

# GENDER EQUALITY IN PUBLIC ADMINISTRATION:

## Opportunities and Challenges in Conflict-Affected Countries



*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 2017 & Spring 2018



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# GEPA & SDG 16.7.1

## 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

# University of Pittsburgh and GEPA

## MULTI-DISCIPLINARY RESEARCH GROUP

- Co-led by Drs. Müge Finkel & Melanie Hughes
- Supported by the Ford Institute for Human Security
- 20 graduate students from Public Policy, Sociology, Political Science, Education, and Social Work
- 1,500 research hours per academic year for the last 3 years



# University of Pittsburgh and GEPA

## YEAR 1

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

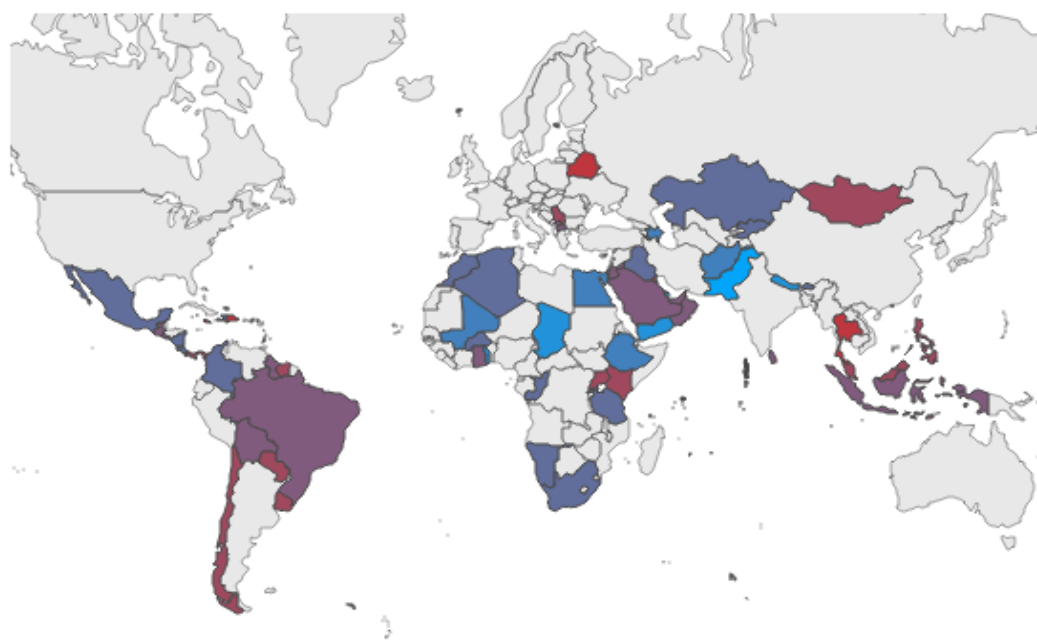
## YEAR 2

- In what other ways are public administration data disaggregated?  
Age? Level of government? Gender identity?

## YEAR 3

- How does conflict impact gender equality in public administration?
- What are the conflict-specific mechanisms?

# Global Dataset



Percentage of Women in Public Administration

0 10 20 30 40 50 60 70

**73** Non-OECD Countries

**143** Country-Year Observations

Average % of Women: **37.72%**

Minimum: **4.6%**

Maximum: **70.06%**

# GEPA and Conflict

## Why Conflict?

1. Potential challenges for meaningful data collection and gender parity
2. Potential drivers of gender equality in public administration

# Gender, War, and Electoral Politics

## Factors Shown to Benefit Women:

- Women's inclusion in peace processes
- Institutional changes, especially the adoption of gender quotas
- International and domestic pressure

## Conflicts Associated with Gains for Women:

- Intense and/or protracted
- Transitioned to peace more recently

# Overview of the Presentation

- I. Global Overview of Conflict's Affect on GEPA
- II. How Armed Conflict Affects Data Availability and Quality
- III. In-Depth Look at Potential Drivers of Change



