

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 2018 & Spring 2019



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gender inequality research lab
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GEPA & SDG 16.7.1

Gender Equality in Public Administration (GEPA) 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

GEPA MULTI-DISCIPLINARY RESEARCH GROUP



Anchored by 2030 Development Agenda

- SDG 16.7



80 graduate students, 1,500 research hours per academic year for 4 years

- Supported by the Ford Institute for Human Security



Spurred the Founding of the Gender Inequality Research Lab (GIRL@Pitt)

University of Pittsburgh and GEPA

YEAR 1

Availability and quality of sex-disaggregated data in public administration

YEAR 2

Further disaggregation of public administration data by age and levels of government

YEAR 3

Availability of sex-disaggregated data in conflict-affected countries

YEAR 4

Processes through which conflict may affect GEPA in general, and decision-making in GEPA in particular

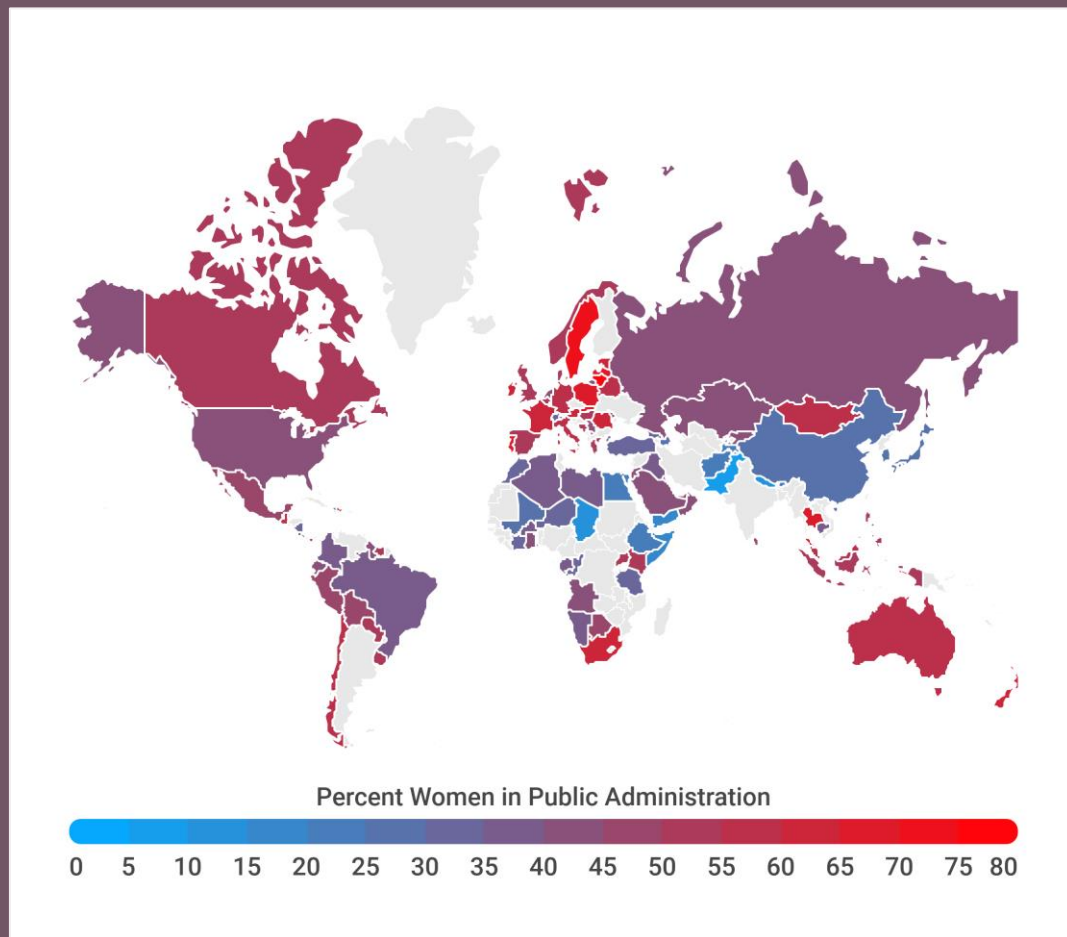


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Global Data Availability



99 Non-OECD Countries

35 OECD Countries

972 Country-Year Observations

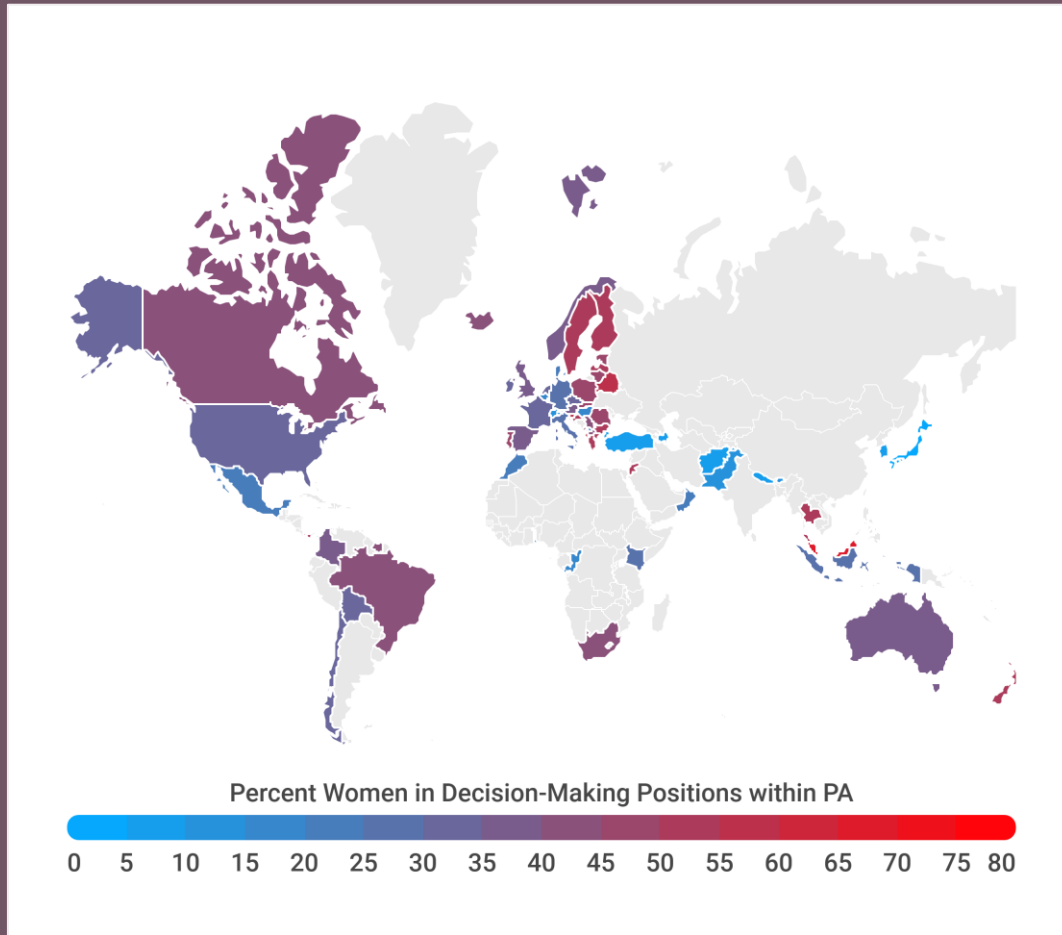
Women's Participation:

Average: 45.0%

Minimum: 5.5%

Maximum: 77.5%

Data Availability: Decision-Making



37 Non-OECD Countries

36 OECD Countries

607 Country-Year Observations

Women in Decision-Making:

Average: **35.8%**

Minimum: **3.1%**

Maximum: **65.1%**

Conflict & GEPA: Our Motivation

Conflict



Gender Equality in Electoral Politics

- Electoral Gender Quotas
- % Women in Parliament

Conflict



Gender Equality in Public Administration

- Data Quality and Comparability
- Gender Equality Outcomes

We know:

- Larger and more recent conflicts promote gender equality

What we don't know:

- Does conflict influence public administration in similar ways?



