

## Australia

	<b>Males</b>	<b>Females</b>	<b>Total</b>	<b>% Male</b>	<b>% Female</b>
<b>All Sectors</b>	63824	91947	155771	41	59
<b>Defence Agency</b>	10929	7638	18567	59	41
<b>Without Defence</b>	52895	84309	137204	39	61

## Oman

	<b>Males</b>	<b>Females</b>	<b>Total</b>	<b>% Male</b>	<b>% Female</b>
<b>All Sectors</b>	94773	85613	180386	53	47
<b>Education</b>	35205	48467	83672	42	58
<b>Without Education</b>	59568	37146	96714	62	38

# DATA DISAGGREGATED BY SEX AND AGE

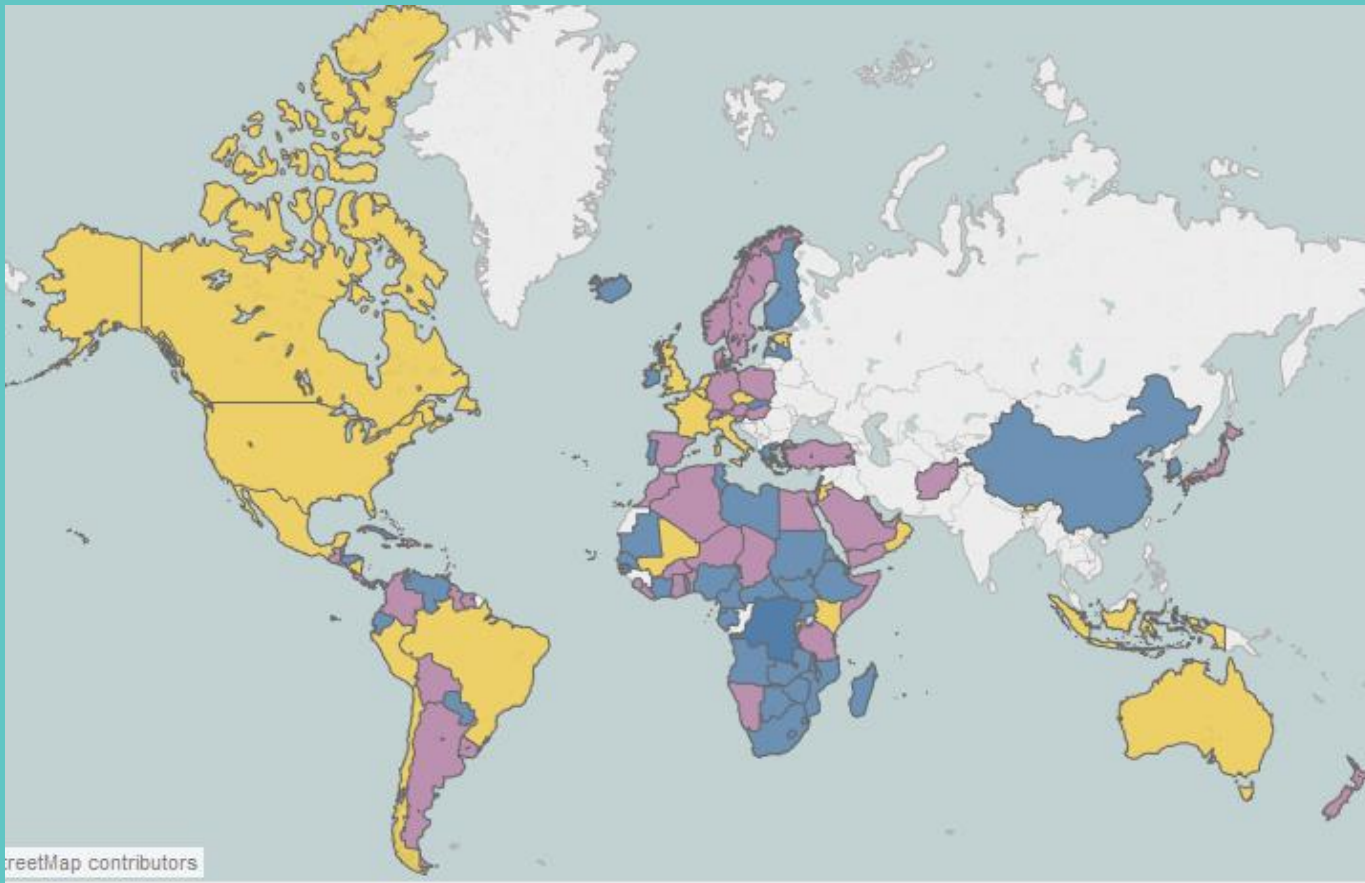
Presented by:  
Carmelena Moffa, Jia Yang,  
Mallory Womble and Mac Cunningham