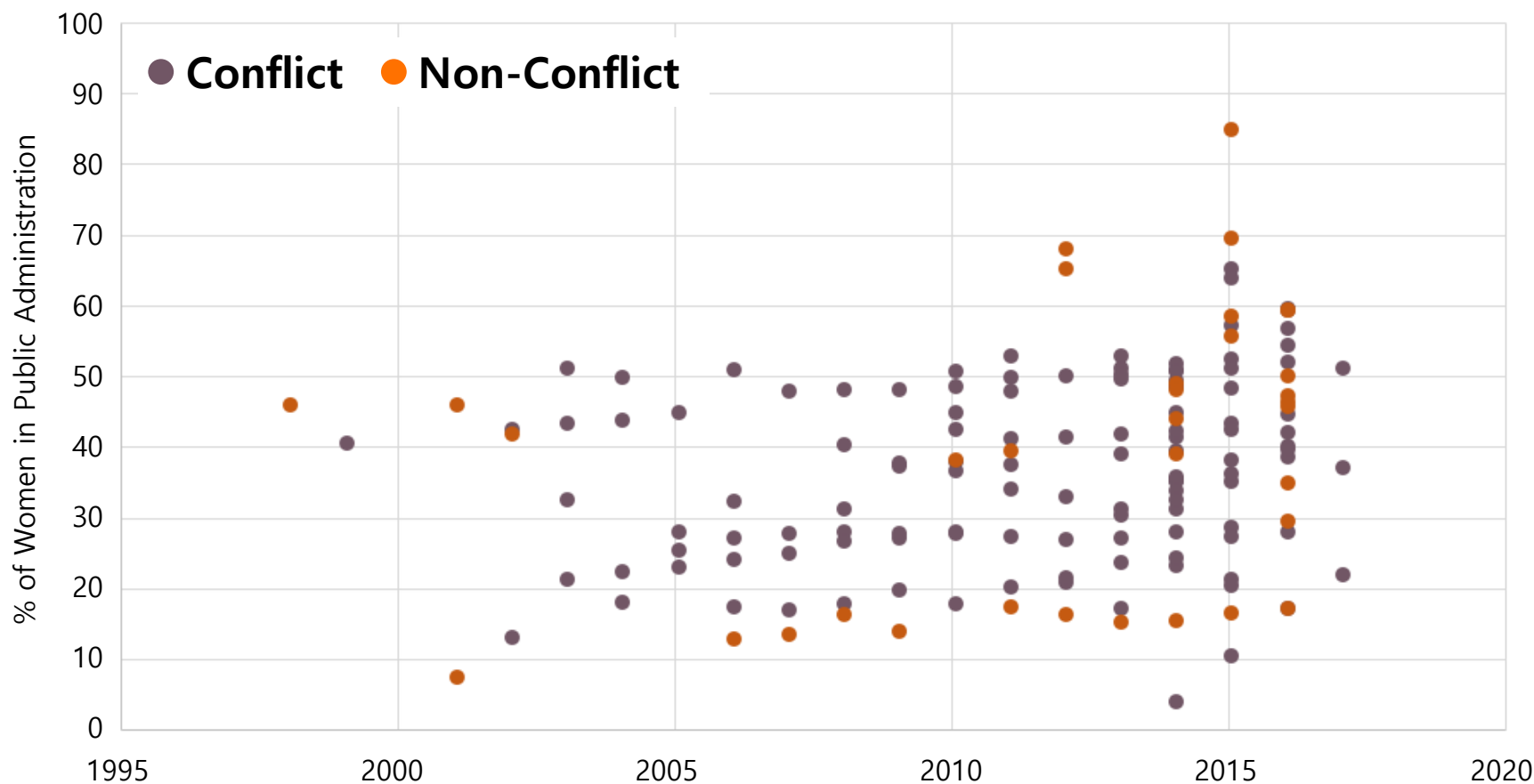
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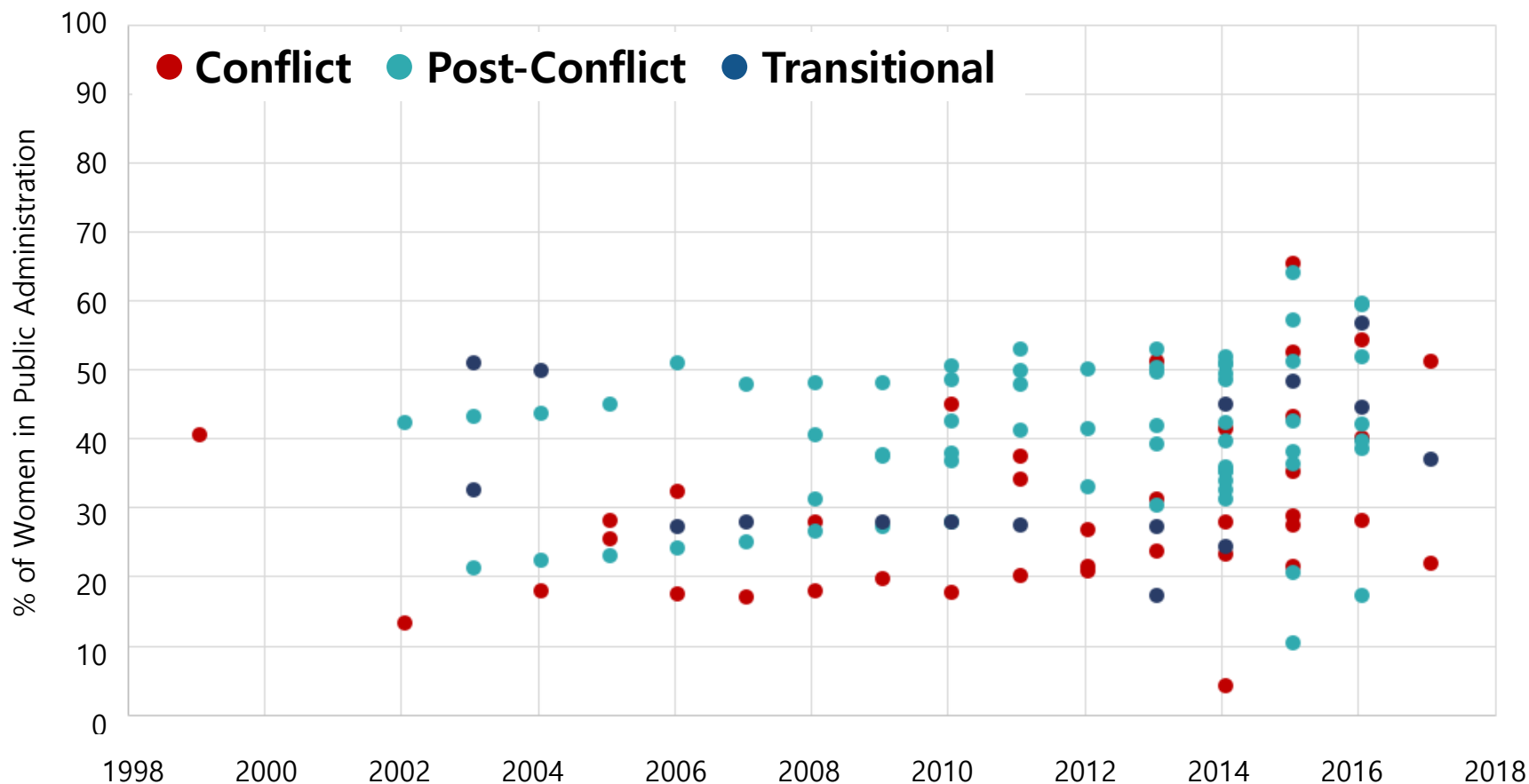




