

Global Report on Gender Equality in Public Administration

GLASS WALLS

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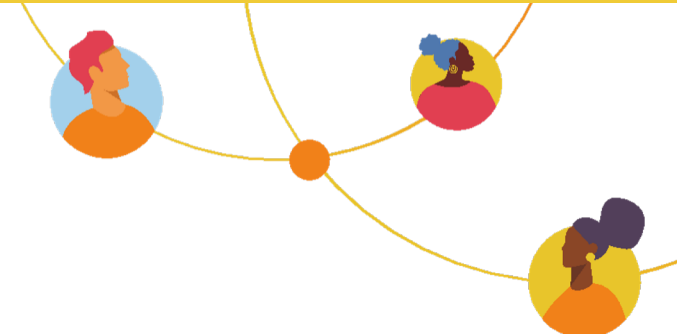
1. Glass Walls

- What Are They?
- Why Do They Matter?
- How Do We Measure Them?

2. Gender Equality by Policy Area: Expected and Unexpected Findings

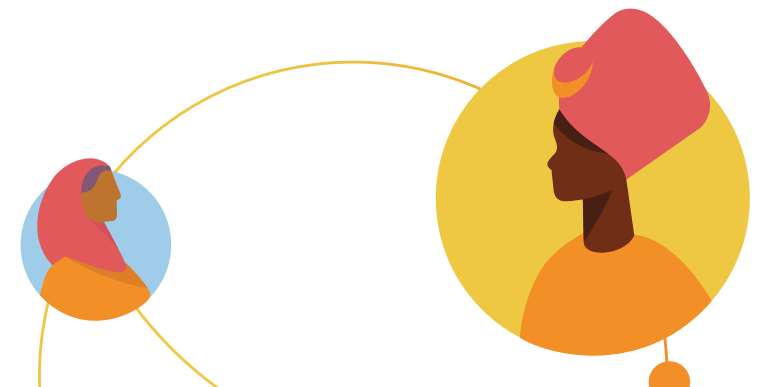
3. Gender Equality in Environmental Ministries

4. Challenges and Opportunities



WHAT ARE GLASS WALLS?

- Invisible, artificial barriers that **keep men and women separated** into different sectors, departments and occupations
- Confine women to positions deemed appropriate for them
 - Feminized sectors or “feminine” positions
 - **Less prestigious**



WHY DO GLASS WALLS MATTER?