# WHY DISAGGREGATE BY AGE AND SEX?

- Recruitment and Retention
- Youth Inclusion
- Glass Ceilings and Seniority



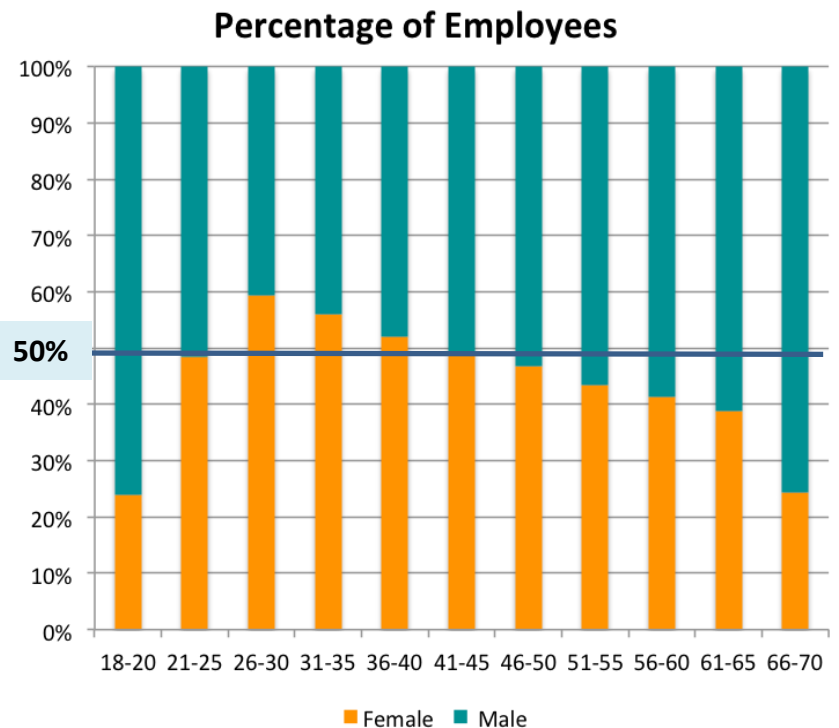
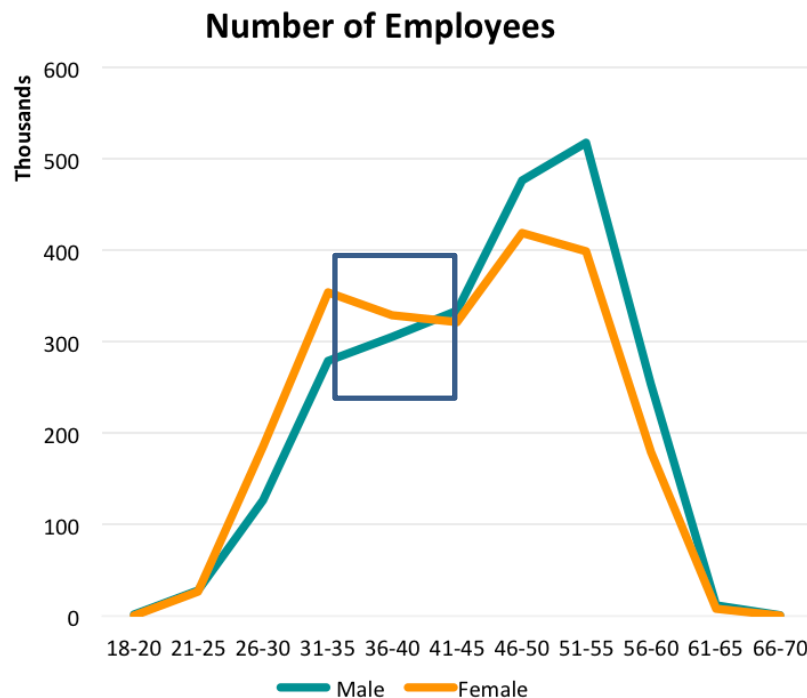
# AGE AND SEX DATA AVAILABILITY