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DP

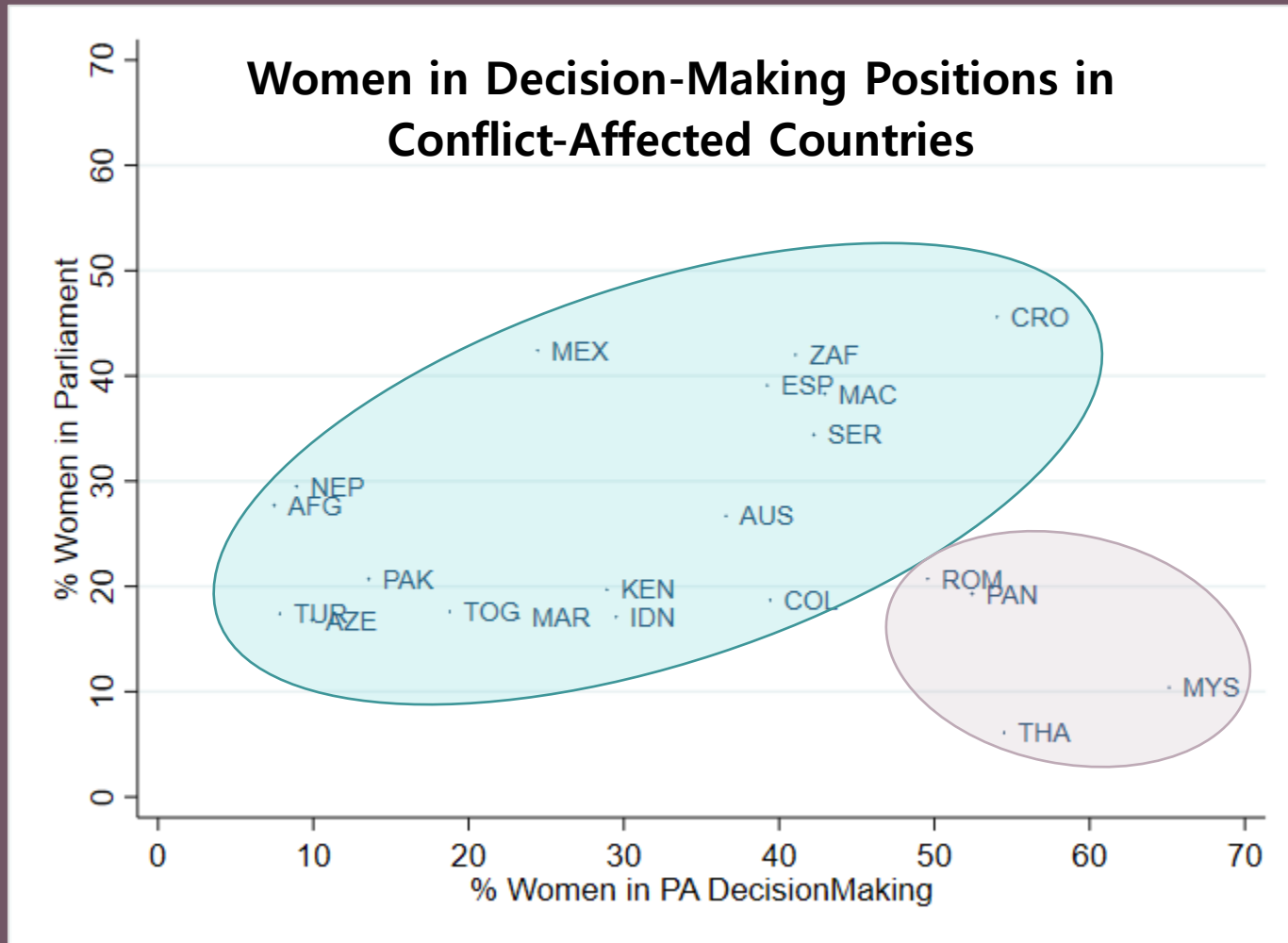
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Politics vs. Public Administration



Overview of the Presentation

I. How Armed Conflict Affects Data Availability and Quality

II. How Armed Conflict Affects Gender Equality in Public Administration

- Presence, Intensity, and Geography of Conflict
- Peace Processes
- Building Inclusive Public Institutions after Peace

Does Conflict Affect Data Availability & Comparability?

1. Infrastructure, Capacity, and Resources
2. Personnel Changes



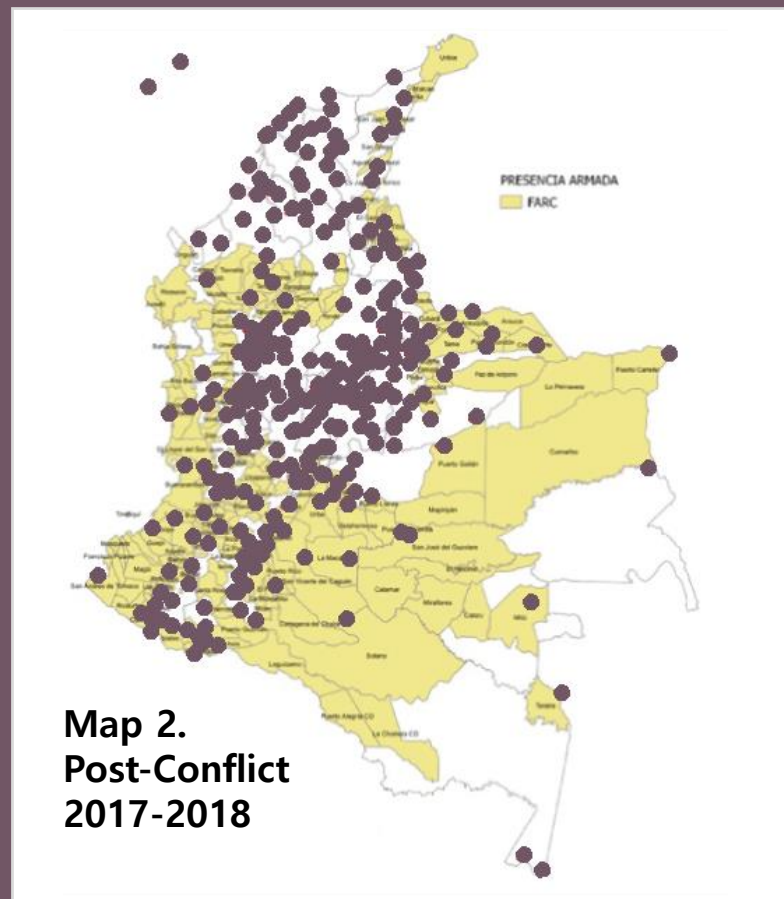
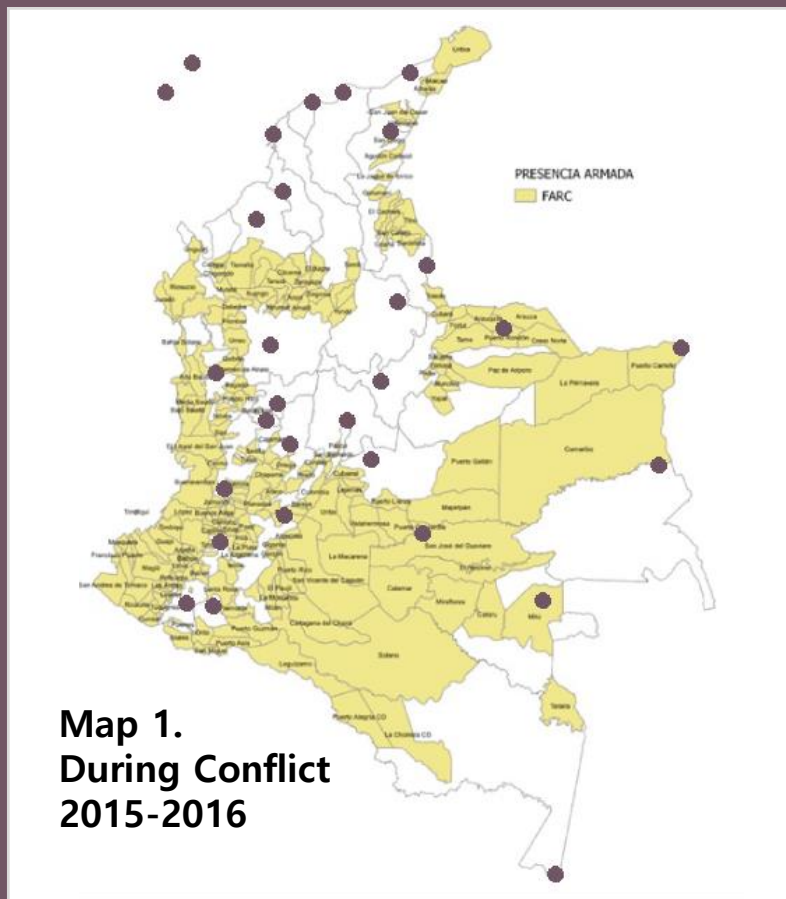
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Colombia: Data Availability