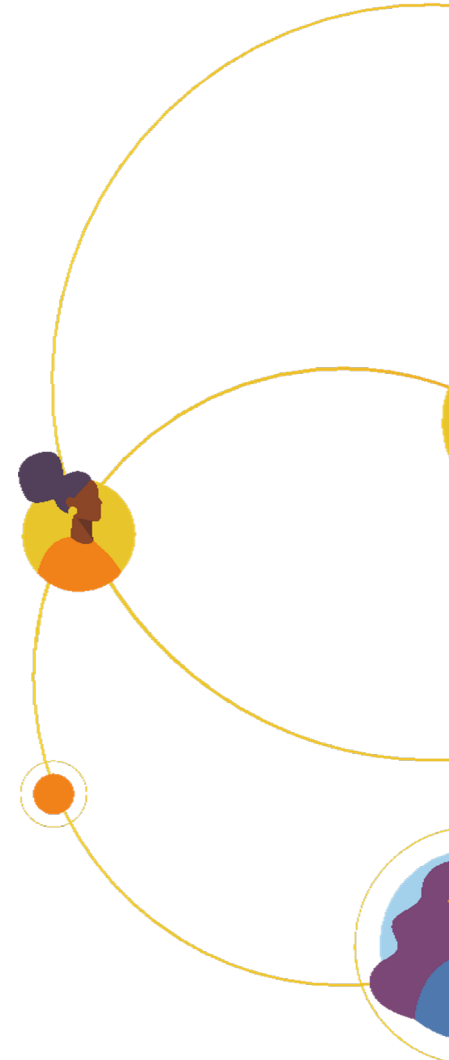
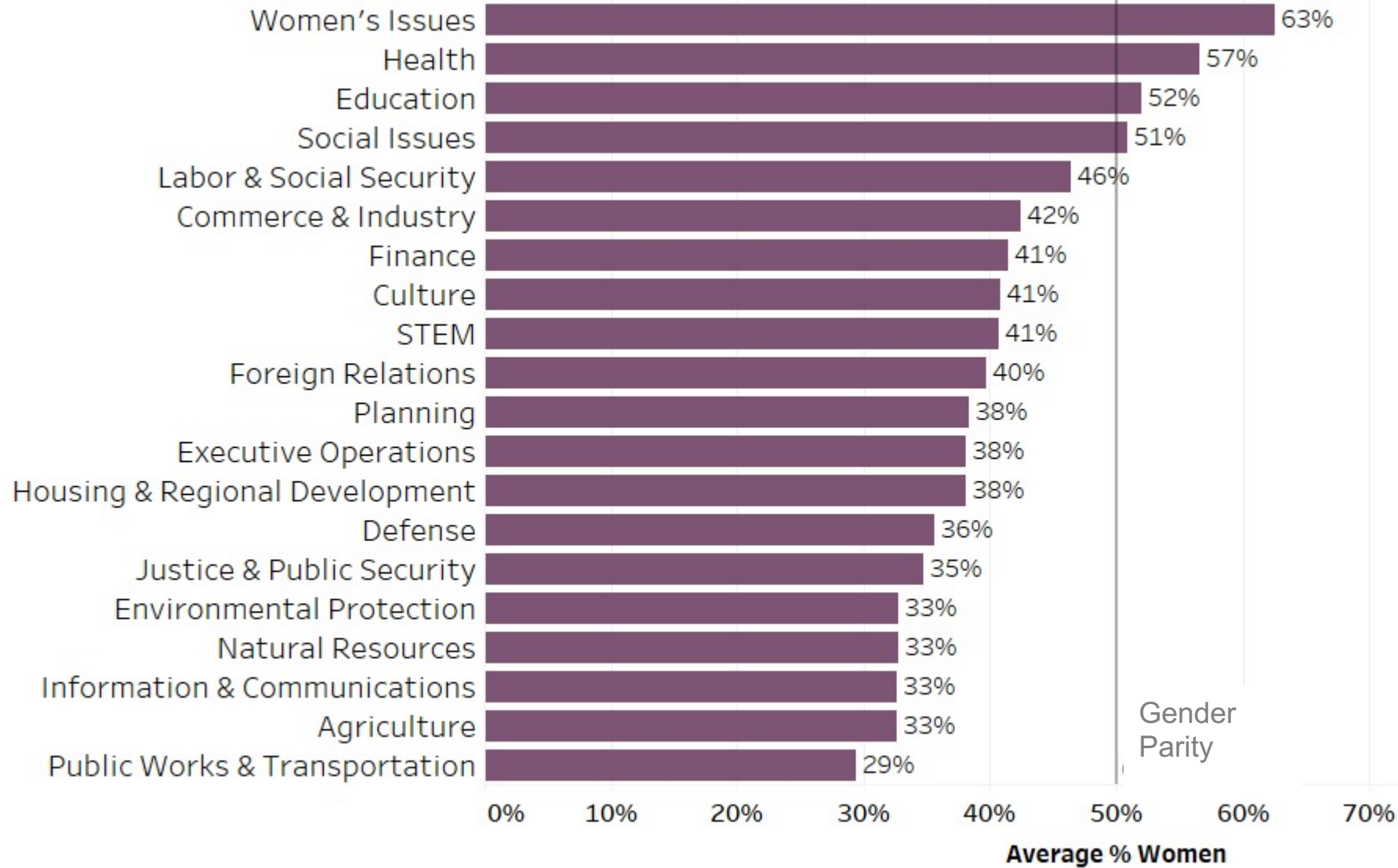
1. **Limit career advancement of women**
2. Drive **gender wage gaps**
3. Lead to women's interests being **underrepresented in policy**
4. Render **public service less effective**
5. **Slow sectoral growth**