Yellow: age & sex  
Purple: sex only  
Blue: neither

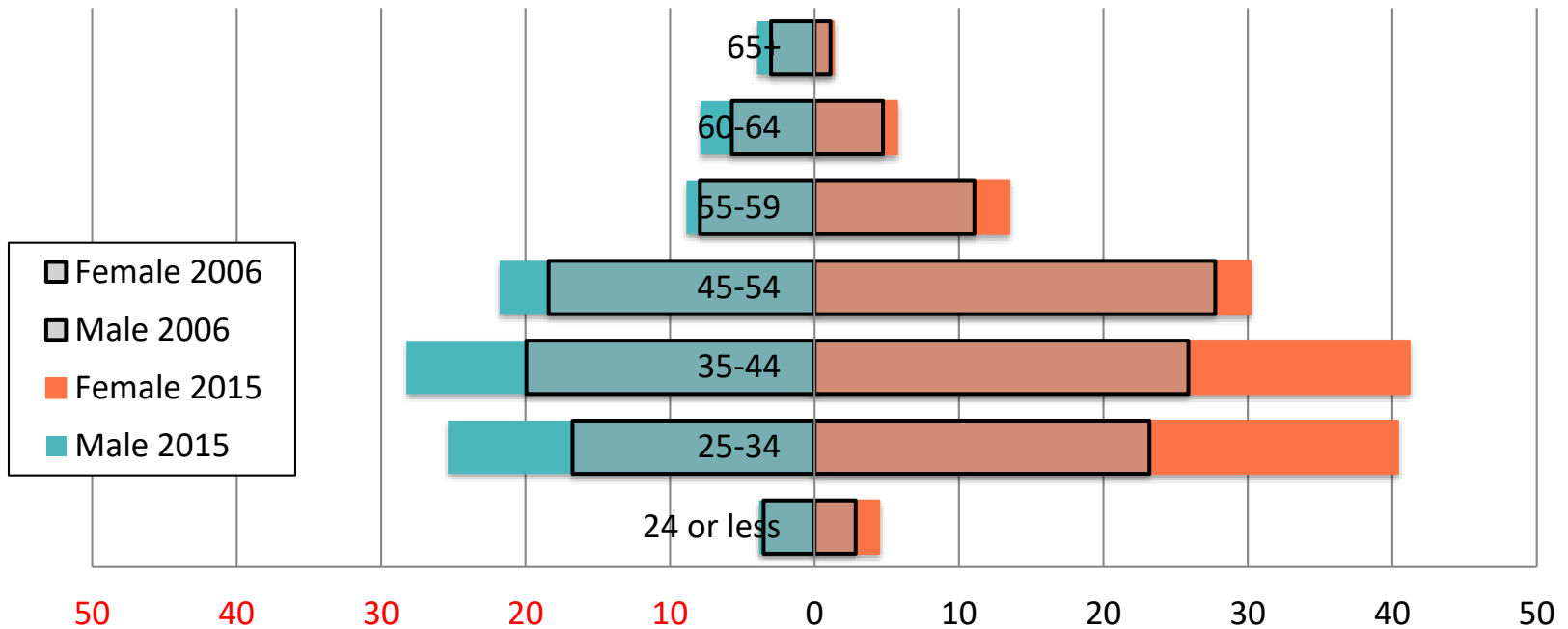
# i. WOMEN'S RECRUITMENT AND RETENTION

## Indonesia – Public Administration Employees in 2015



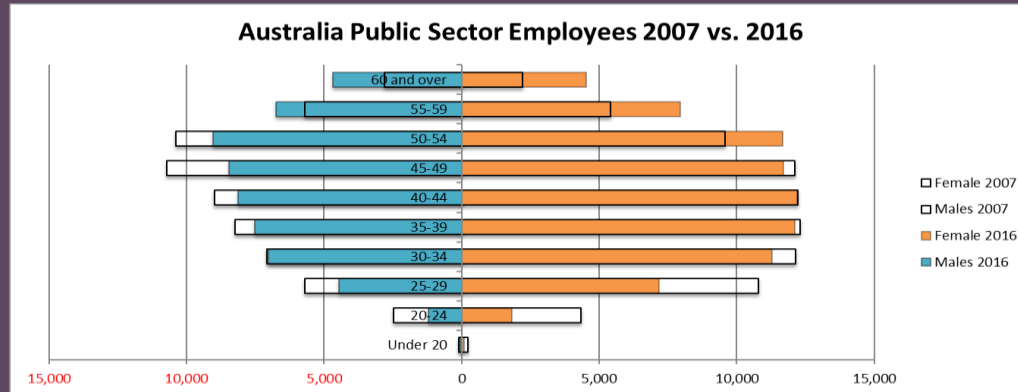
# ii. THE INCLUSION OF YOUNG WOMEN

Chile - Public Administration Employees 2006 vs. 2015 (thousands)





# iii. GLASS CEILINGS AND SENIORITY



**Australia - Percent Feminization by Age & Pay Grade**

	Trainee	Graduate	APS 1	APS 2	APS 3	APS 4	APS 5	APS 6	EL 1	EL 2	SES 1	SES 2	SES 3
Under 20	50.0%	0.0%	56.0%	60.7%	72.4%	85.7%	-	-	-	-	-	-	-
20-24	49.5%	56.7%	32.4%	57.4%	60.8%	66.6%	58.3%	55.1%	50.0%	100.0%	-	-	-