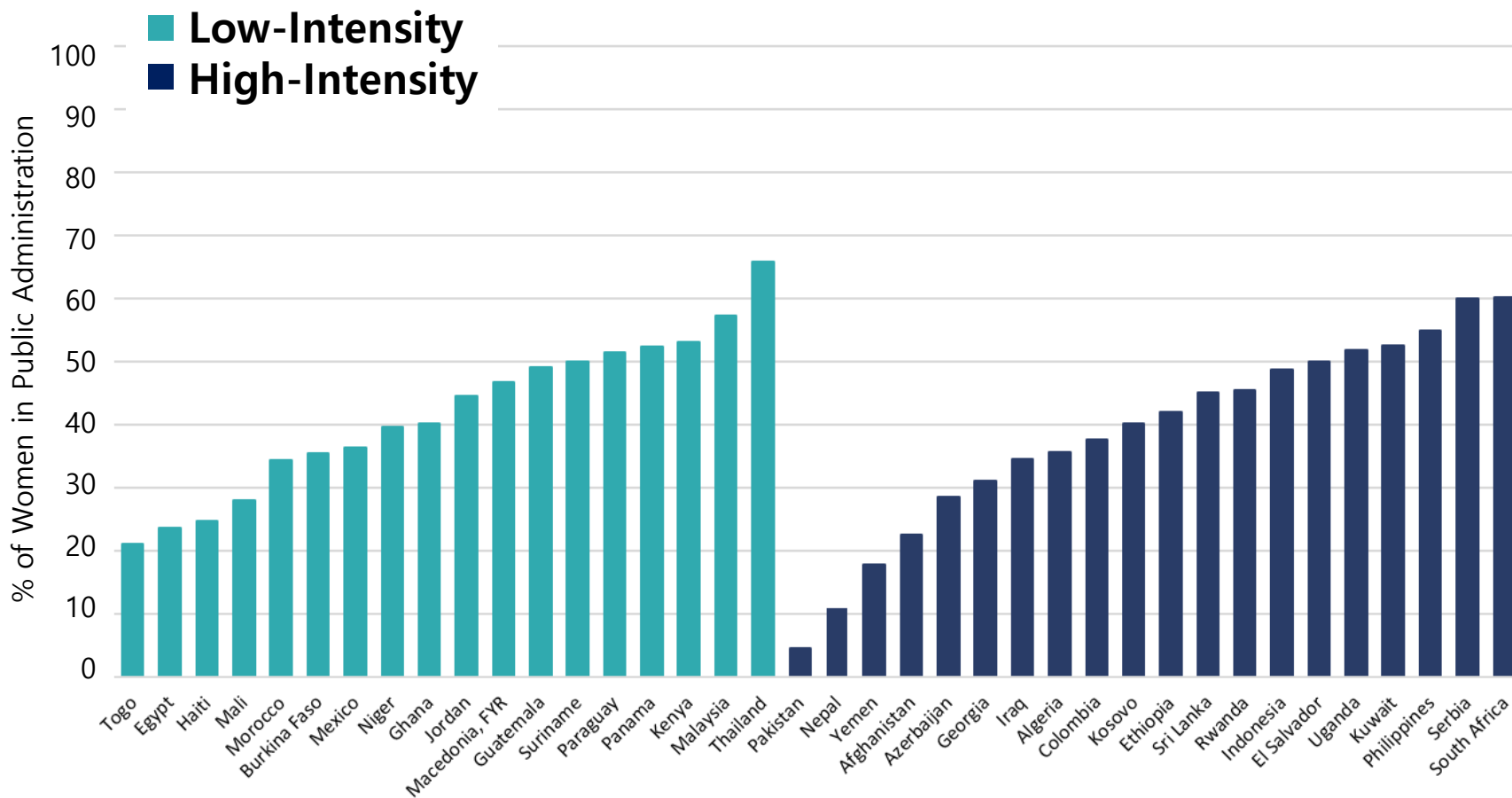
# Global Overview



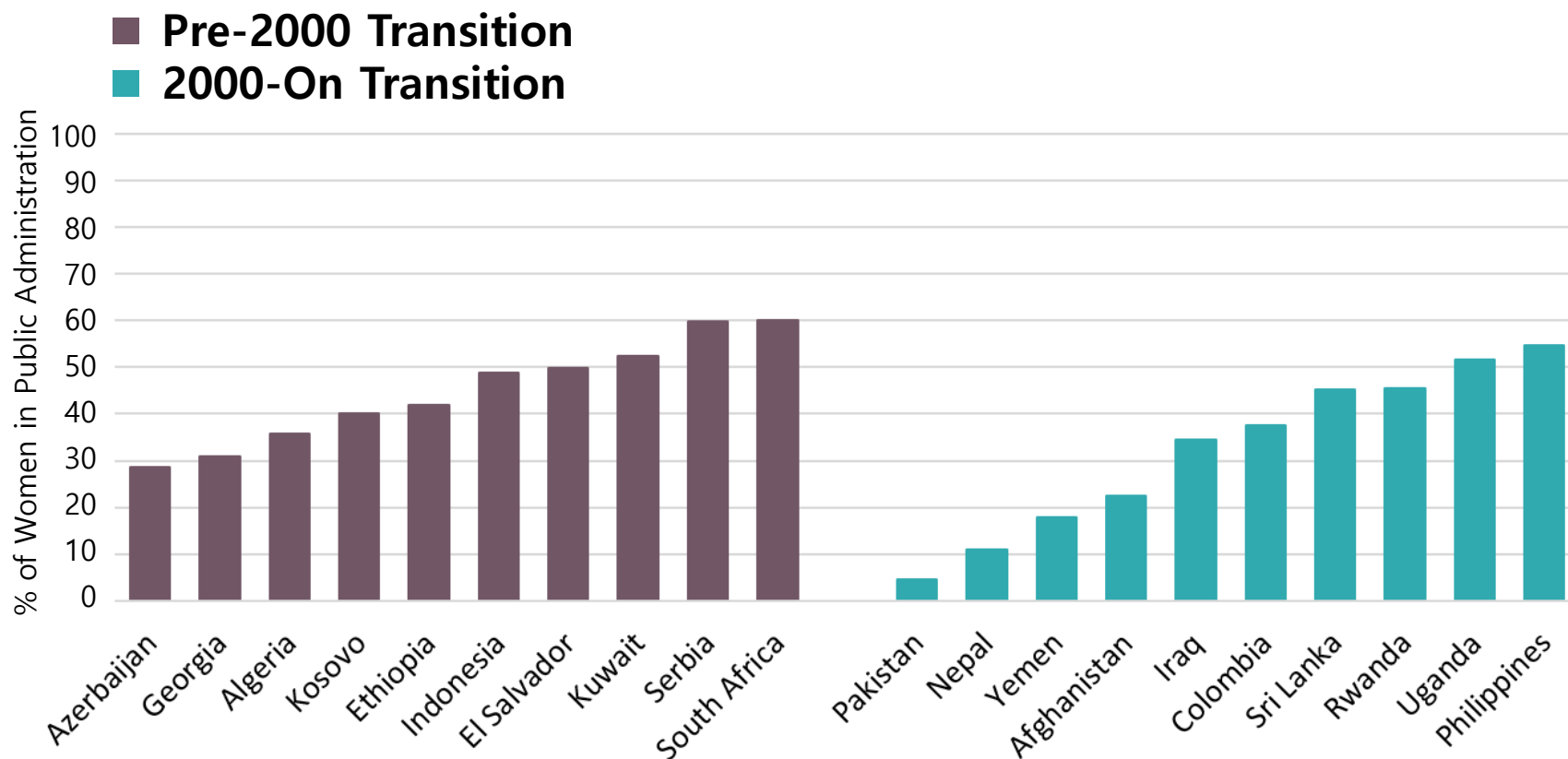
# Global Overview



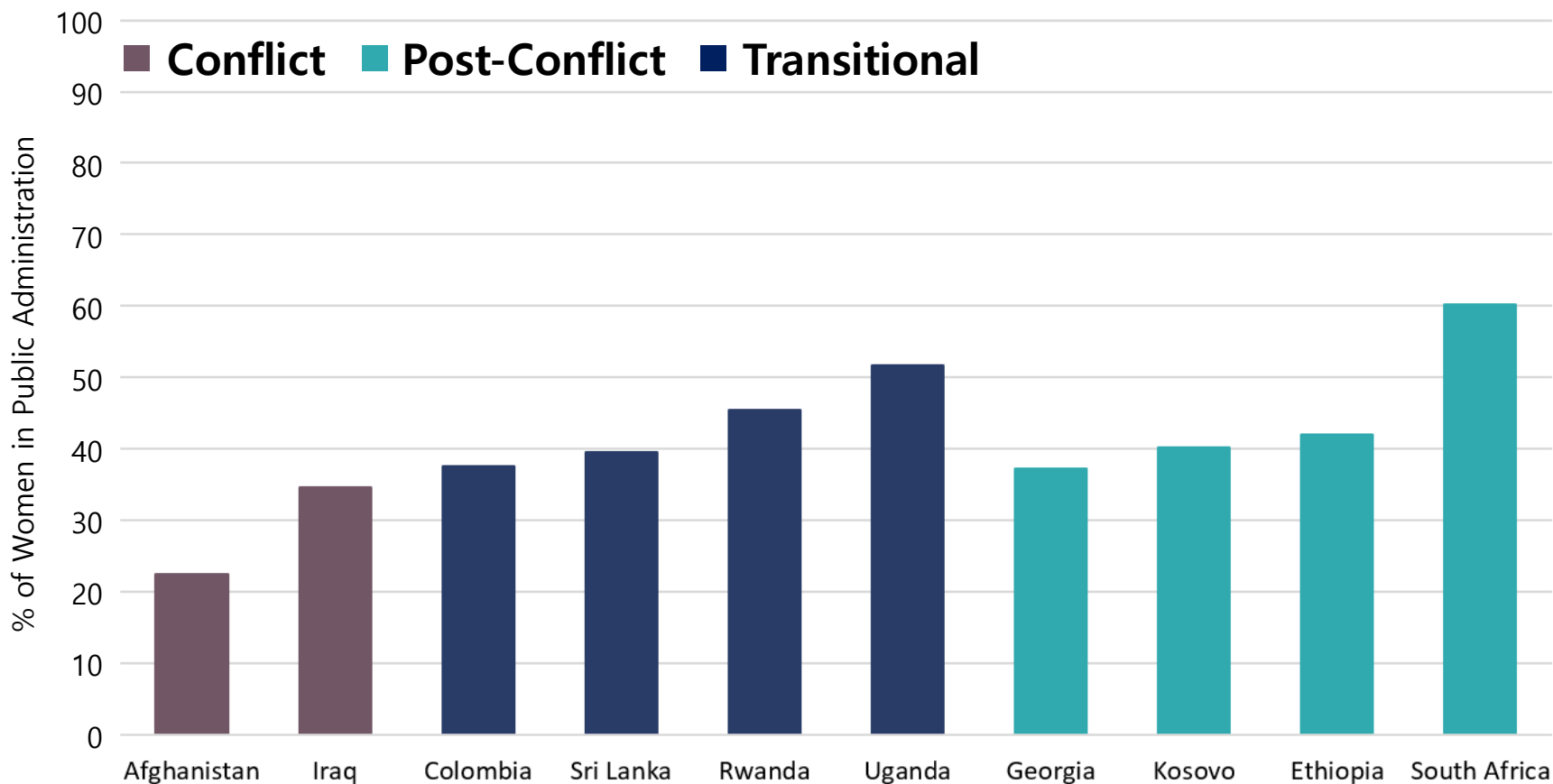
# Conflict Intensity



# Transition to