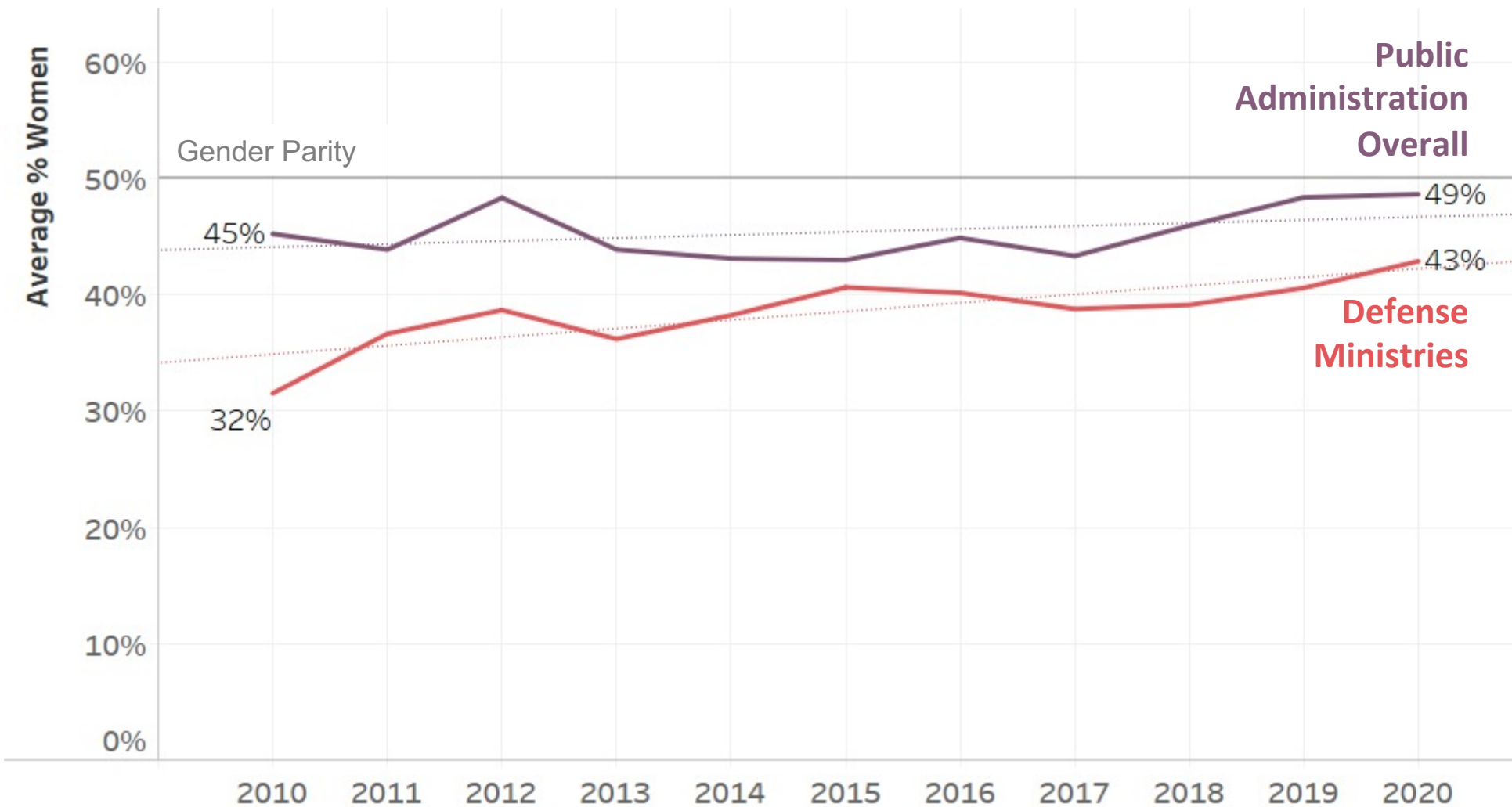
- **Gen-PaCS:** statistics by policy area and government function for both participation and decision-making levels
- First coded ministries into **20 policy areas** (Escobar-Lemmon and Taylor Robinson 2016)
- Second coded **government functions**, following **European Institute for Gender Equality (EIGE)** categories:
 - **B:** Basic Function
 - **E:** Economic
 - **I:** Infrastructure
 - **S:** Social Structural