25-29	54.4%	49.2%	47.1%	61.8%	64.9%	65.6%	61.5%	59.5%	56.8%	46.7%	100.0%	-	-
30-34	57.7%	39.7%	54.0%	62.2%	62.9%	70.1%	61.8%	59.5%	56.1%	56.7%	44.8%	-	-
35-39	66.7%	32.6%	48.6%	70.4%	62.7%	71.6%	62.8%	59.7%	57.5%	54.3%	50.0%	16.7%	100.0%
40-44	37.9%	31.6%	56.9%	75.8%	63.9%	71.5%	62.8%	58.5%	52.6%	49.5%	49.3%	48.4%	50.0%
45-49	58.3%	61.5%	51.4%	69.7%	65.3%	71.3%	59.9%	57.0%	50.4%	43.6%	48.6%	42.3%	46.2%
50-54	54.5%	66.7%	65.3%	67.8%	68.6%	71.4%	58.0%	53.4%	47.2%	41.0%	44.3%	39.5%	51.2%
55-59	100.0%	50.0%	45.2%	64.1%	69.5%	69.2%	56.8%	50.0%	43.1%	35.9%	39.5%	32.2%	28.9%
60+	-	100.0%	51.3%	58.2%	63.1%	64.0%	49.4%	45.1%	33.6%	26.5%	30.4%	32.3%	26.3%