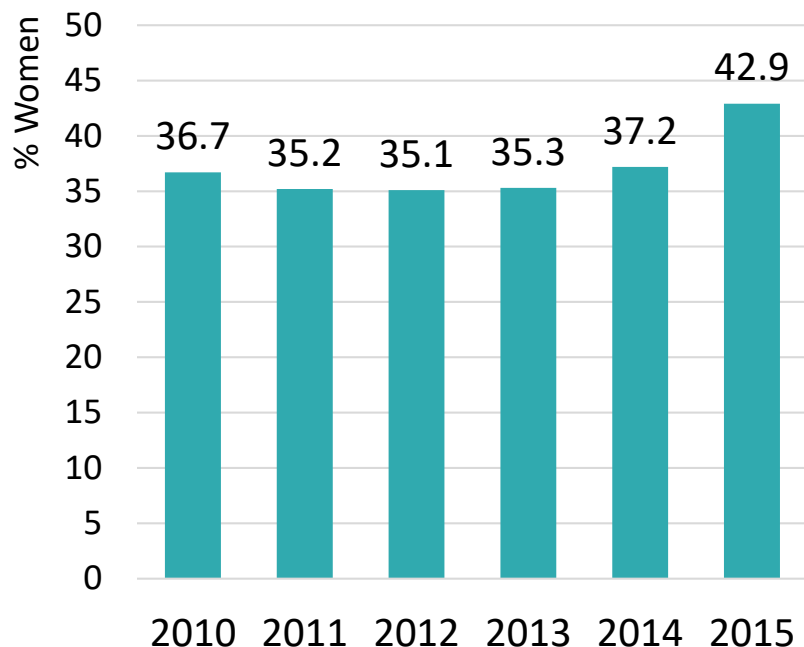
Availability of Public Administration Data on Women in Decision-Making Levels



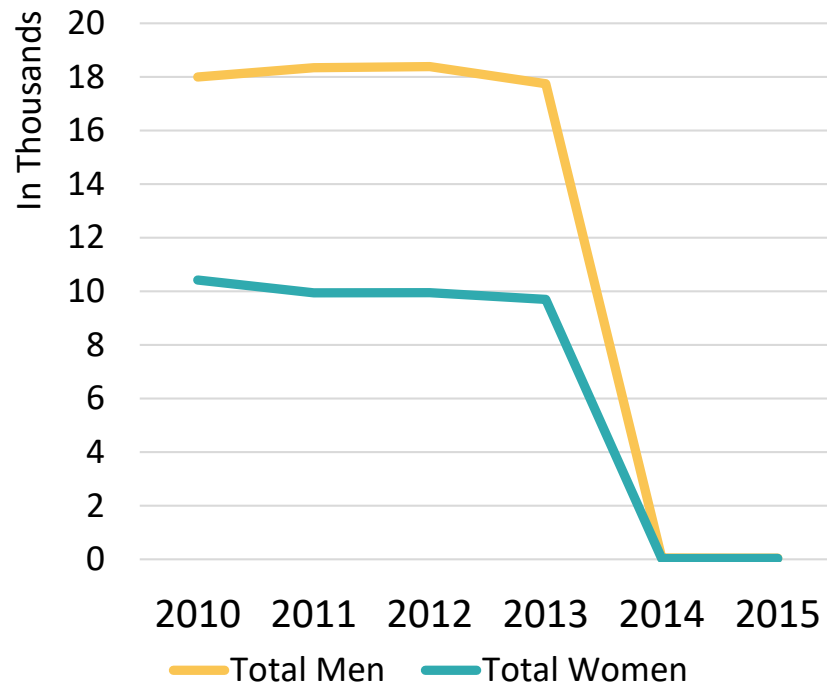
Nigeria: Data Comparability

Kaduna Region

Women's Share of Senior Positions



Total Civil Service Personnel



Does the Presence and Intensity of Conflict Affect GEPA?

1. Conflict Stage
2. Conflict Intensity
3. Geography of Conflict

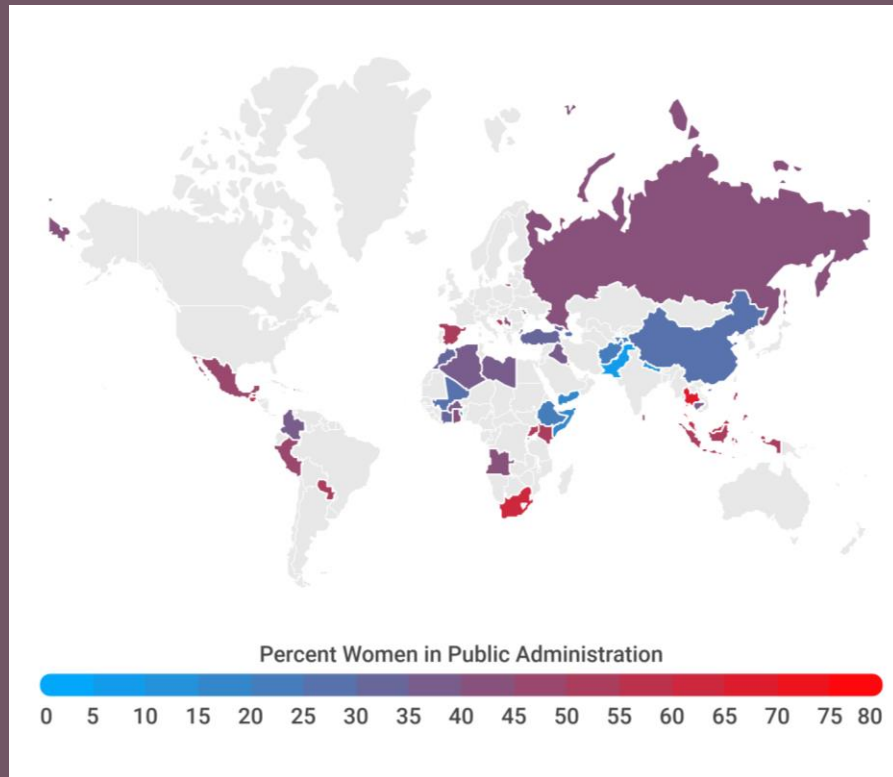


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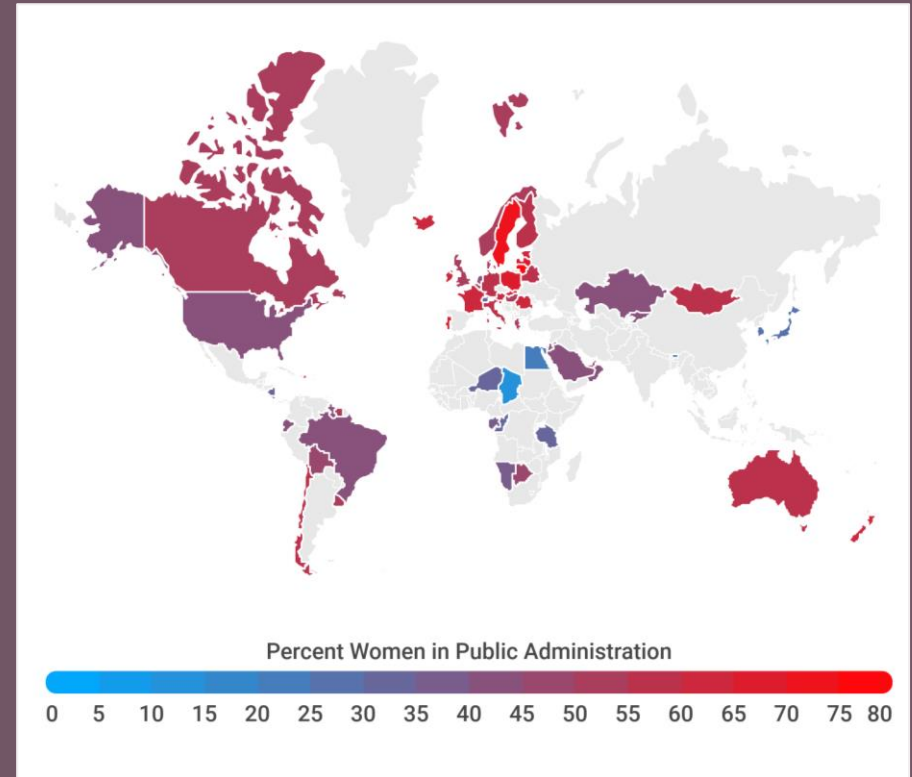
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Conflict Experience and GEPA