FINDINGS:

PARTICIPATION ACROSS 20 POLICY AREAS

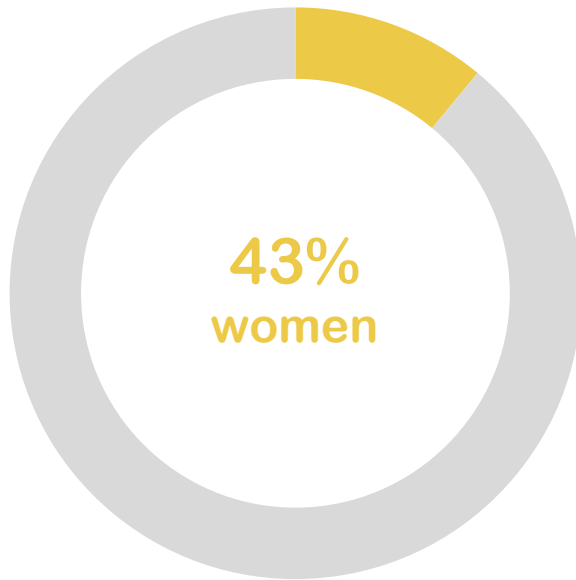


FINDINGS: DEFENSE MINISTRIES IN FOCUS

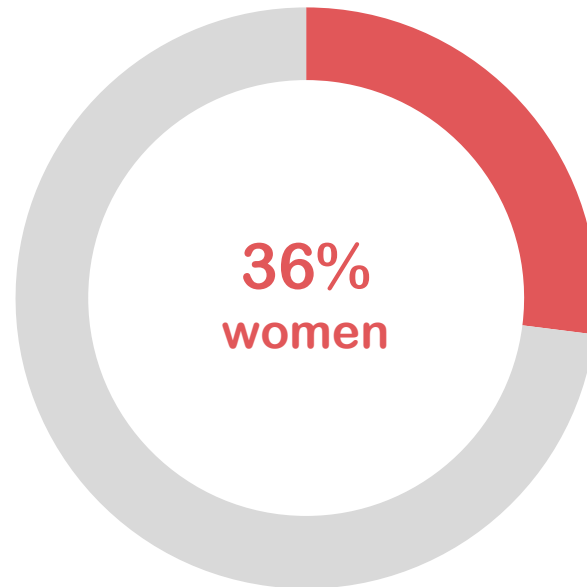


FINDINGS: DECISION-MAKING BY GOVERNMENT FUNCTION

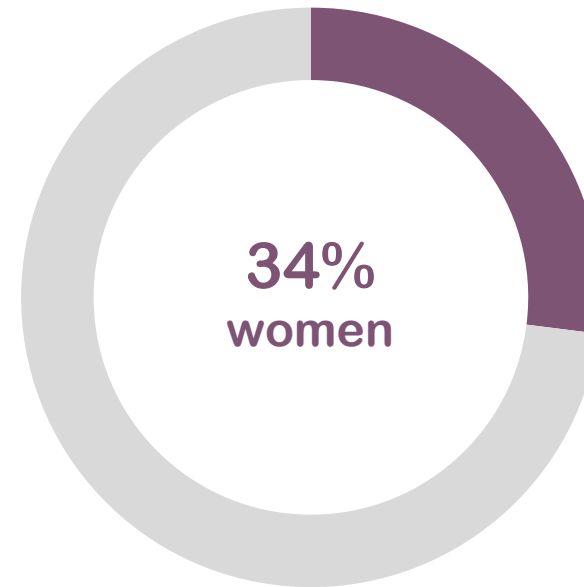
Socio-Cultural



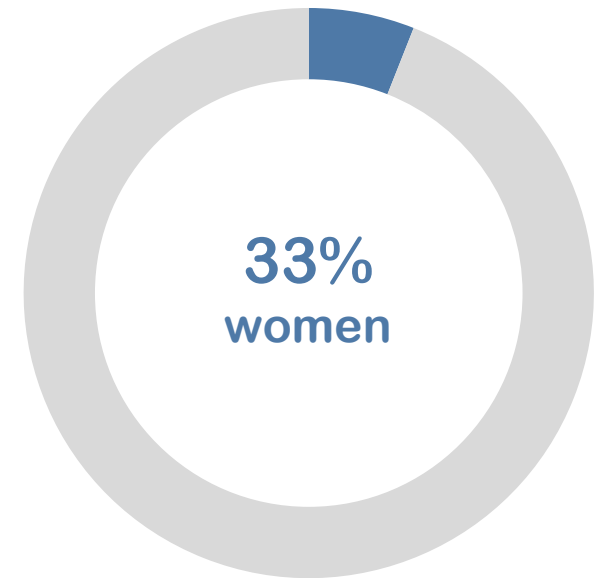
Economic



Basic Function



Infrastructure



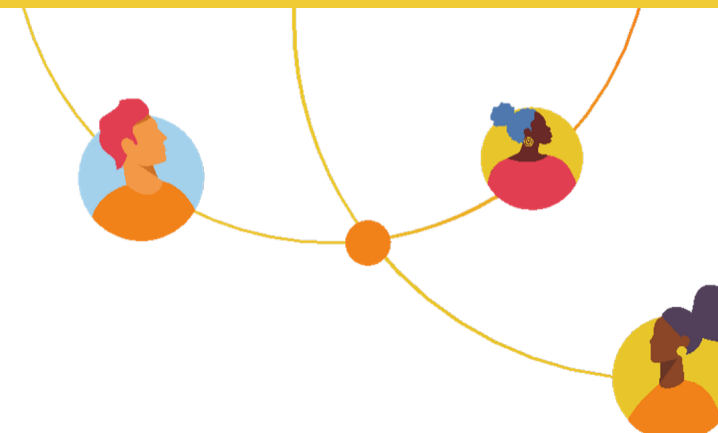
Gender Equality in Environmental Ministries