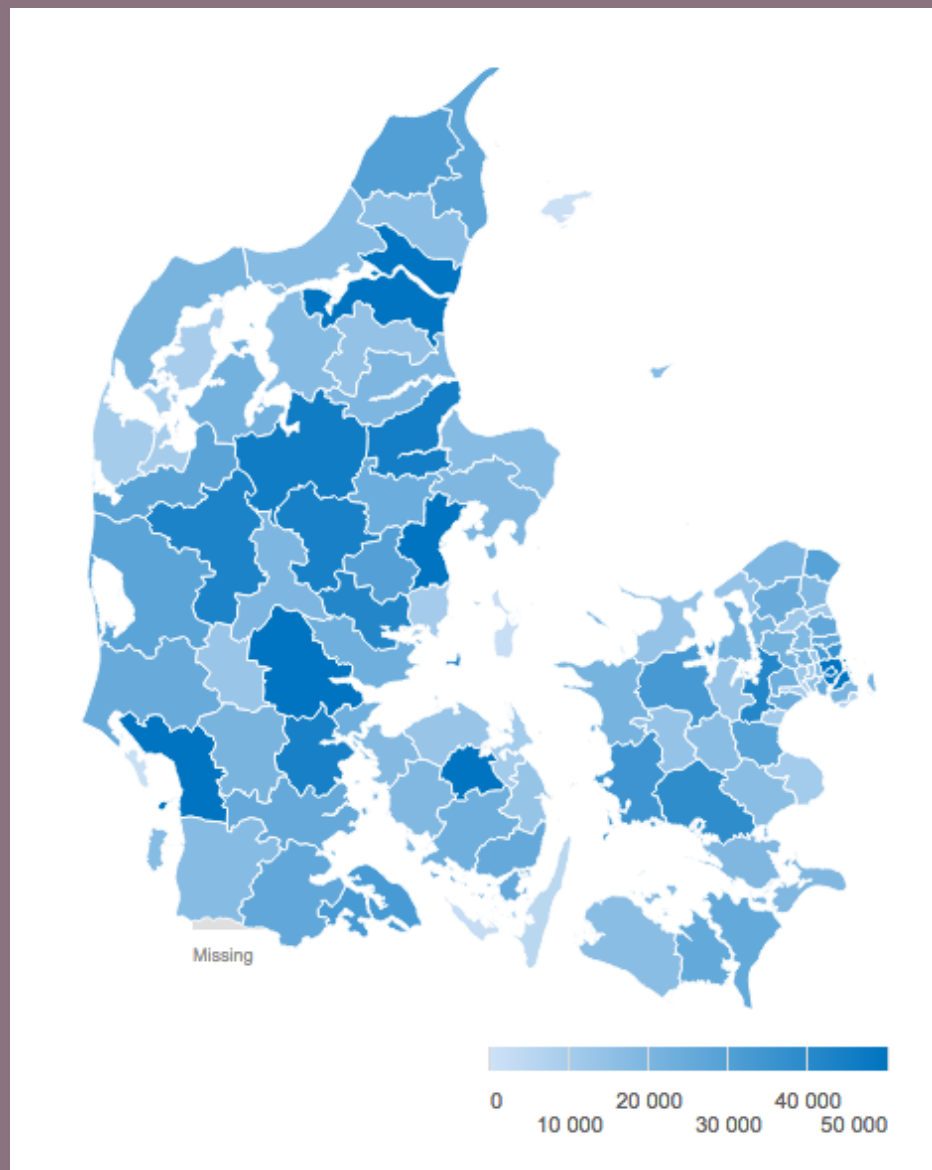
# DISAGGREGATION BY LEVELS OF GOVERNMENT

