

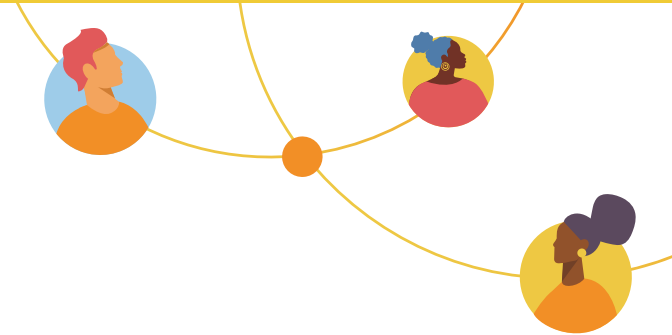
Global Report on Gender Equality in Public Administration COVID-19

Presented by:

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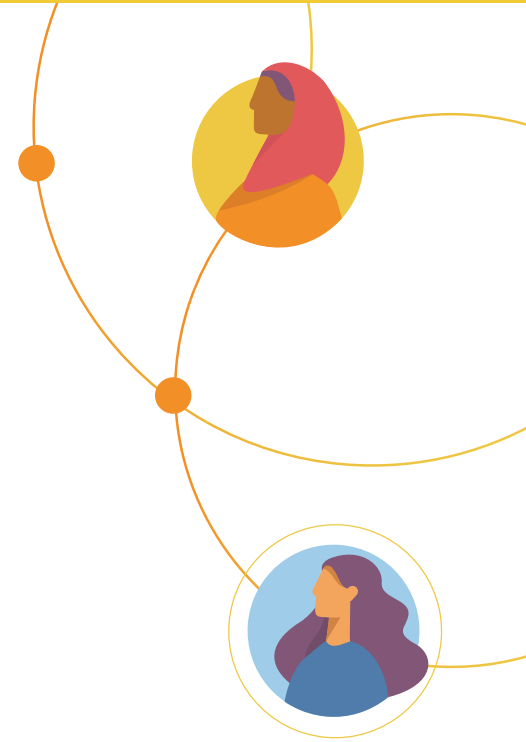
Gifty Tawiah
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Xinyuan Zheng





1. **Gender and COVID-19**
2. Women's participation in **health ministries**
3. Women's participation in and leadership of **COVID-19 Task Forces**
4. **Challenges and Opportunities**

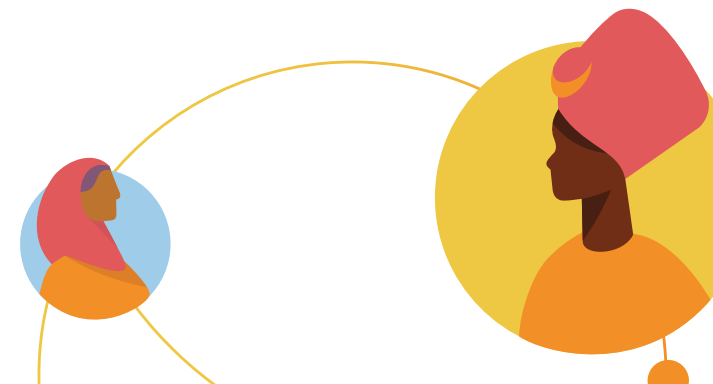
- **The COVID-19 Pandemic**
 - Exacerbated pre-existing gender inequalities
 - Pushed women out of the workforce in disproportionate numbers
- **The under-representation of women in leadership positions, especially in crisis response, is costly**



