

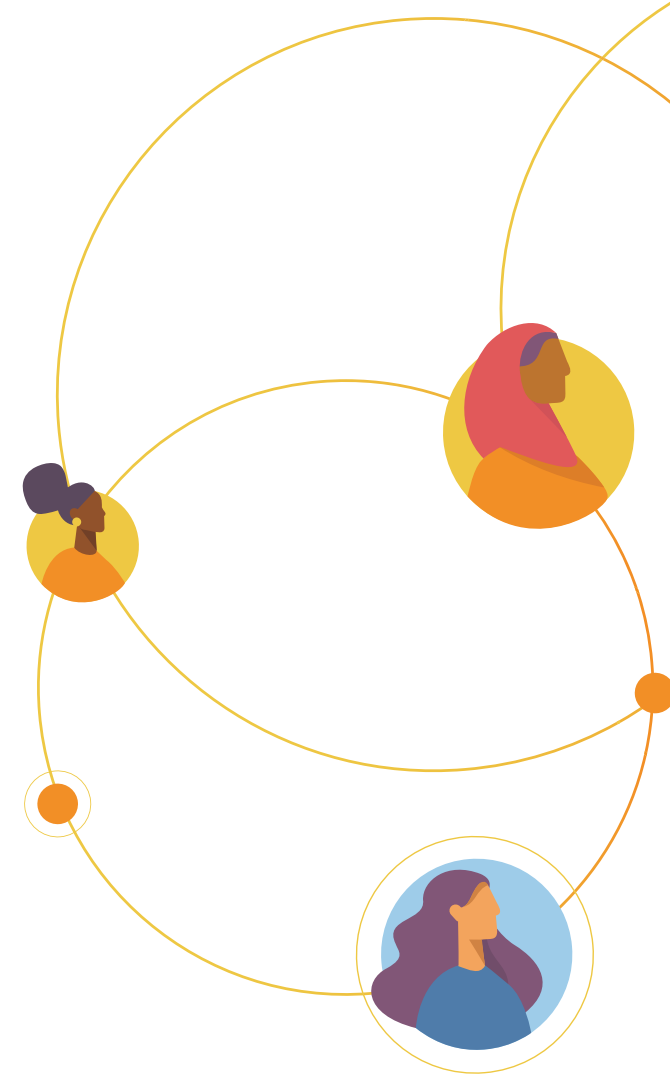
Gender Equality in Public Administration: Future Directions

Müge Finkel, [GIRL@Pitt](#)
Melanie M. Hughes, [GIRL@Pitt](#)
Raquel Lagunas, [UNDP](#)

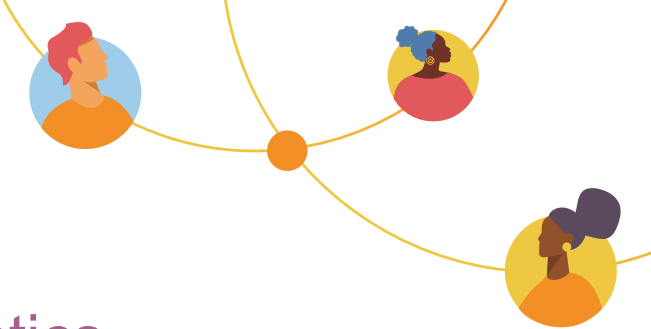


WHAT'S NEXT?

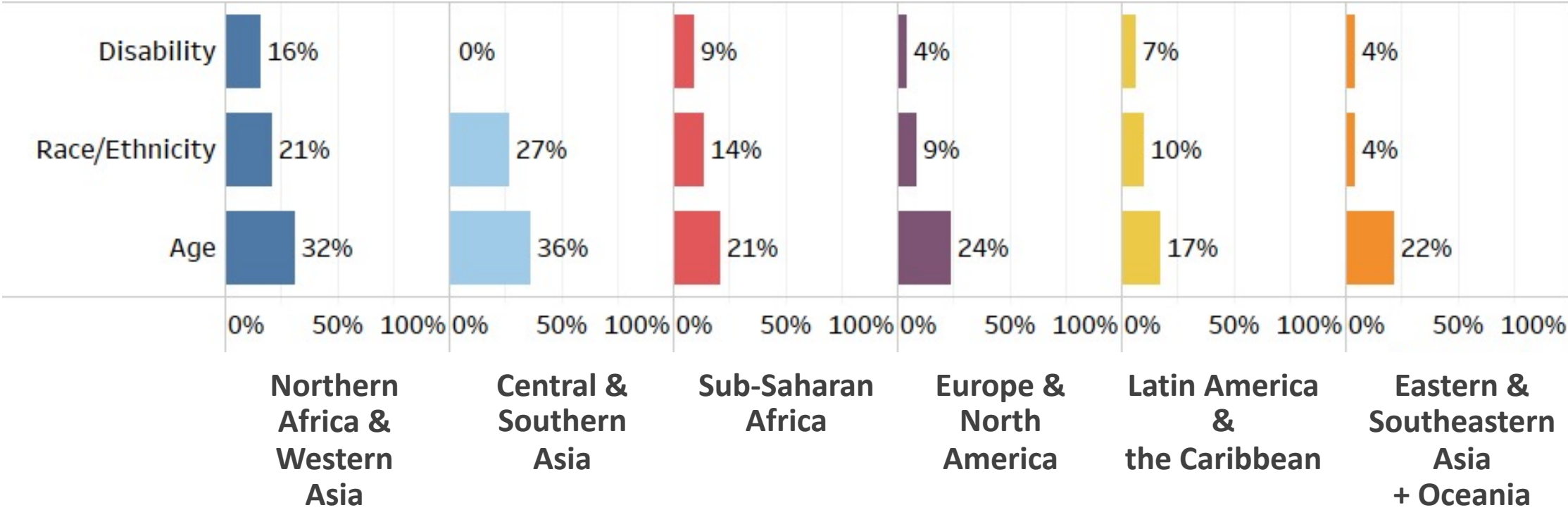
- **Intersectionality** in public administration
- **Gender Quotas / Temporary Special Measures (TSMs)** in public administration
- Public release of **Gen-PaCS**