Presented by:  
Sarah Sandrian,  
Kayla Whitehouse and Elisabeth Benfield

# WHY COLLECT SUBNATIONAL DATA?

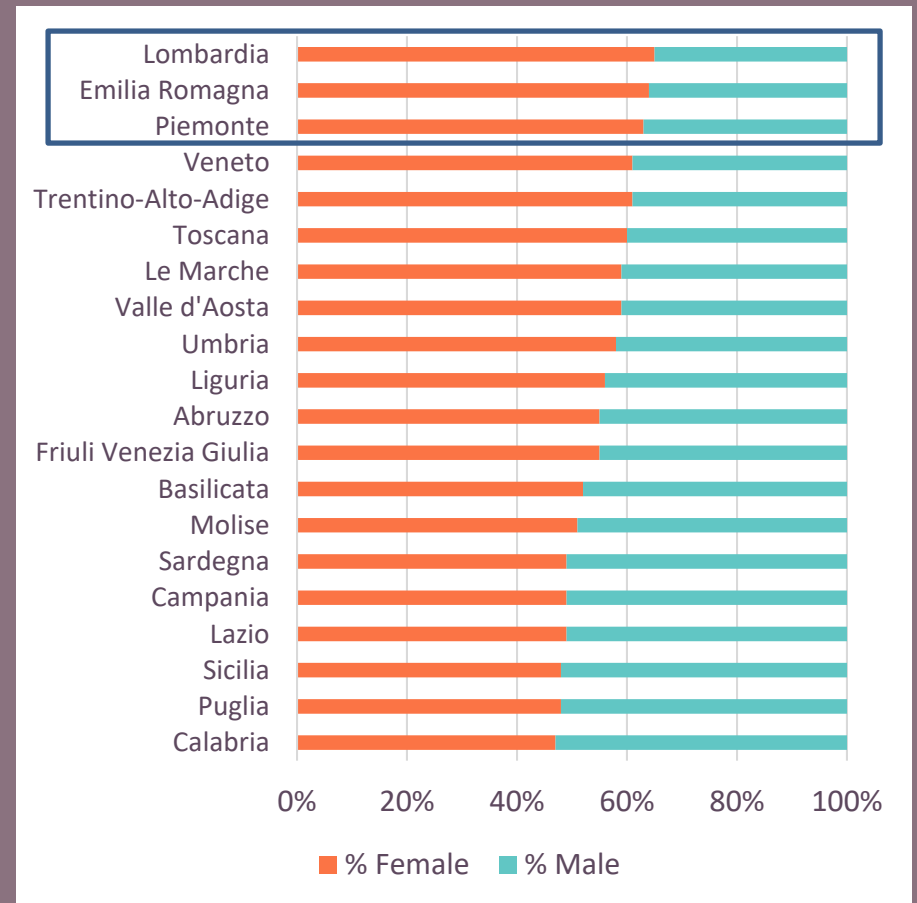
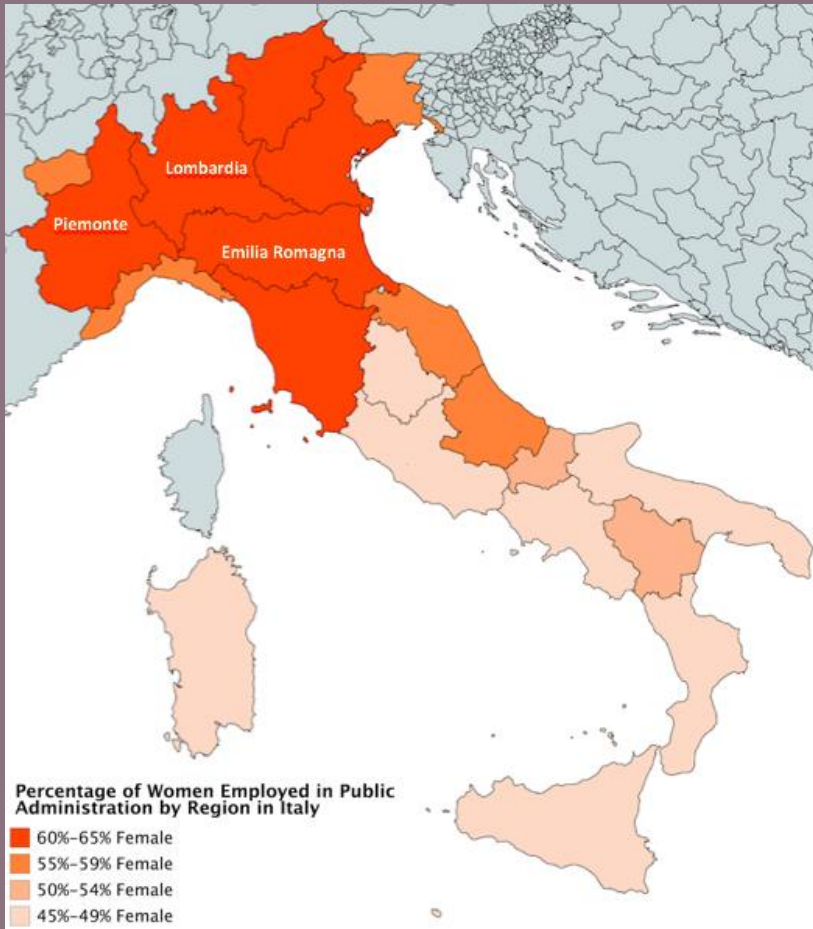
- Differences between national and sub-national level inclusion
- Differences across localities
- 13 countries (out of 83 researched) had at least some subnational data