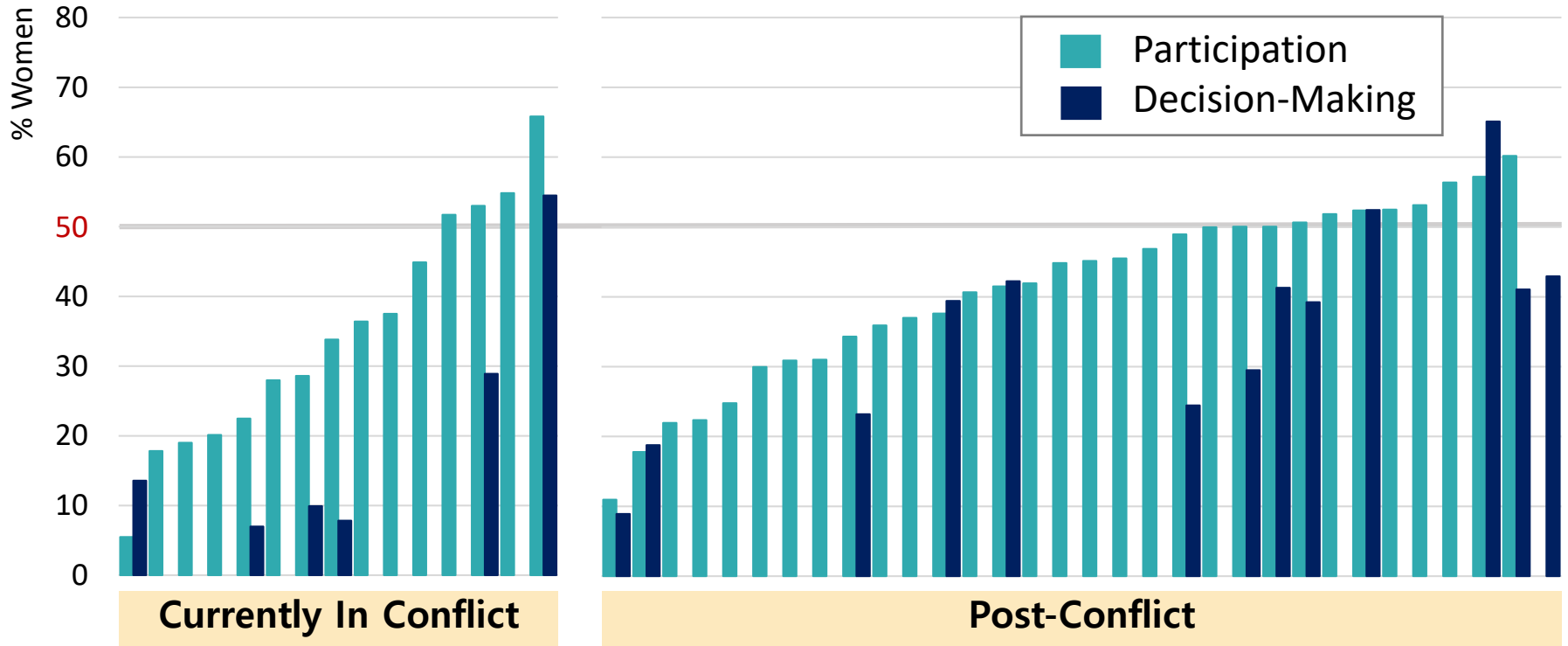
Conflict-Affected



No Armed Conflict
(within borders since 1980)

Conflict Stage and GEPA

Women in Public Administration

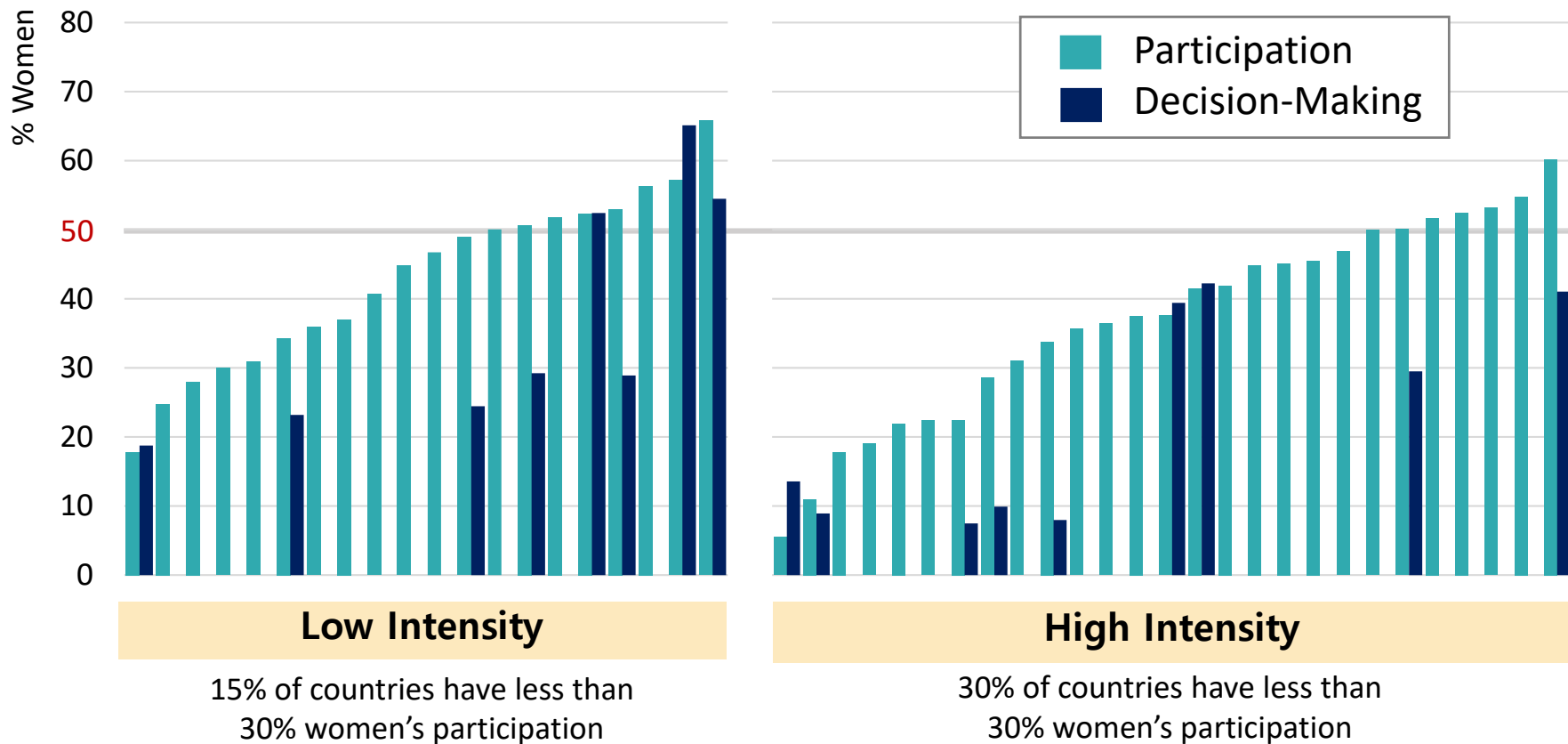


47% of countries have less than 30% women's participation

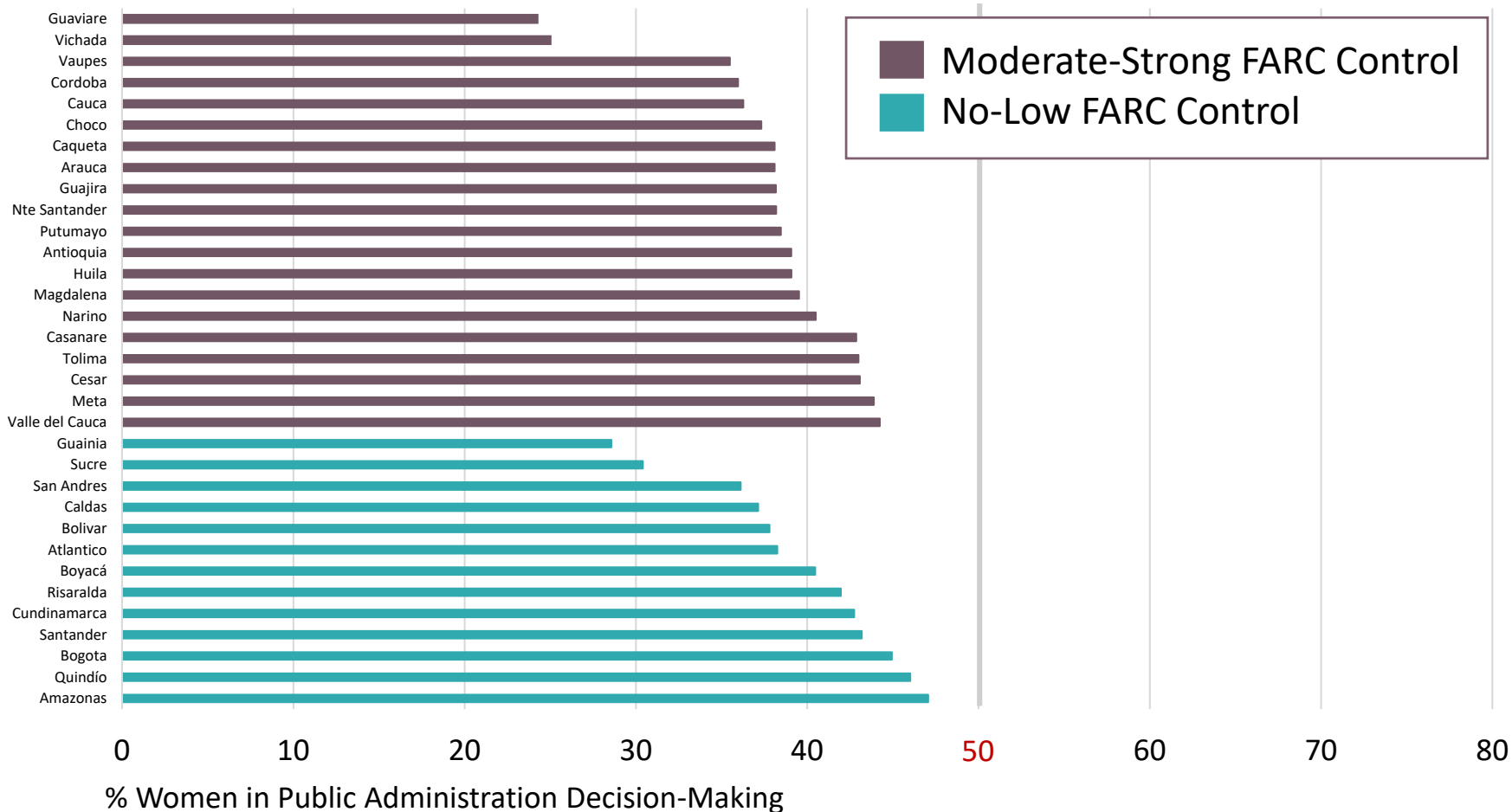
16% of countries have less than 30% women's participation