INTERSECTIONALITY

- 
- **What is intersectionality?**
 - Describes how race, class, gender, and other characteristics intersect and overlap to shape experiences and outcomes
 - Recognizes differences within categories of ‘women’ and ‘men’
 - **Why is intersectionality important for public administration?**
 - Its potential is underexplored in existing scholarship and practice
 - Illuminates the multiple barriers to equal participation and representation

AVAILABILITY OF INTERSECTIONAL DATA



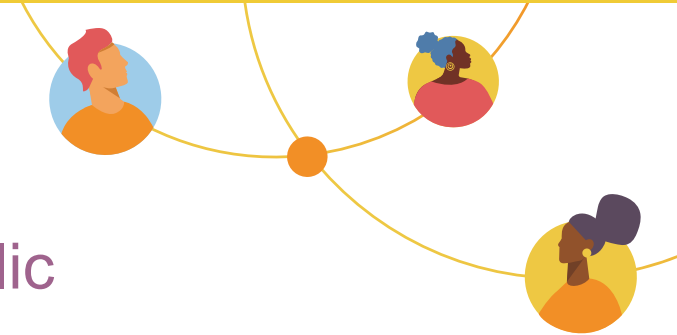
INTERSECTIONALITY: NEXT STEPS

- **SDG 16.7.1b** requires that statistics disaggregate public servants by sex and:
 - Administrative level
 - Occupational categories
 - Demographic characteristics (age, disability status, and population subgroup)
- Encourage governments to produce **more intersectional data and statistics**
- **Mainstream international perspective** into policymaking and practice

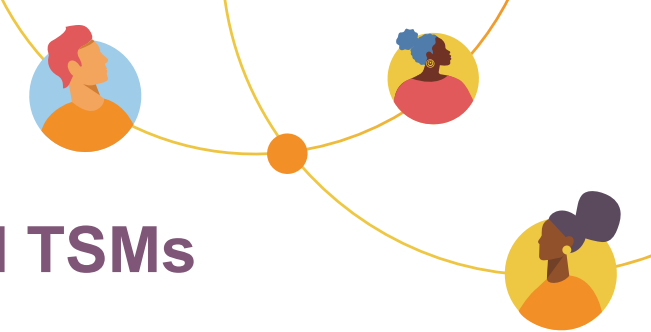


GENDER QUOTAS AND TSMs

- **Quotas and Temporary Special Measures (TSMs)** in public administration are underexplored
- Applying **gender quotas to public administration** introduces complexities
 - E.g., both appointees and career civil service

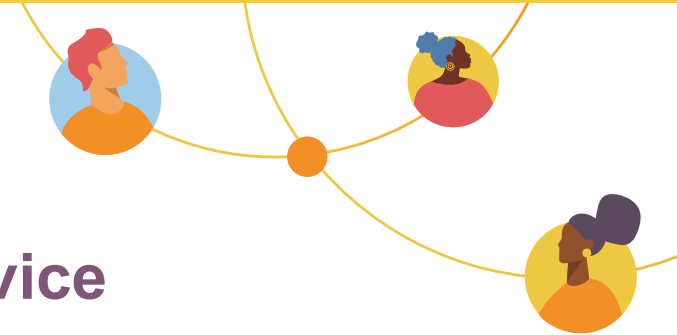


GENDER QUOTAS: NEXT STEPS

- 
- Next step for GIRL-UNDP collaboration: **Gender quotas and TSMs in public administration**
 - Where are they, what do they look like, and how do they vary across countries?
 - Which are successful at helping public institutions make progress towards gender parity?

RELEASING GEN-PACS

- We are preparing to release the **Gender Parity in Civil Service (Gen-PaCS) dataset** at www.girl.pitt.edu
- Our goal is to **ignite scholarly research and foster evidence-based policy solutions** towards gender equality, diversity and inclusion in public institutions



- **Promote synergies** with the broader gender equality agenda
- **Strengthen constitutional, legislative and policy frameworks**
- **Support institutional change** within public administration
- **Strengthen commitment to data availability** to track progress on women in decision-making in public service, SDG 16 and Agenda 2030
- **Build partnerships** for organizational change



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)