# DENMARK AT THE SUBNATIONAL LEVEL

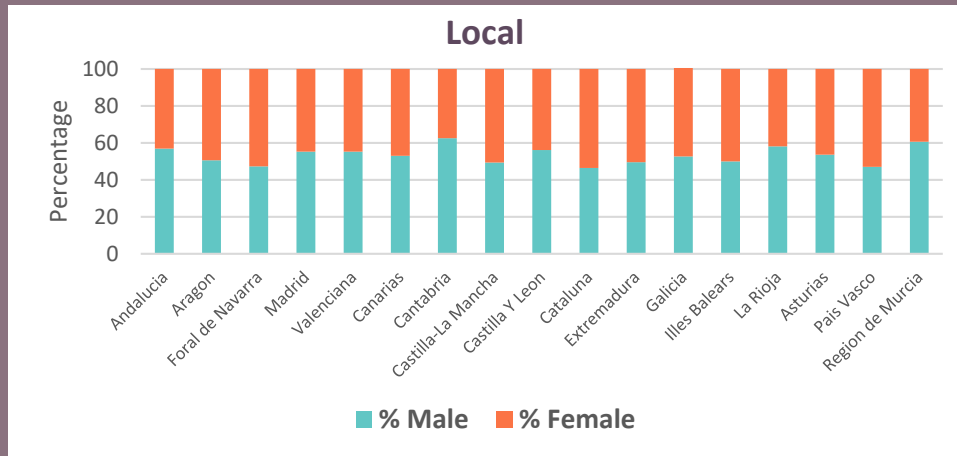
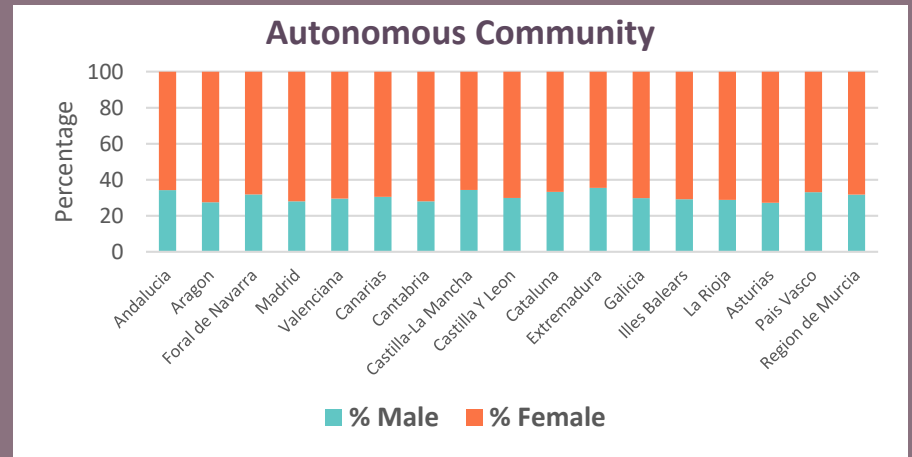
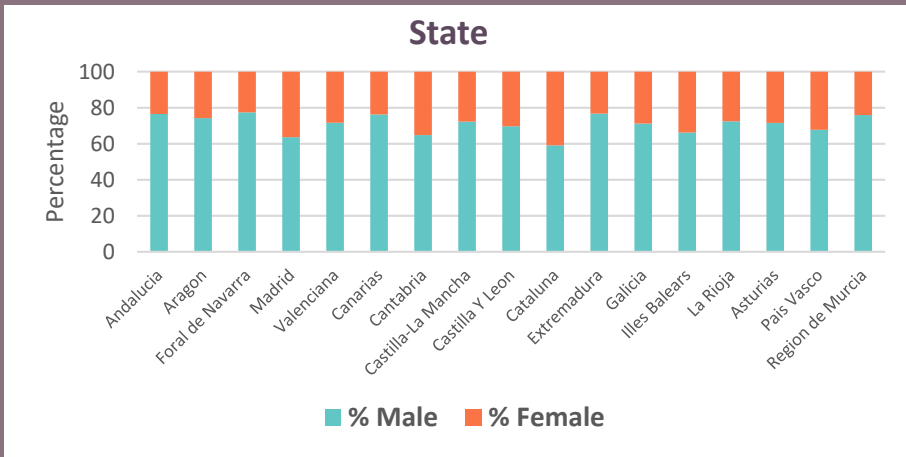