WOMEN'S LEADERSHIP DURING THE COVID-19 PANDEMIC



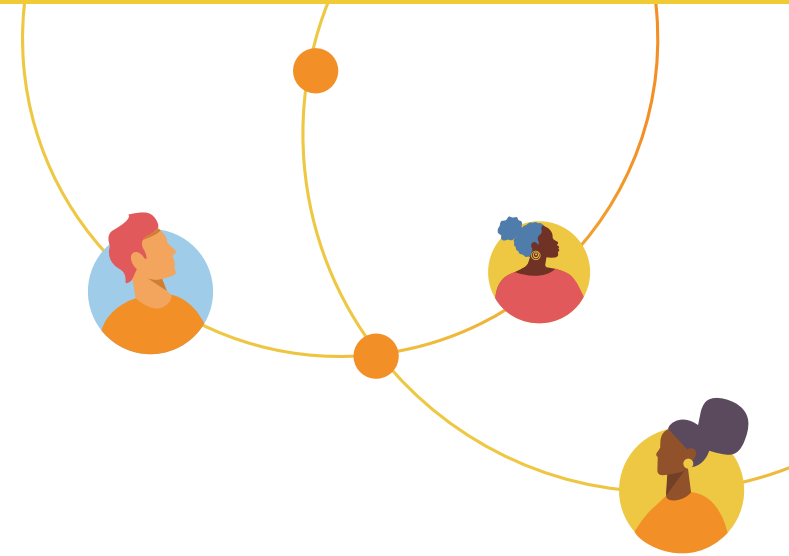
- At onset of COVID-19 **women drew international attention** for their effective leadership
- COVID-19 like other public health crises
 - **Women's leadership is limited**
- Our study: systematic study of women's leadership
 - **Health ministries**
 - **COVID-19 task forces**



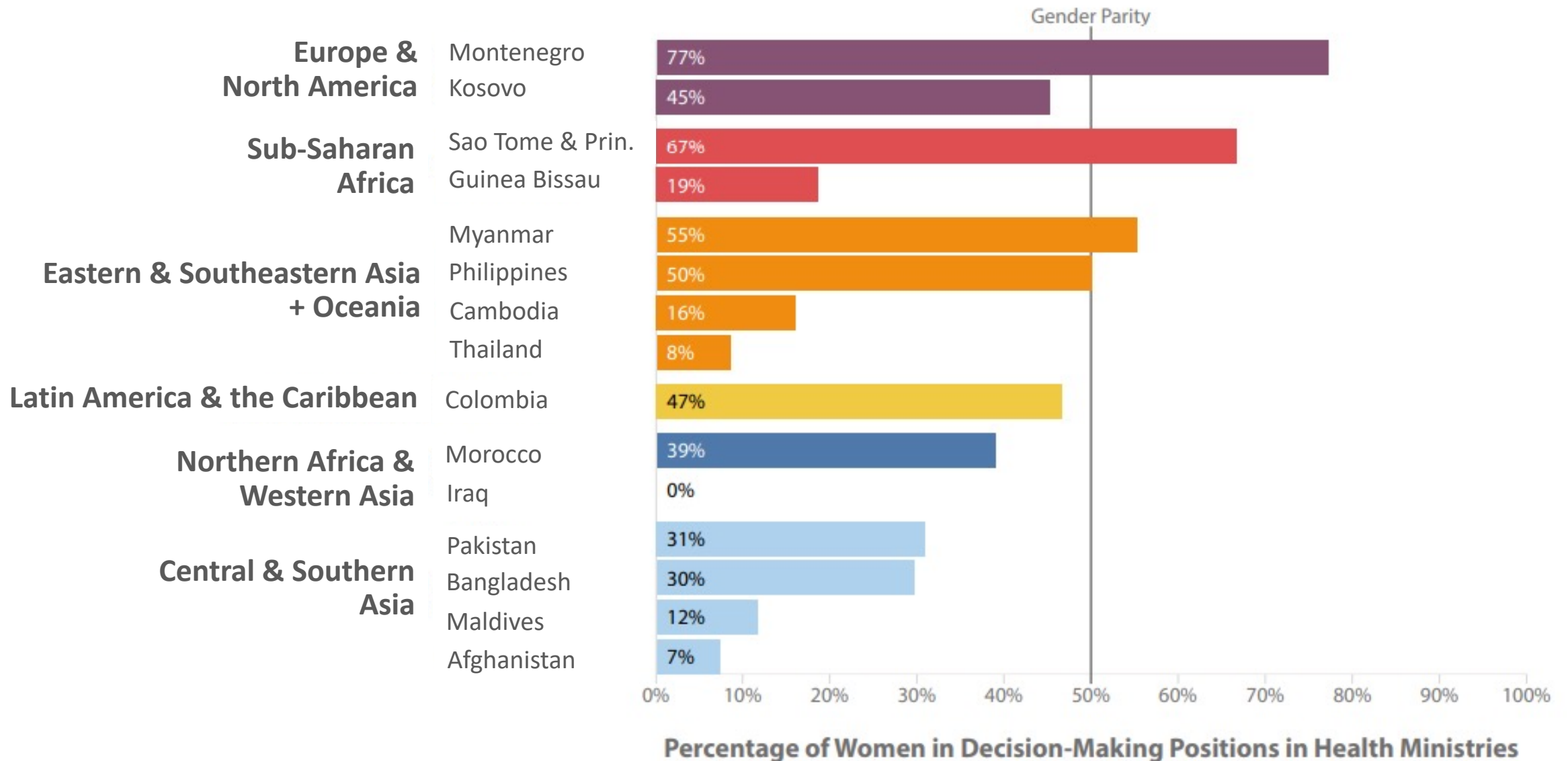
WOMEN'S PARTICIPATION IN HEALTH MINISTRIES