Peace



# Country Cases



# Conflict and Data Availability



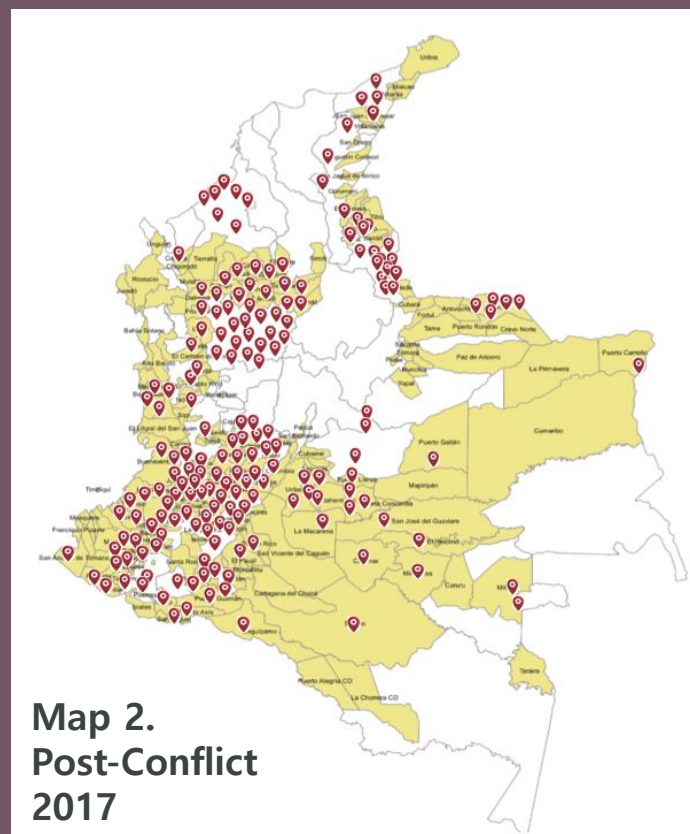
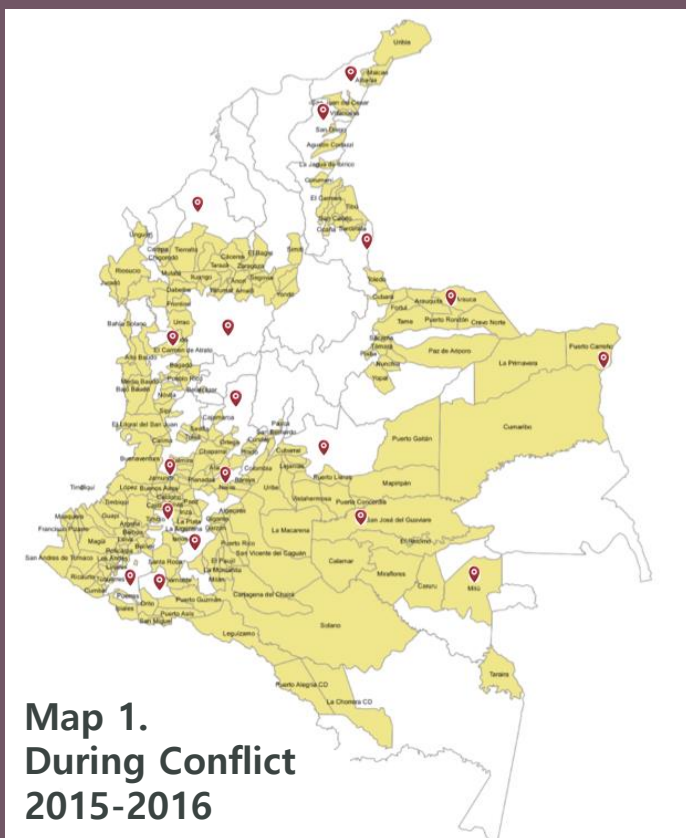
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# Colombia