MOST POPULOUS	
Municipality	% of Women in PA
1. Copenhagen	52%
2. Aarhus	50%
3. Odense	52%
4. Aalborg	45%
5. Esbjerg	49%
LEAST POPULOUS	
Municipality	% of Women in PA
1. Laeso	39%
2. Fano	59%
3. Samso	48%
4. Aero	62%
5. Langeland	53%

# ITALY AT THE SUBNATIONAL LEVEL



# SPAIN ACROSS THE THREE LEVELS



# TOWARDS GENDER INCLUSIVE PUBLIC INSTITUTIONS

Presented by  
Chelsea Pallatino

# DIVERSITY AND INCLUSION

- ❖ Definitions of Public Administration
- ❖ Age Data in PA
- ❖ Subnational Data in PA



**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

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

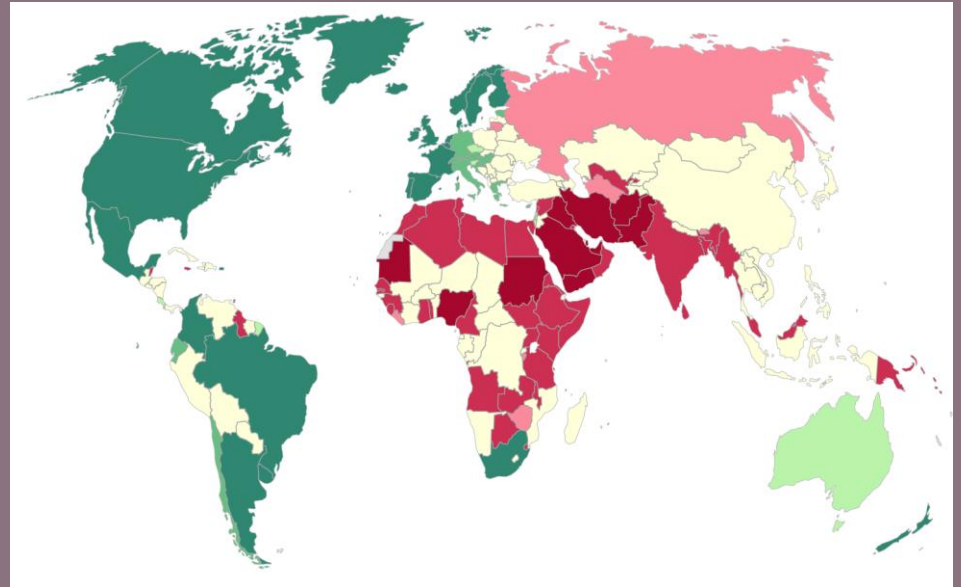


# LESBIAN, GAY, BISEXUAL, TRANS\* & INTERSEX (LGBTI) INCLUSION IN PUBLIC ADMINISTRATION

Presented by:  
Daniel Jacobson and Leslie Marshall

# DEFINITIONS MATTER

- Grouping LGB and T and I
  - Different population groups
  - Fluid categories
  - Legal and cultural context



Green: Legal Recognition  
Red: Criminalization  
Yellow: No Specific Legislation  
Grey: No Data

# WHAT DOES INCLUSION MEAN?

- Meaning of Inclusion for LGBTI
  - Formal legal commitments
  - Other legal barriers
  - Public support
- Public administrators: employees and policy implementers

# MEASURING LGBTI INCLUSION

- The politics of visibility
- Subnational trends
  - Insufficient allocation of resources
  - Substantial variation within and across sectors

# MEASURING LGBTI INCLUSION

- Subnational trends
  - Resource scarcity and measurement
  - Front-line service delivery
- SDG 16.7
  - Diverse measures of inclusion

**MOVING FORWARD**

# LESSONS LEARNED

- Sex-disaggregated data are often spotty, underdeveloped and inaccessible to the public
- Few countries report on women's inclusion by age or in local government
- Going beyond sex introduces new complexities to the study of inclusion in public administration

THANK YOU!

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