Conflict Intensity and GEPA

Women's in Public Administration



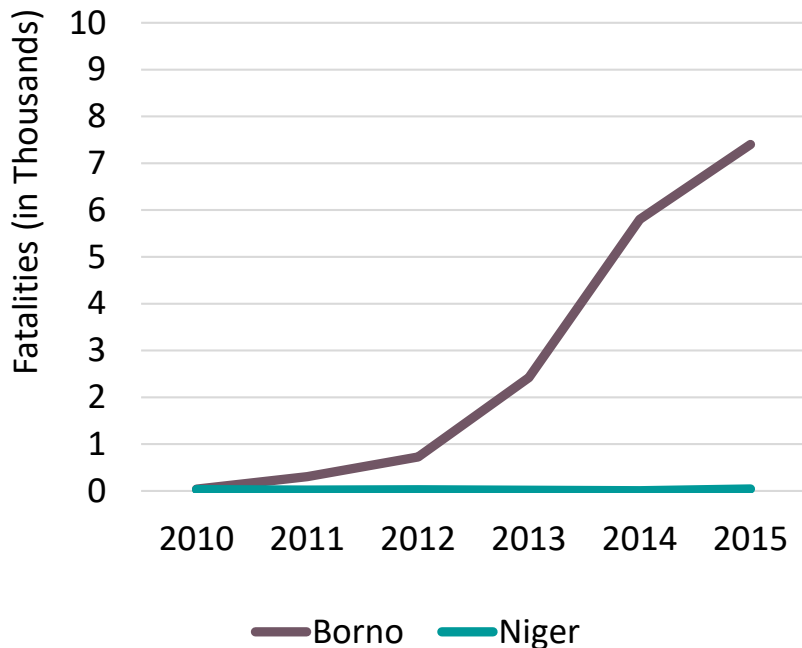
Colombia: The Geography of Conflict



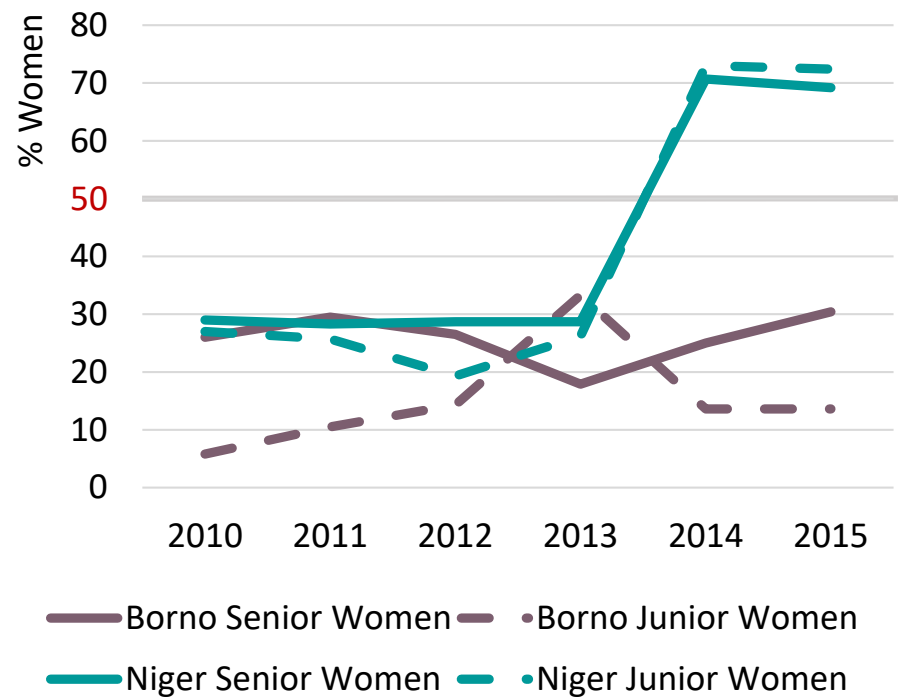
Nigeria: The Geography of Conflict

Borno & Niger Regions

Conflict-Related Fatalities



Women in Decision-Making Positions



How Does the Peacemaking Process Affect GEPA?

1. Women's Participation in Peace Talks
2. The Timing of Transitions to Peace
3. (De)centralization of Authority



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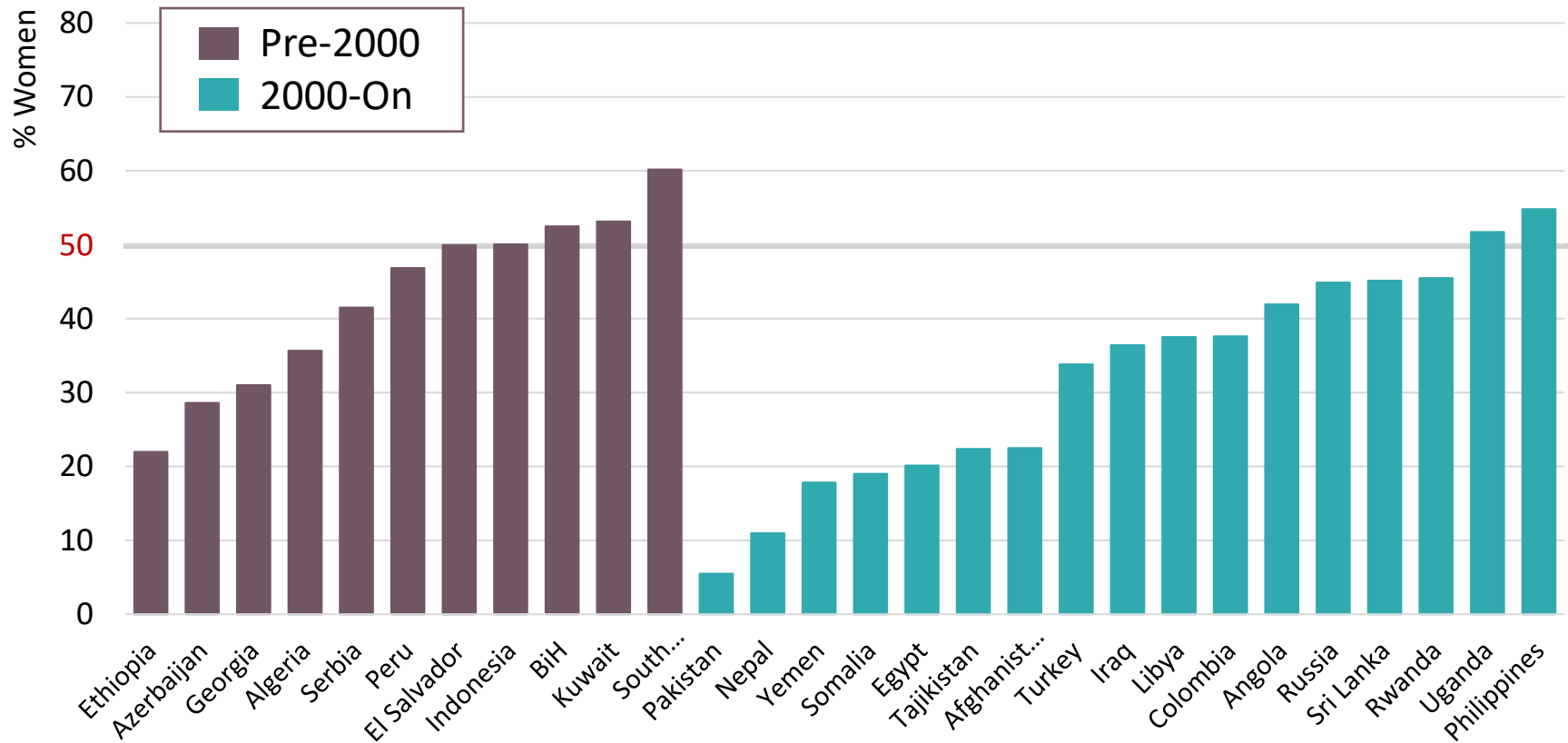