- Women are **70%** of the health care workforce, but are concentrated in **lower status and lower paid positions**
- Women average **58% of employees** in health ministries, but only **34% of high-level decision-making positions**



HEALTH MINISTRIES: WOMEN'S SHARE OF DECISION-MAKING POSITIONS IN HEALTH MINISTRIES

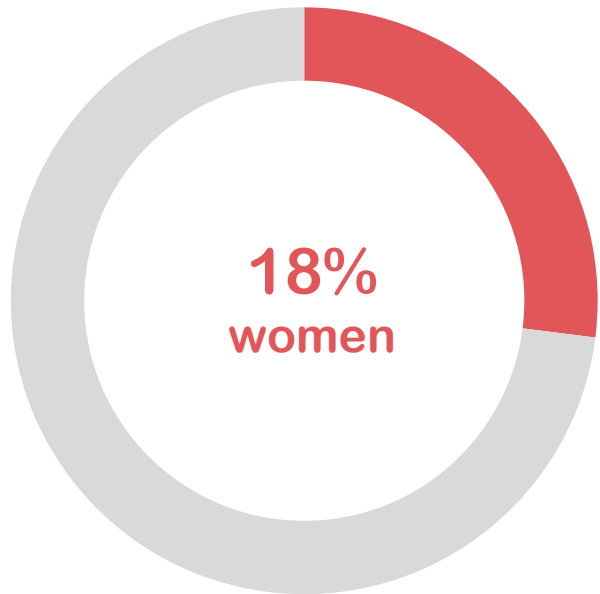


- **COVID-19 taskforce:** an executive branch institution (ad hoc or permanent) created by national governments to coordinate pandemic response
- **Data sources:** country ministerial websites, news media sources, UNDP/UN Women country offices, and academic/third-party agency reports
- **300 task forces across 163 countries**