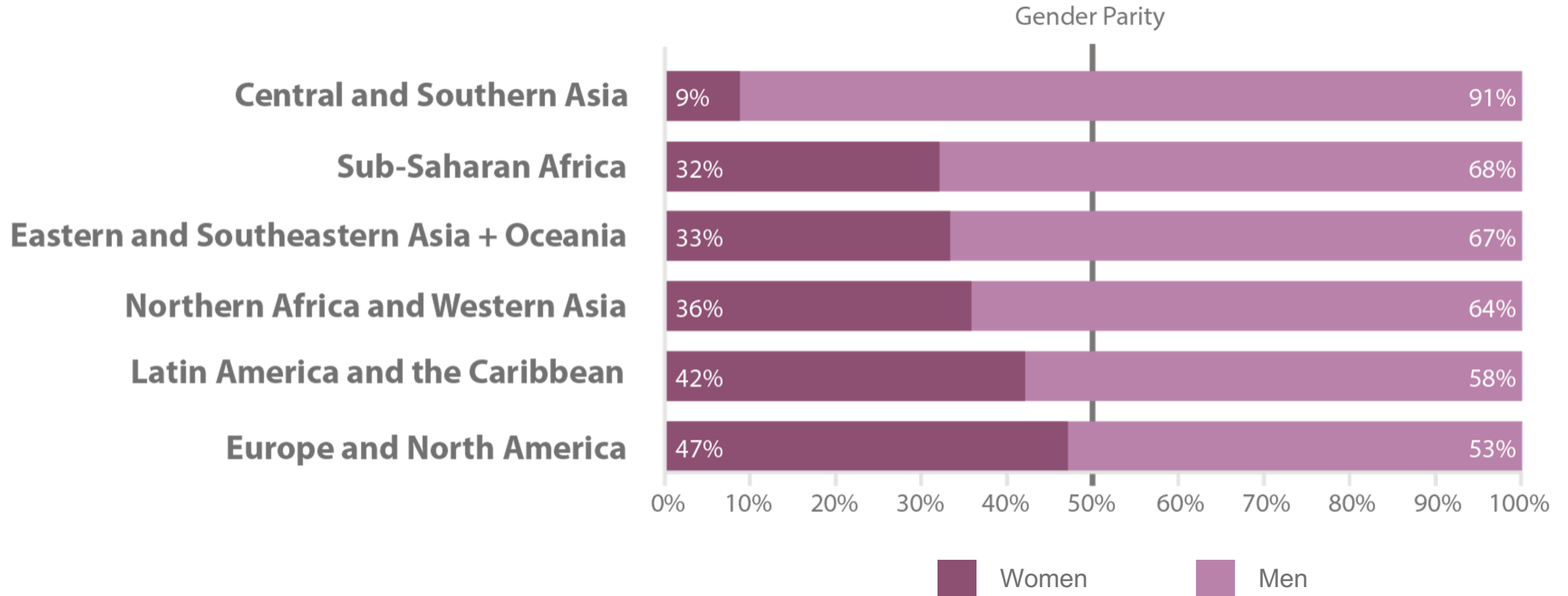
The **Sustainable Development Agenda** sees gender equality as crucial to combating climate change

Climate change disproportionately impacts women and girls:

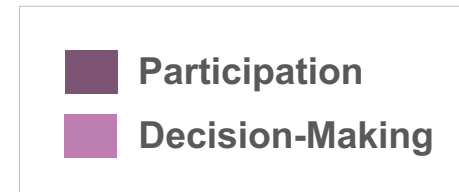
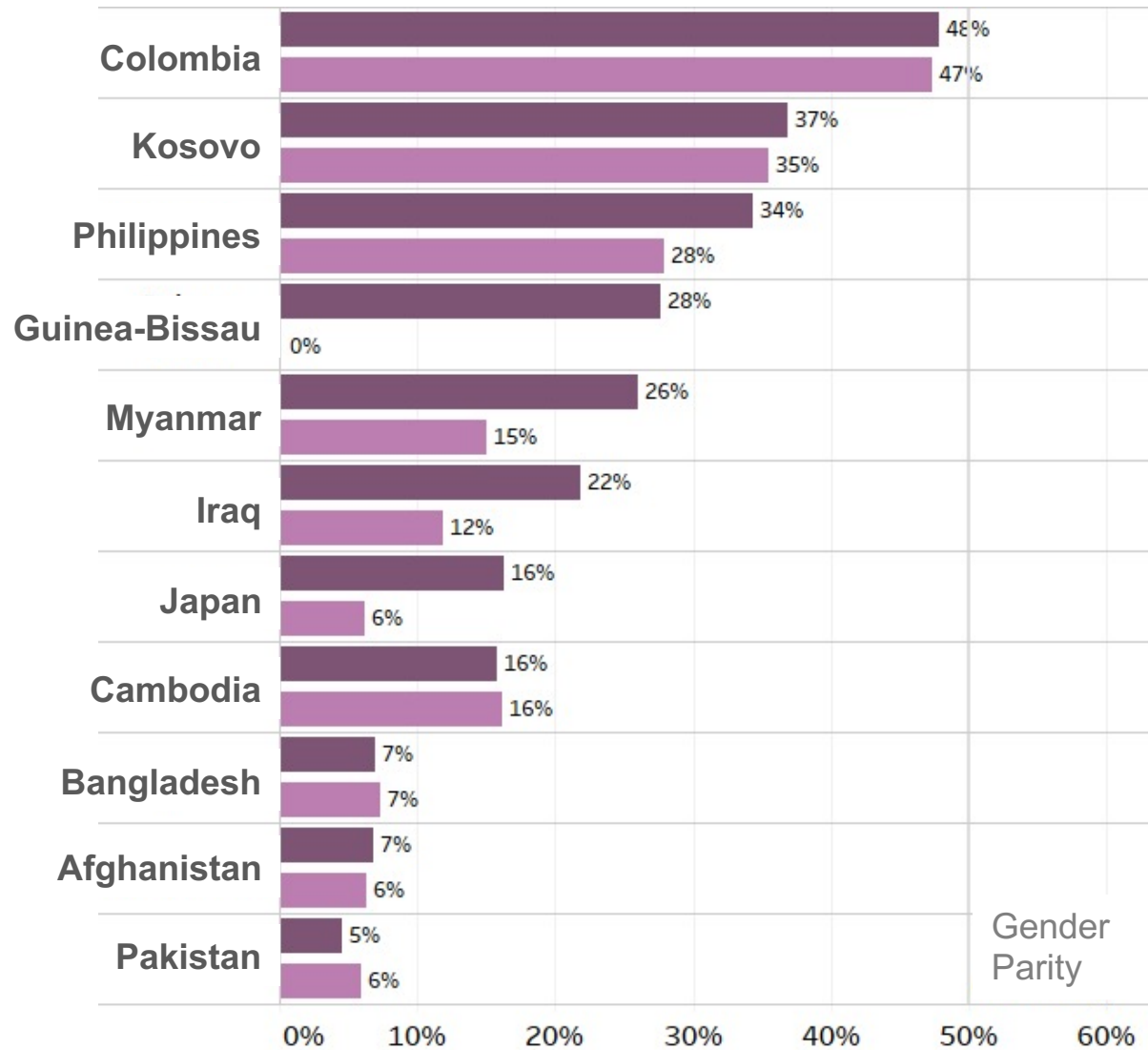
- Women and girls are key providers of food, water, and energy, but they have fewer resources that allow them to adapt to changing conditions
- Globally, women are **more exposed** to the effects of climate change, but are **less able to cope** with these changes



WOMEN AND MEN'S PARTICIPATION IN ENVIRONMENTAL MINISTRIES, BY REGION

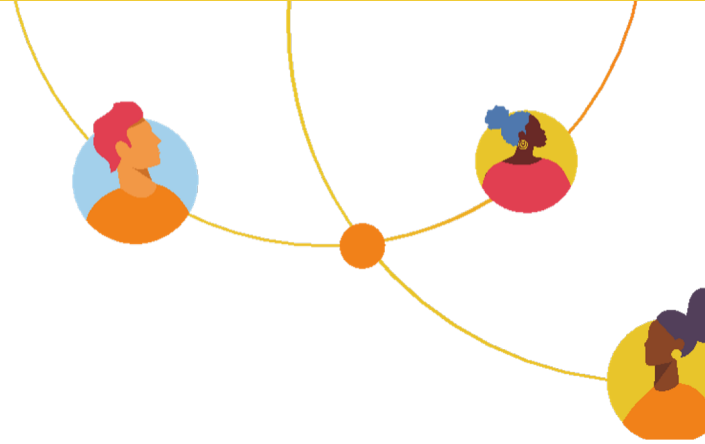


WOMEN AND MEN'S PARTICIPATION IN ENVIRONMENTAL MINISTRIES, BY REGION



Promoting gender equality in public administration to combat climate change

- Gender-disaggregated data crucial to identifying barriers
- Best Practice Example:
 - **Women for Safe and Green Iraq:** Targeted opportunities for women's professional development in environmental policy



THANK YOU!

You can access the 2021
Global Report on GEPA at
[www.undp.org/publications/
gender-equality-public-administration](http://www.undp.org/publications/gender-equality-public-administration)