Women in Peace Talks and GEPA

Country	Year of Negotiations	Women in Peace Talks			Women in Public Administration	
		Negotiators	Mediators	Signatories	Overall	Decision-Making
Kenya	2008	25%	33%	0%	53% (2015)	29% (2015)
Philippines	2014	32%	0%	25%	55% (2016)	
Colombia	2016	33%	3%	2%	38% (2017)	40% (2017)
Indonesia	2005	8%	0%	0%	49% (2015)	30% (2015)
Mali	2015	5%		15%	28% (2015)	
Afghanistan	2012	10%	0%	0%	22% (2017)	7% (2017)
Macedonia, FYR	2001	5%	0%	0%		48% (2008)
Uganda	2008	0%	0%	0%	52% (2017)	
Sri Lanka	2006	0%	0%	0%	45% (2016)	
Iraq	2010		0%	0%	35% (2011)	
Somalia	2002	0%	0%	0%	19% (2011)	
Nepal	2006	0%	0%	0%	11% (2015)	9% (2015)

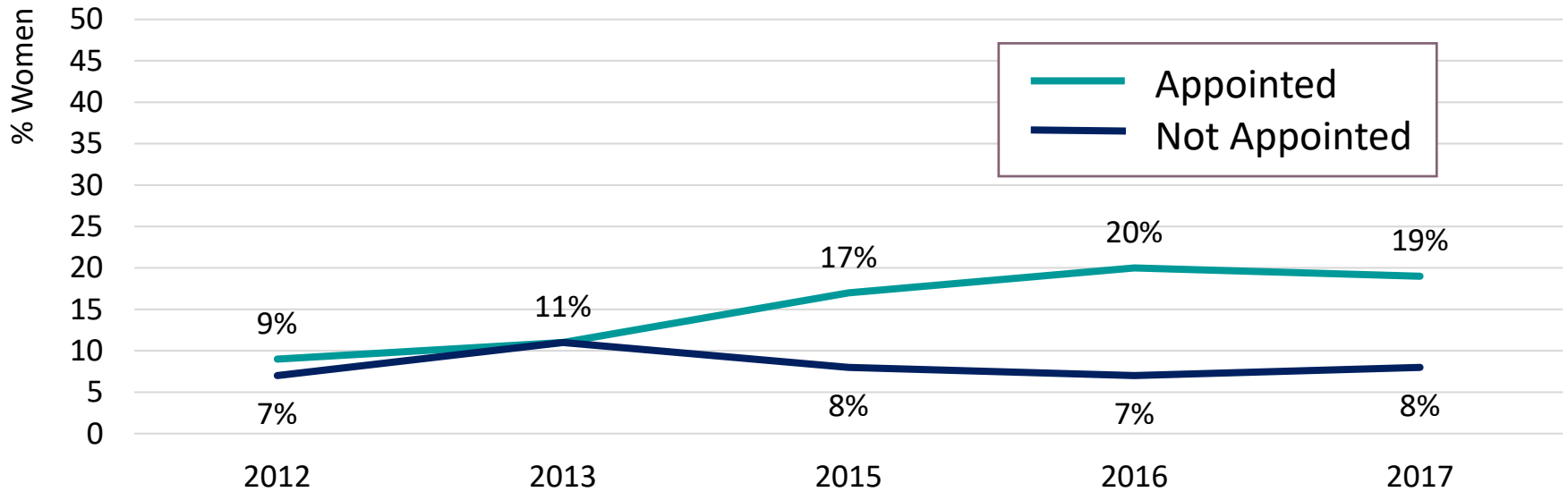
Timing of Transition to Peace

Women in Public Administration



Afghanistan: Selection Mechanisms

Women in Decision-Making, 2012-2017



2001:
End of Taliban Rule

2014:
Elections

2015:
National Action Plan
to implement
Resolution 1325

Taliban Rule

Transition



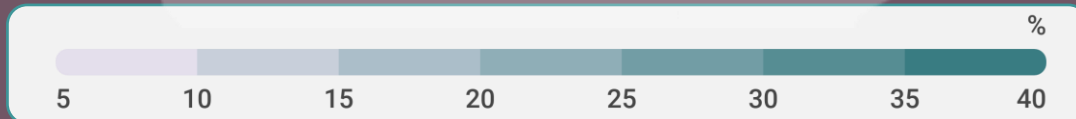
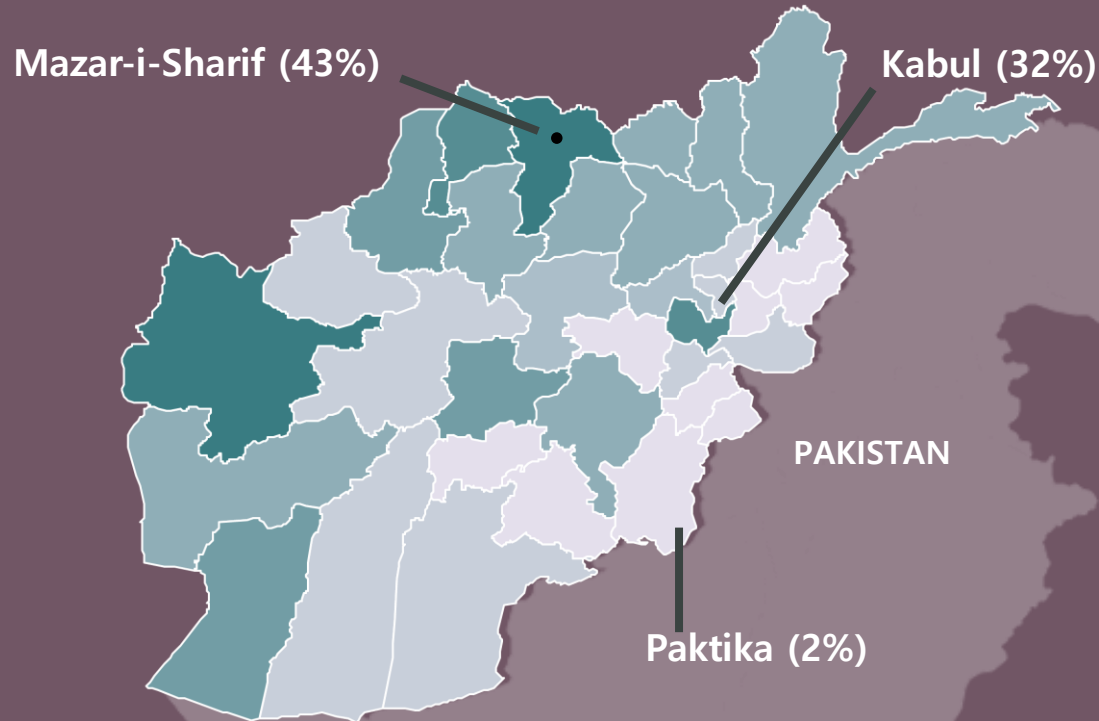
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Afghanistan: Government Control

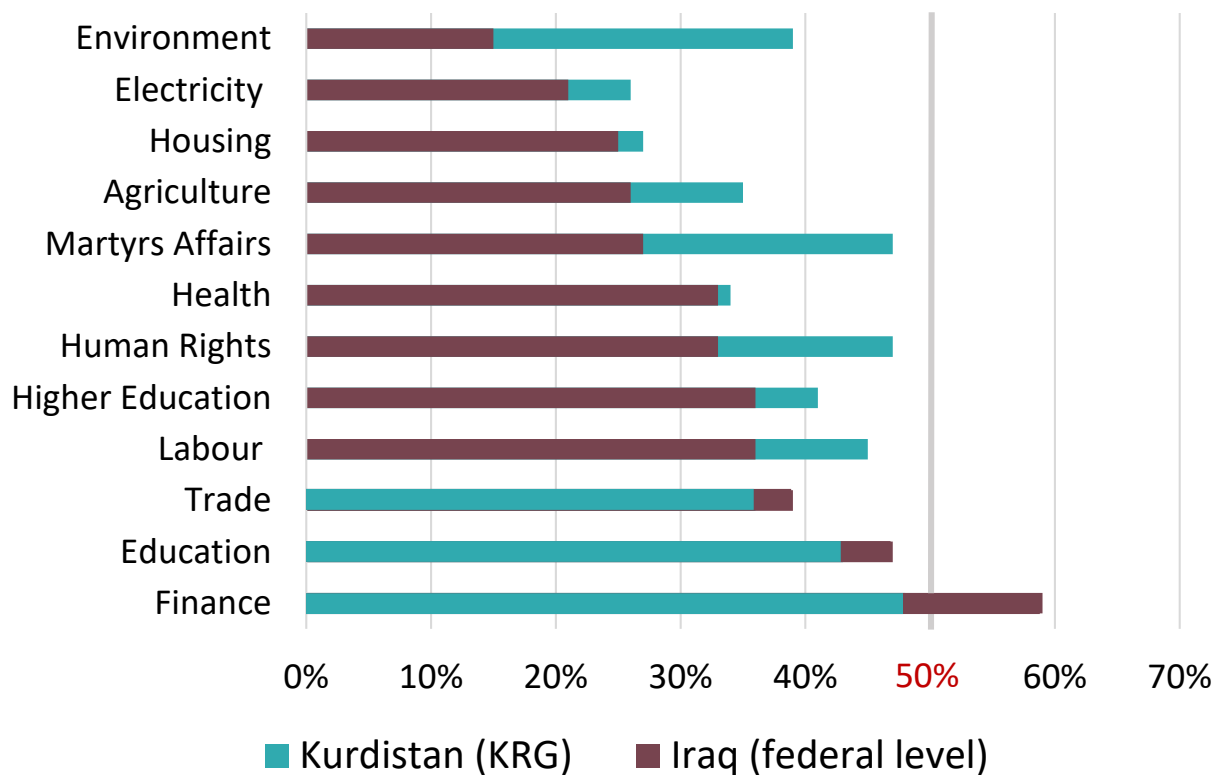
% Women in Public Administration (2016)



Iraq: Regional Autonomy



% Women in Public Administration by Ministry (2011)



How Do We Build Inclusive Public Institutions during Peace?