## Availability of Public Administration Data on Women in Decision-Making Levels



# Women in Formal Peace Processes



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# Women in Formal Peace Processes

Country	Types of Peace Processes	Women's Participation	GEPA
South Africa	constitutional Drafting Committee (1992)	21%	60% (2016)
Uganda	Peace Talks (2006-2008)	20% (witnesses)	52% (2017)
Rwanda	constitutional Drafting Committee (2000)	25%	46% (2014)
Sri Lanka	Peace Talks (2002-2006)	Not any known	45% (2016)
Ethiopia	constitutional Drafting Committee (1994)	11%	42% (2014)
Kosovo	Peace Talks (1999)	3%	40% (2016)
Colombia	Peace Talks (2015)	20%	38% (2017)
Iraq	Interim Legislature (2003-2004)	12%	35% (2011)
Georgia	Peace Talks (2011-2012)	40%	31% (2017)
Afghanistan	Interim Legislature (2002)	12%	22% (2017)



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# Institutional Change

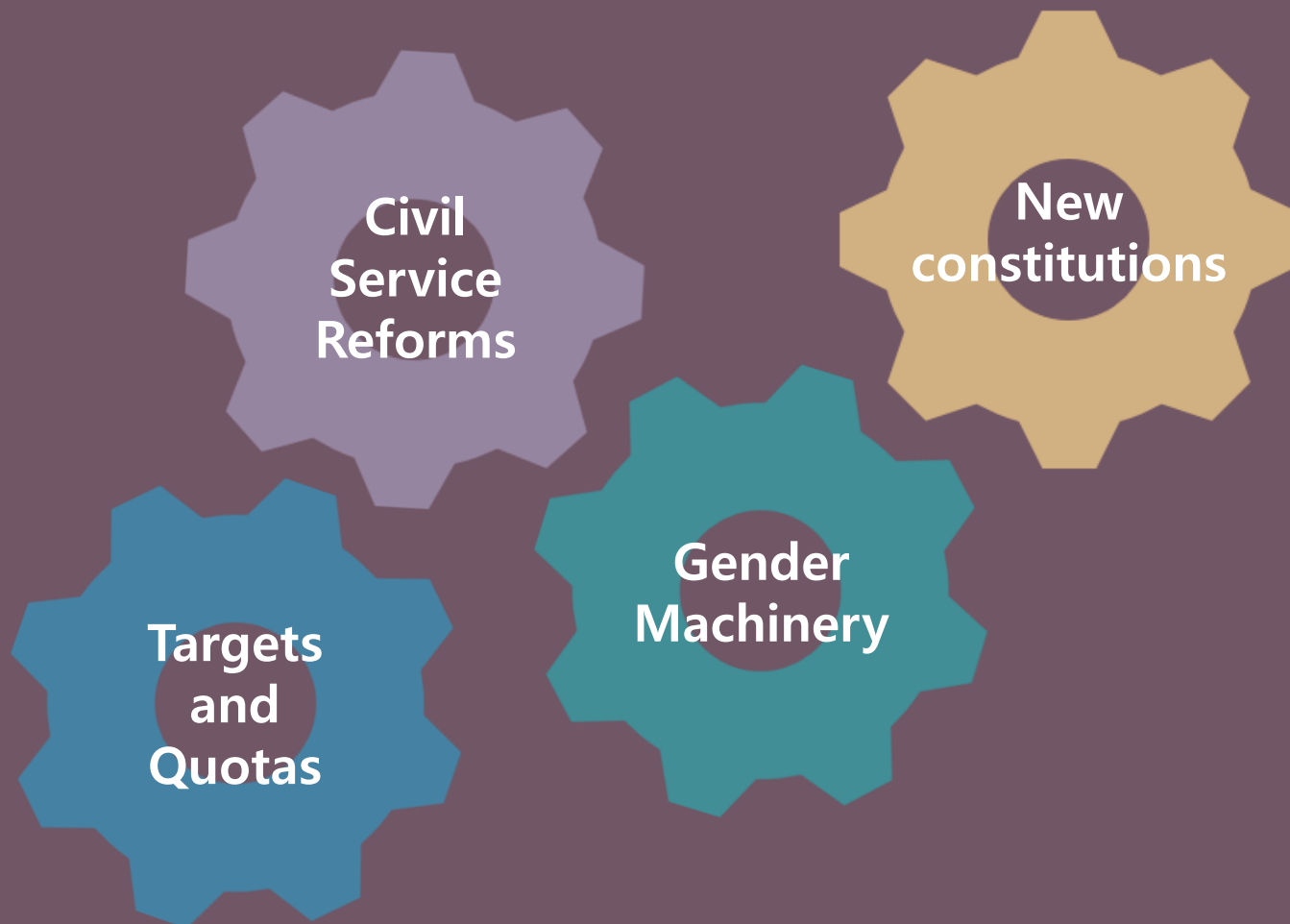


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# Conflict, Institutional Changes, and GEPA



# Institutional Changes in 10 Cases

Country Policy	AFG Afghanistan	COL Colombia	ETH Ethiopia	GEO Georgia	IRQ Iraq	KOS Kosovo	RWA Rwanda	ZAF S. Africa	LKA Sri Lanka	UGA Uganda
New constitution	X	X	=	X	X	=	=	=		=
Targets or Quotas		%			%	X	%	X		
Civil Service Reforms	X	♀	♀	X	X	♀	X	X	X	X
Gender Machinery	X			X			X	X		X