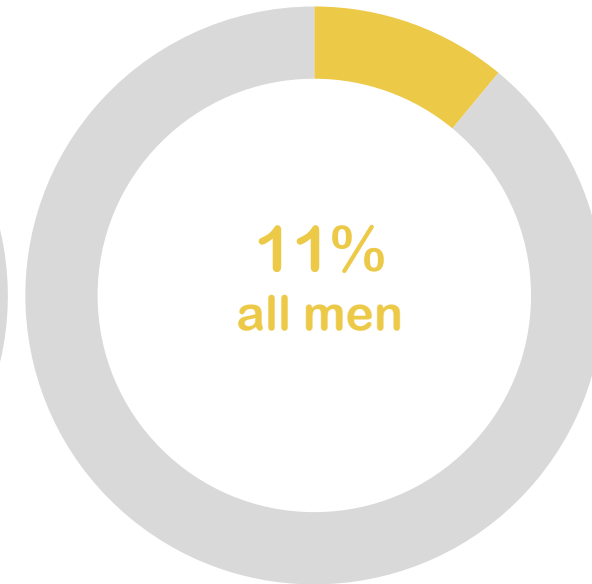
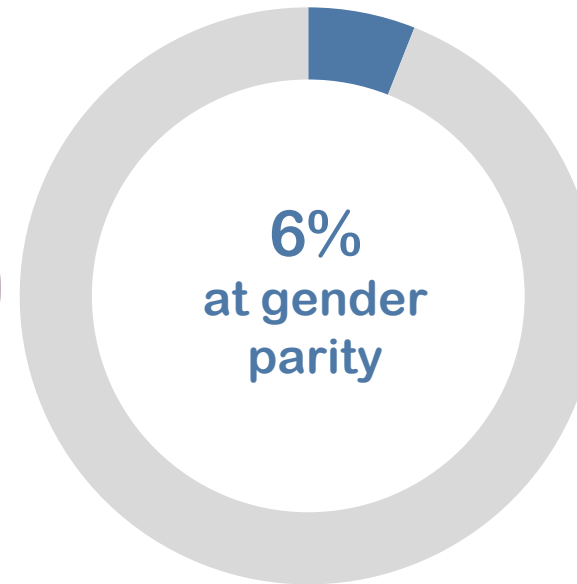
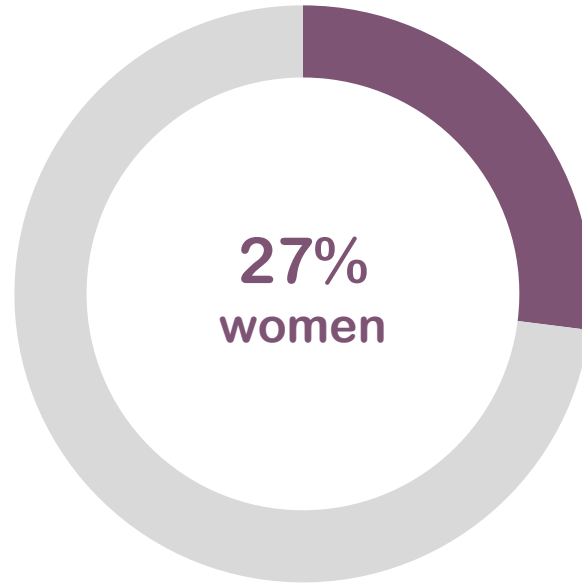
GENDER EQUALITY ON COVID-19 TASK FORCES: RESULTS