1. Civil Service Expansion
2. Constitutionally-Supported Targets and Quotas



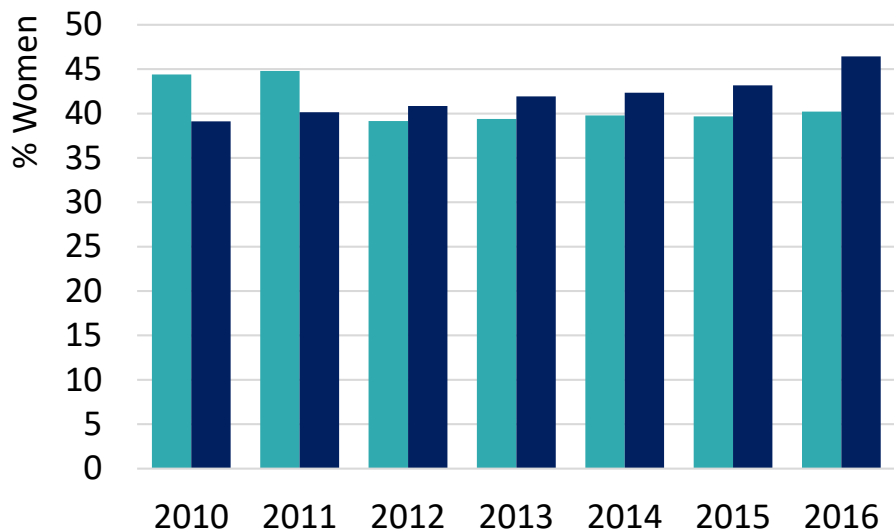
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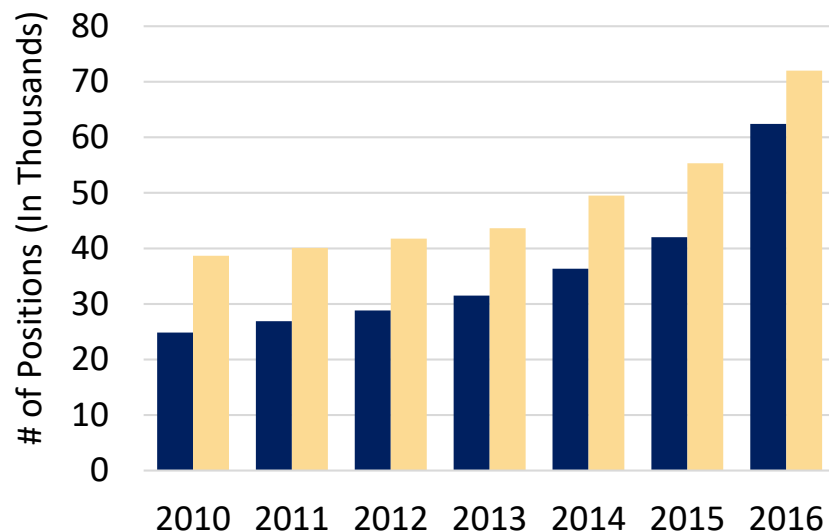
Tunisia: Civil Service Expansion