# South Africa

## Senior Management Positions, % of Women



1996:  
New  
constitution

1998:  
White Paper on  
Affirmative Action

2005:  
Set 50% target  
for parity

Conflict  
Era

Post-Apartheid Government



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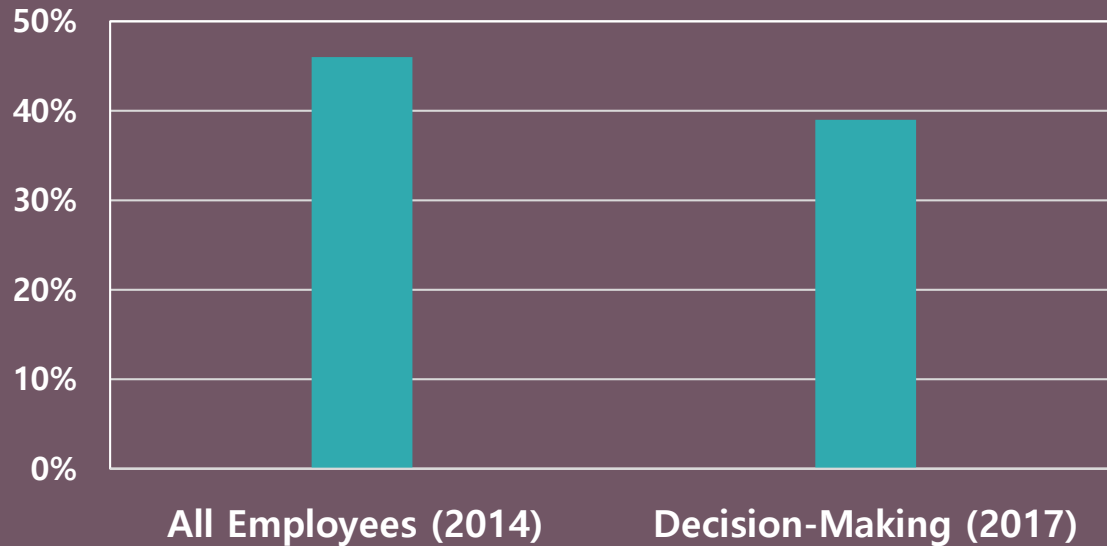
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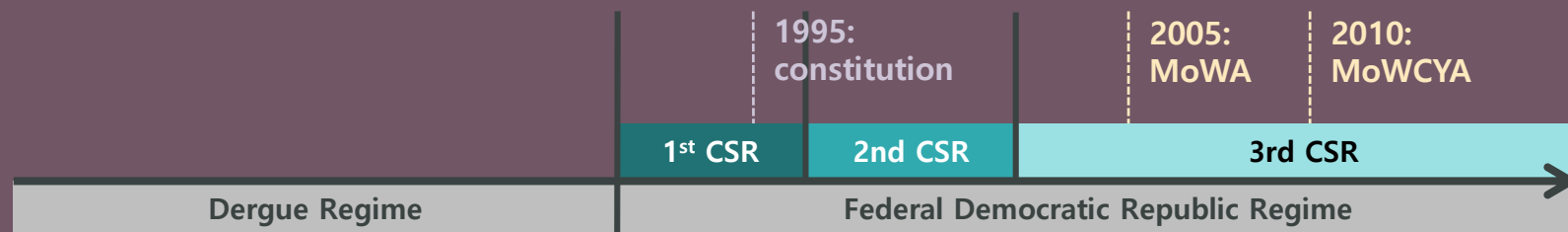
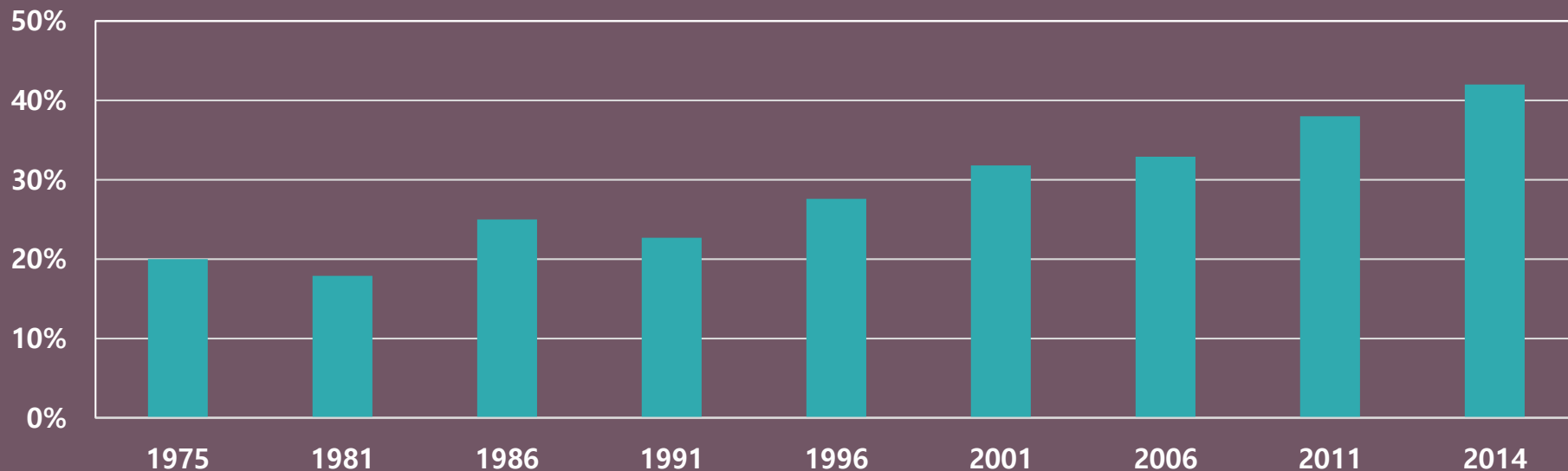
# Rwanda