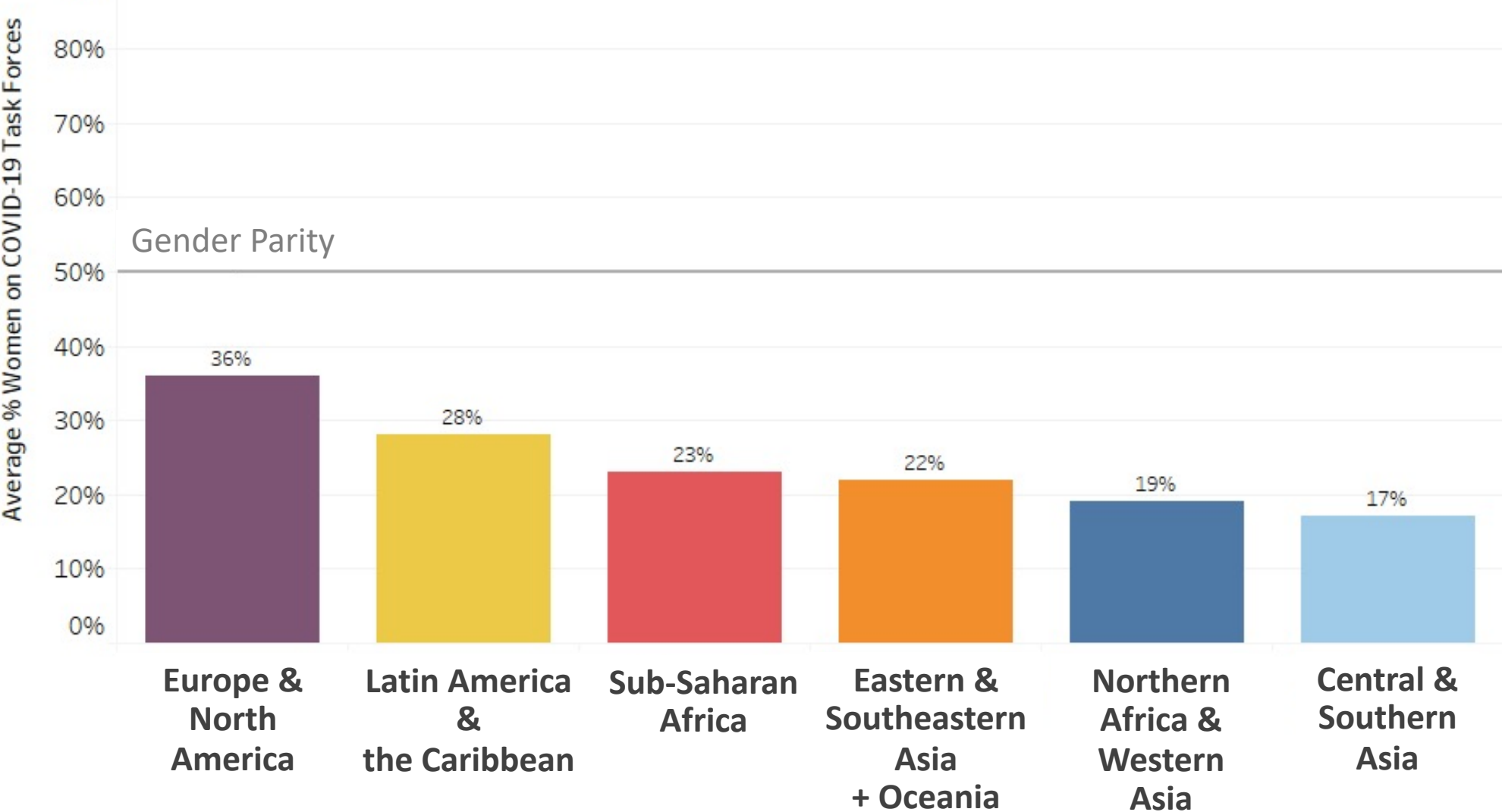
Leadership



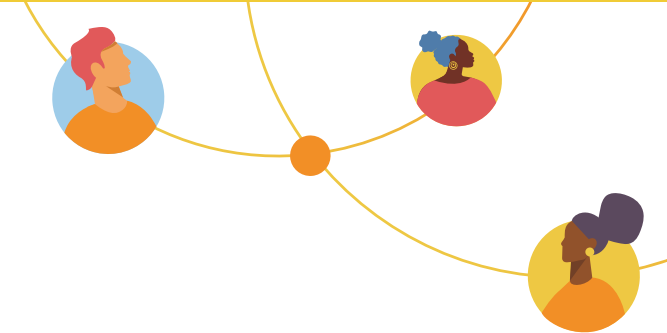
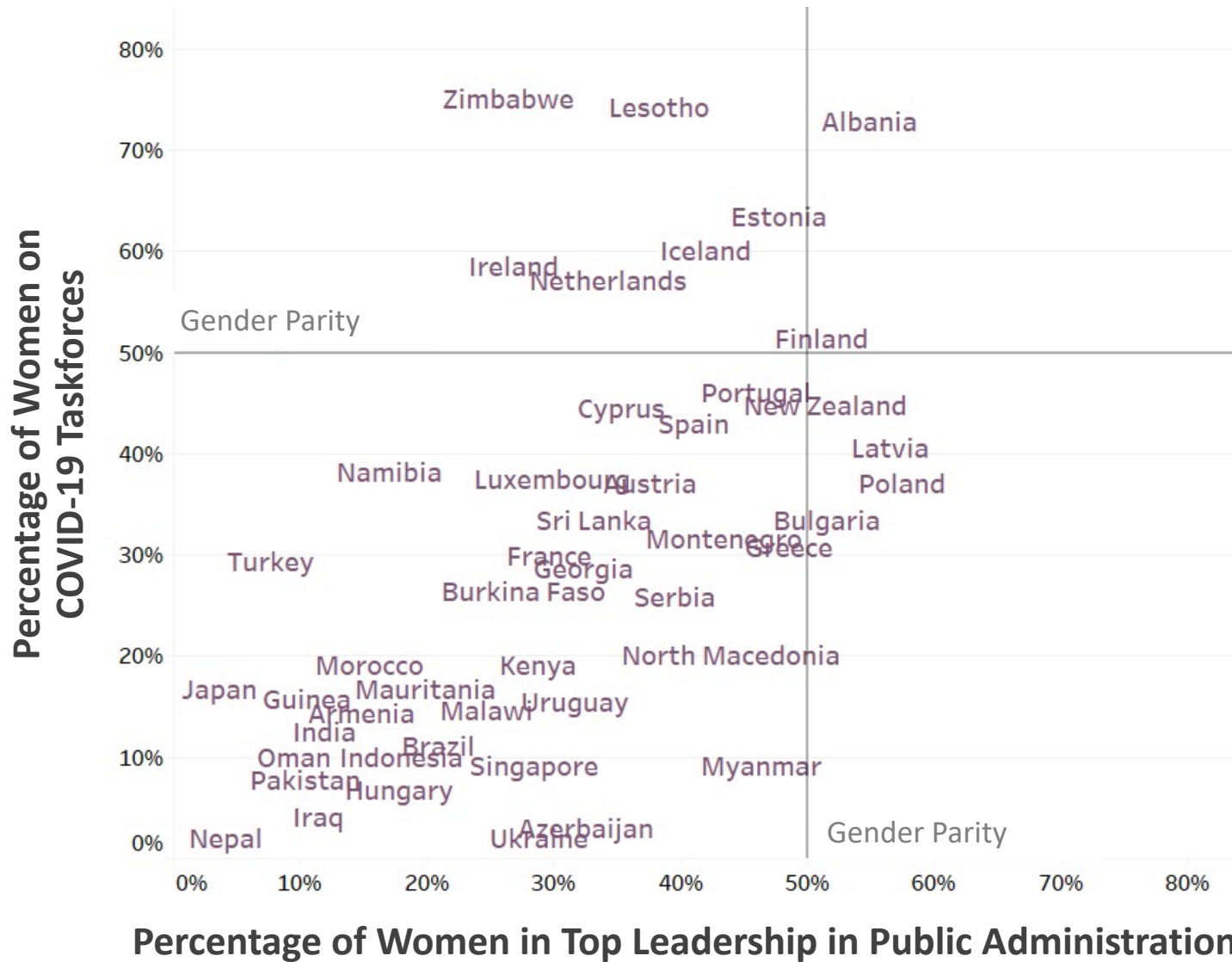
Membership



MEMBERSHIP ON COVID-19 TASKFORCE BY REGION



WOMEN TOP LEADERS IN PUBLIC ADMINISTRATION VS. WOMEN'S PARTICIPATION ON COVID-19 TASKFORCES



- Deficiencies in COVID-19 policies and policy-making processes have **exacerbated gender inequalities**
 - Public policies designed to assist women can **reproduce gender stereotypes** and roles that limit women's opportunities



OPPORTUNITIES



- Public administrations can **model new work-life policies** which can start to shift the current gendered care responsibility
- Develop a **pipeline of women in public administration leadership**



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)