Women in Public Administration



Public Administration Decision-Making

Decision-Making Positions



Women Men

2011:
Arab Spring

2012:
90K+ increase in public administration sector

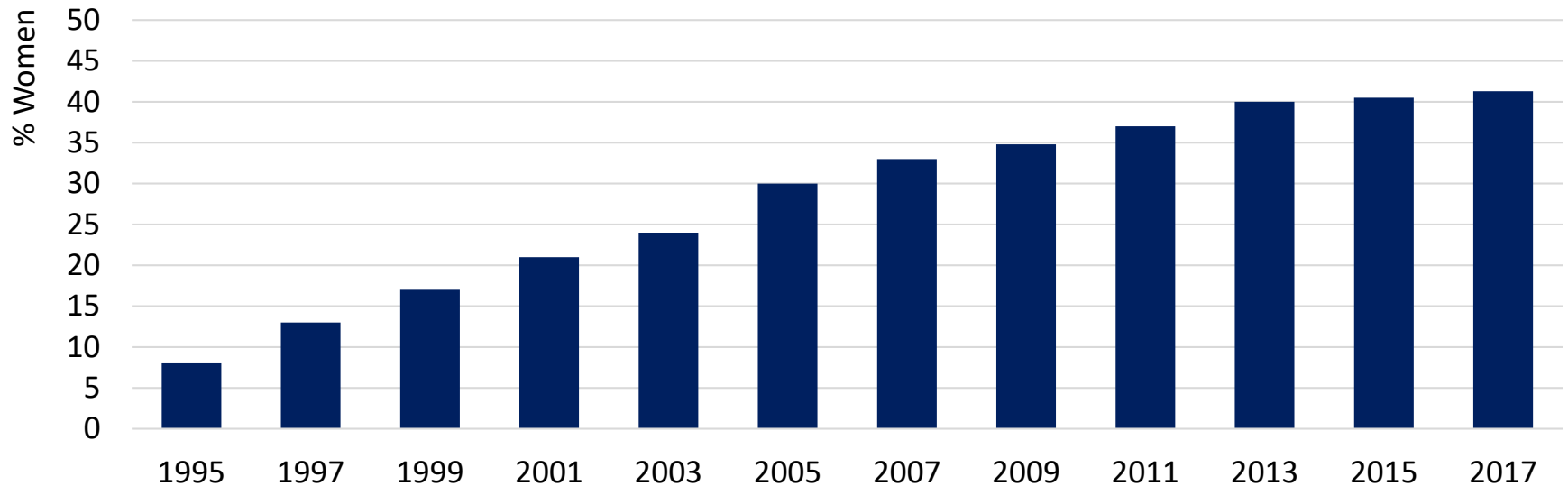
2014:
New Constitution and Elections

Conflict Period

Post-Conflict Period

South Africa: Gender Targets

Women in Senior Management Positions, 1995-2017



1998:
White Paper on
Affirmative Action

2005:
Set 50% target
for parity

Conflict Era

Post-Apartheid Government



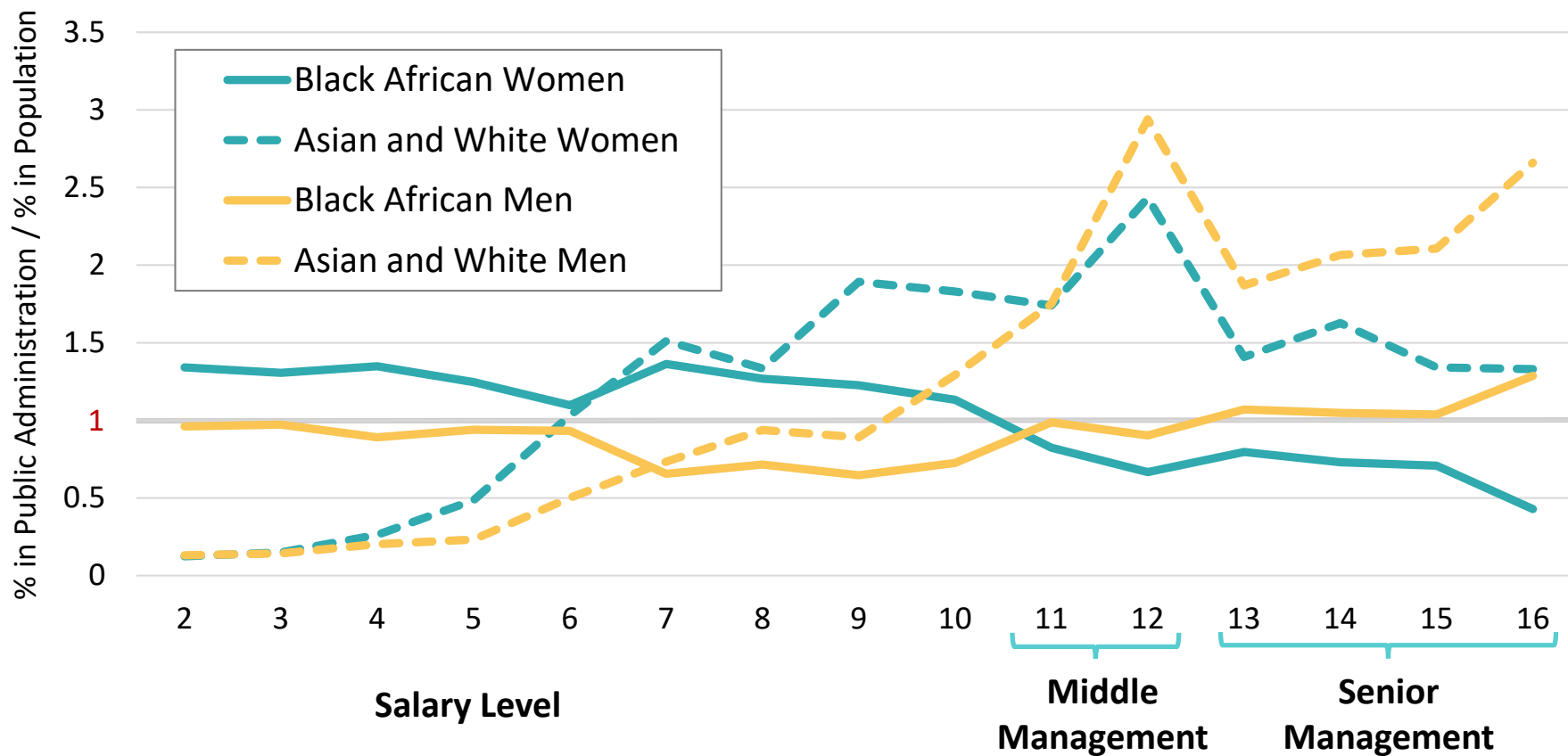
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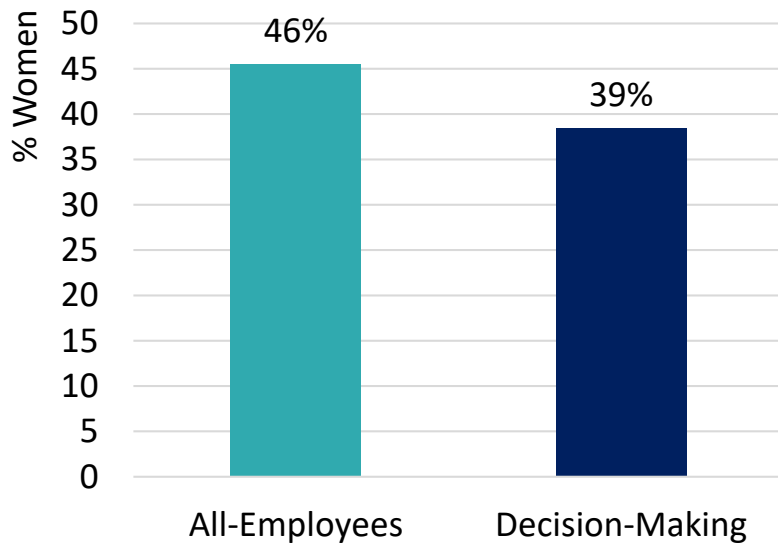
South Africa: GEPA+

Inclusion by Gender and Race Across Civil Service Grades, 2018

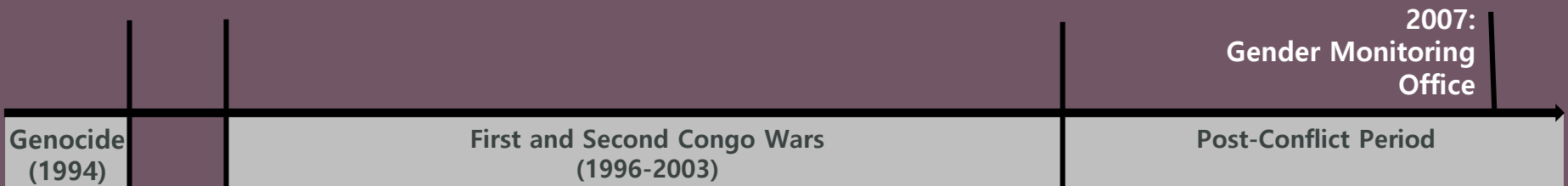
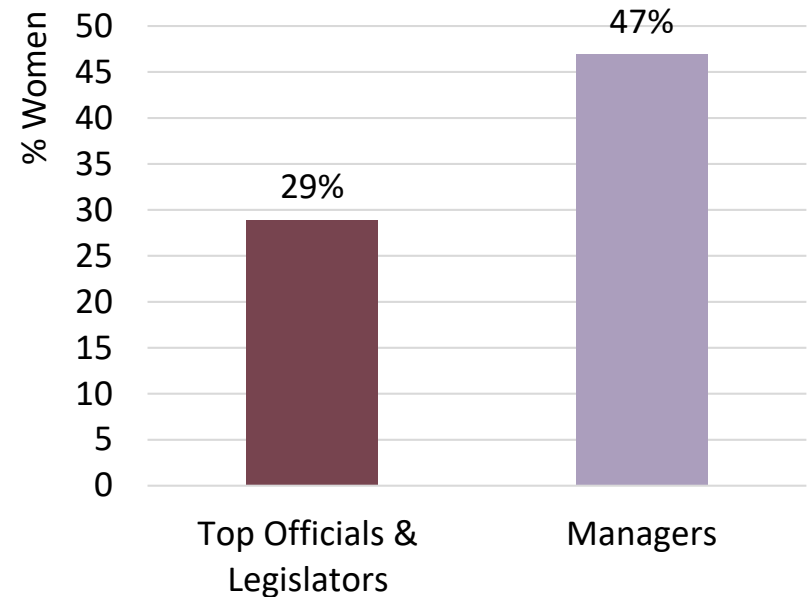


Rwanda: Gender Quotas

Participation vs Decision-Making



By Decision-Making Level



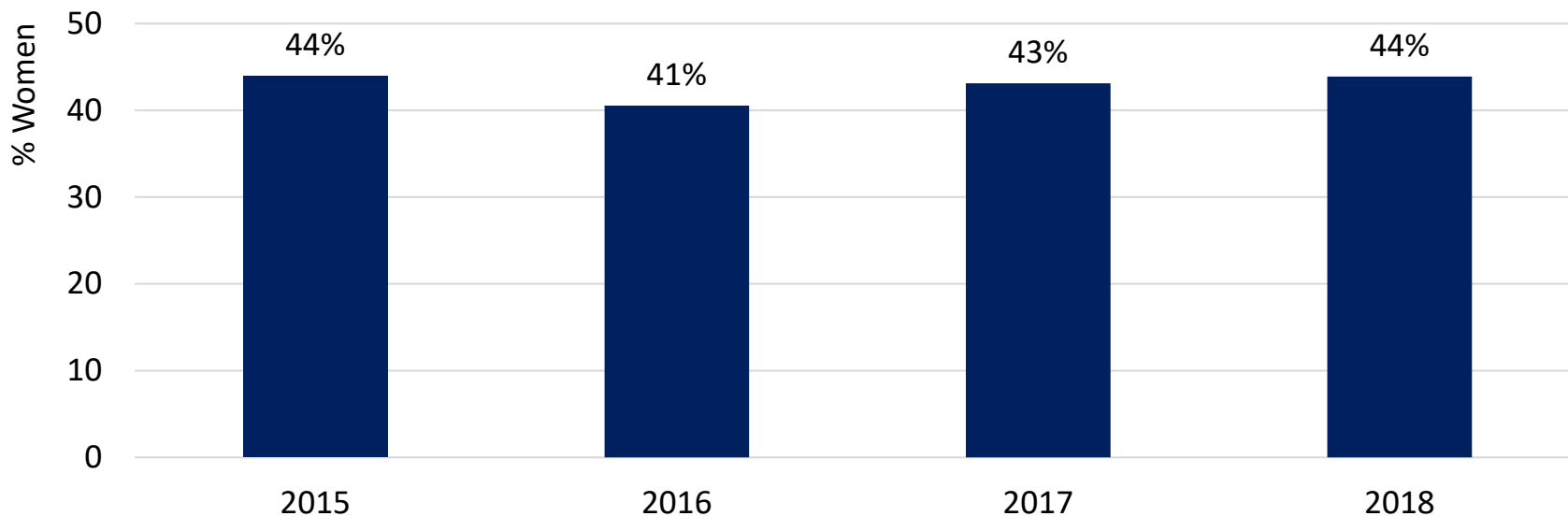
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Colombia: Gender Quotas

Women in Decision-Making Under the Quota Law



2000
Quota Law

2012
Peace Talks Start

2016
Peace
Accord

2017
FARC Disarmament

1964: Conflict Starts

Transition



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Findings and Implications



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Findings

- Conflict negatively affects data availability
- Conflict impacts GEPA much differently than it does electoral politics
 - Stability and peace foster GEPA
- The relationship between women's inclusion in formal peace talks and GEPA is not definitive
- Gender quotas and targets are effective tools in conflict-affected countries

Thank You!



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