## Rwandan Public Administration, % of Women



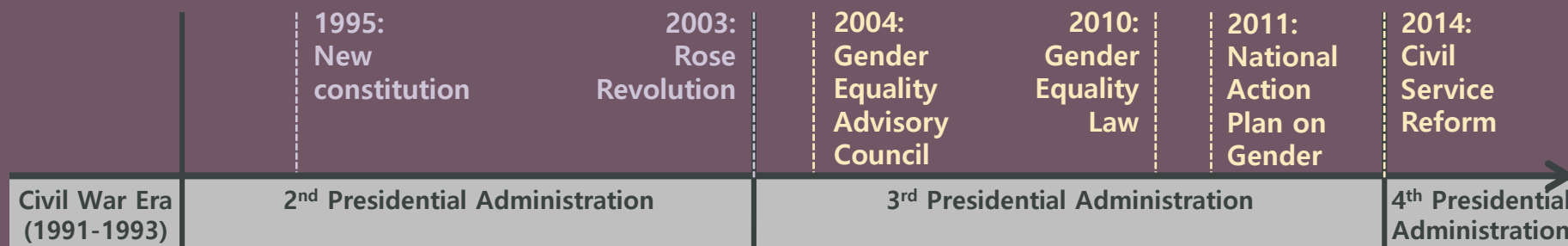
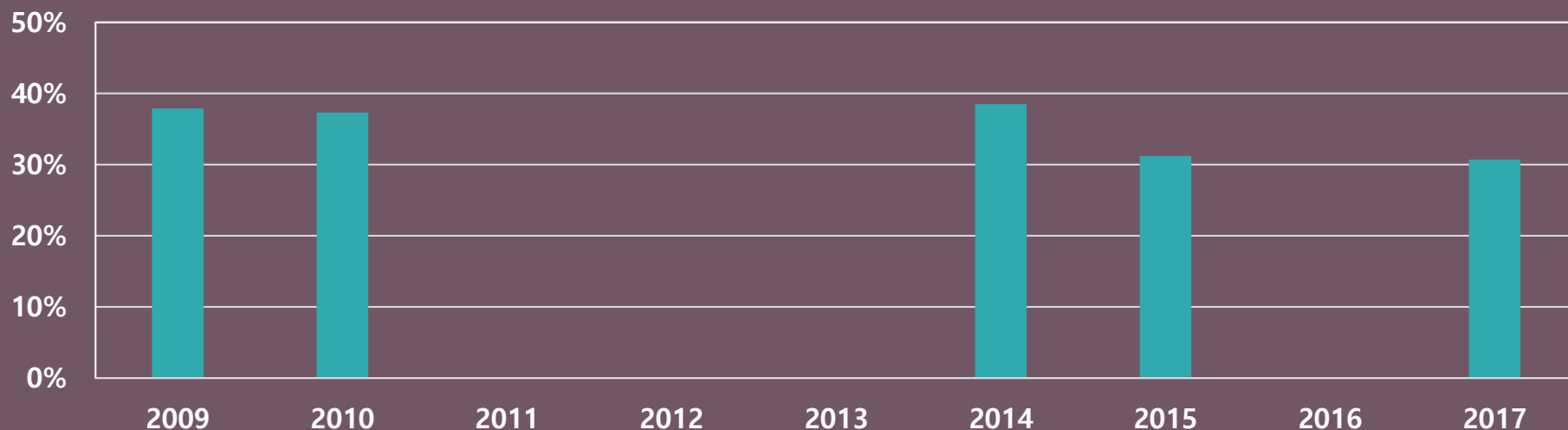
# Ethiopia

## Ethiopian Public Administration, % of Women



# Georgia

## Georgian Public Administration, % of Women



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# Iraq

**2003:**  
End of US  
Invasion

**2005:**  
25% Parliamentary  
Quota

**2012:**  
Civil Service Hiring Quota  
50% Ministry of Health  
and Education  
30% All Other ministries

**2008:**  
Women 47% of  
Education Ministry  
30% of Foreign  
Affairs

**2011:**  
Women 35%  
in Public  
Administration  
Overall



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# Institutional Lessons

- Constellations of institutional changes vary across countries
- New constitutions are often a key starting point for change
- Civil service quotas are rare; information about them and their effects are limited
- Gender machinery is pervasive but may ignore civil service
- Civil service reforms are common but may ignore gender

# Regional Autonomy



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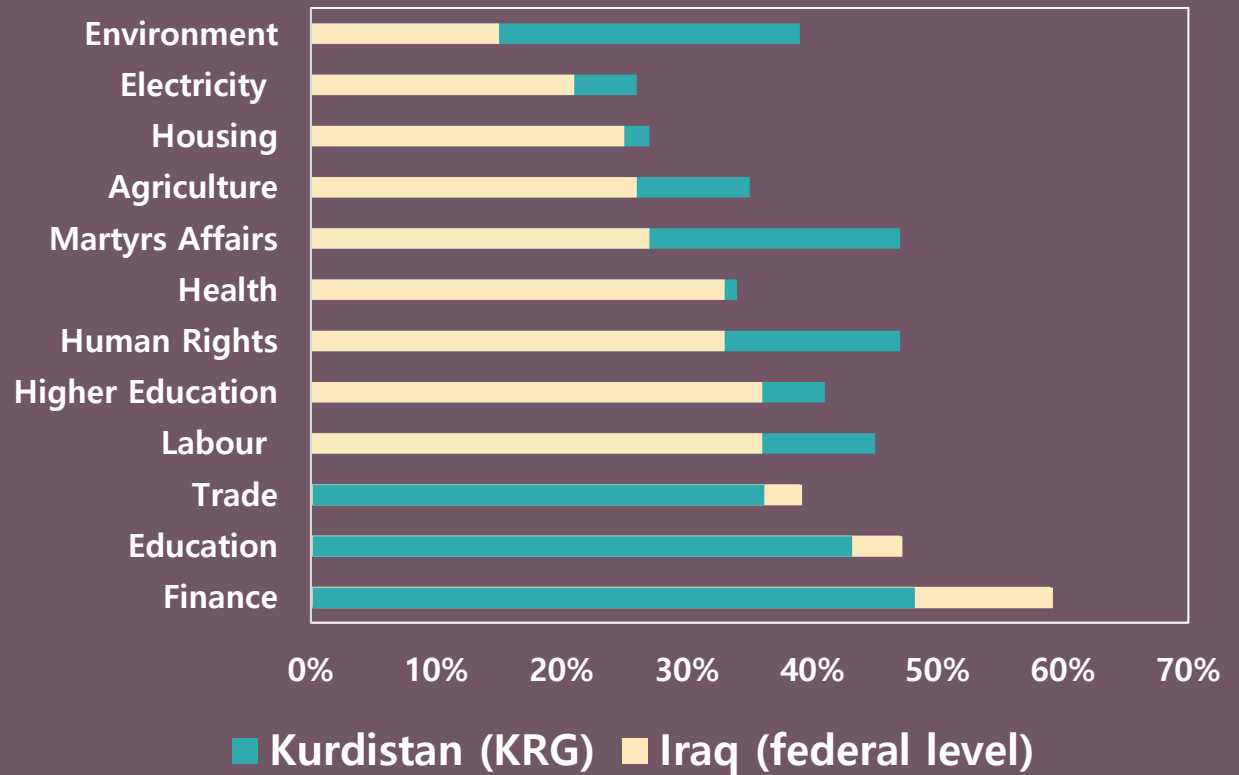
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# Iraq



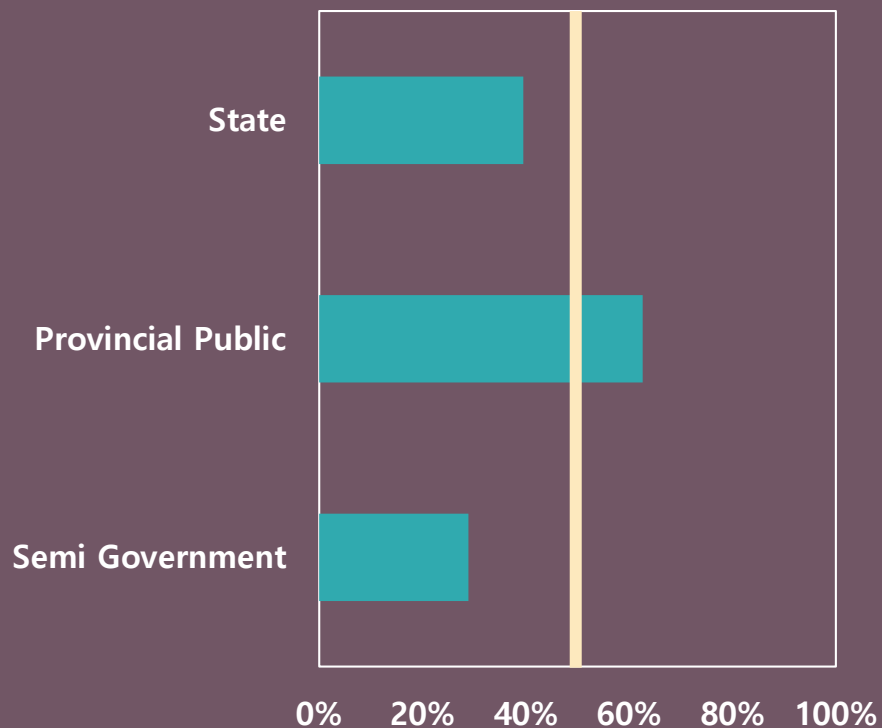
## Iraq (federal level) and Kurdistan (KRG) % of Women By Ministry (2011)



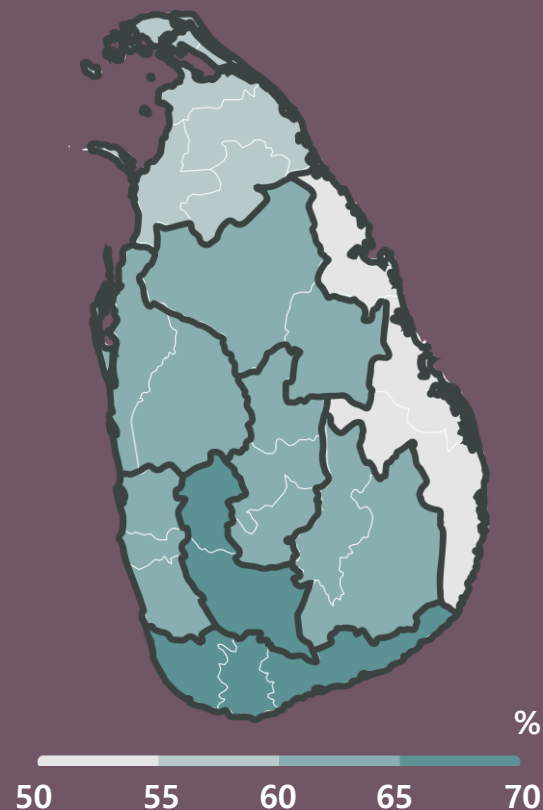
# Sri Lanka

## Sri Lankan Public Administration % of Women (2016)

50% Threshold

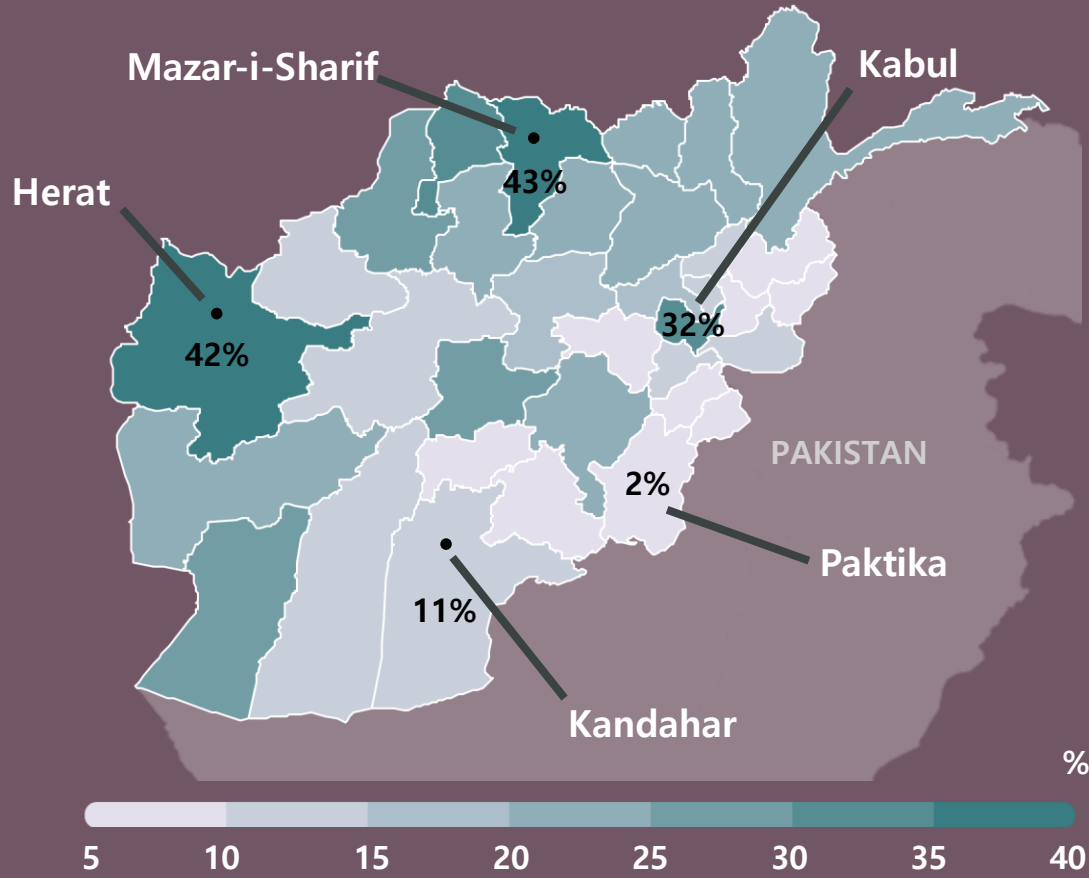


## Provincial Public Sector % of Women (2016)



# Afghanistan

## Afghani Public Administration, % of Women (2016)



# Moving Forward



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# Lessons Learned

- Conflict may complicate data availability and quality
- Women's inclusion in formal peace processes does not have a clear linkage with GEPA
- Conflict affected countries experience a wide range of institutional changes that can present opportunities for GEPA
- Decentralization and devolution of authority generate inequalities within countries and complicate GEPA



# Thank You!



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