



Roadblocks to Progress in Myanmar: Gender Equality in Public Administration (GEPA)

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Political Context

- 2003: 'Roadmap to Democracy' under the State Peace and Development Council (SPDC)
- Landmarks in Myanmar's reformed governance include a new Constitution, general and Parliament elections, legal reforms, establishment of institutions to protect constitutionally guaranteed fundamental human rights, and a prospective nationwide ceasefire agreement




Conflict Context

- 1. Militarization**
 - Under military rule between 1962 and the early 2000s
 - Government did not tolerate opposition parties and especially the National League for Democracy (NLD) most notably Daw Aung San Suu Kyi, 1991 Nobel Peace Prize Laureate, whose house arrest persisted on and off between 1989 to 2010
- 2. Ethnic Conflict**
 - Ongoing insurgency struggles between the State and peripheral groups since independence in 1948
 - Government has recently drafted a ceasefire with 16 groups
 - Currently, 809,000 Rohingya have been displaced in what the UN deems a 'textbook case of ethnic cleansing'

GEPA Data in Conflict Context

| Public Administration Data | | |
|----------------------------|-----------------------------|---|
| Year | Percentage of Females Total | Percentage of Females in Mid-Management |
| 2004-2005 | 46.7% | 31.0% |
| 2005-2006 | 49.6% | 35.4% |
| 2006-2007 | 49.7% | 34.1% |
| 2007-2008 | 50.4% | 34.7% |
| 2008-2009 | 51.4% | 32.6% |
| 2009-2010 | 51.7% | 36.4% |
| 2010-2011 | 52.4% | 36.9% |

Civil Service

- **Civil Service:** government employees including administration personnel, medical, and teachers (excludes armed forces and police) at national, regional, state, district, township, ward, and village levels
- **Mid-Management:** Director, Deputy Director, and Assistant Director
- **Union Civil Service Board:** main management body of the civil service (currently composed of all men) 
- Some civil service jobs are designated as "male-suitable"
- Most recruitment and promotion is based on merit but the **military can be exempted** by the government

Civil Service Reforms

Constitution (2008)

- Equal opportunities in public employment for citizens
- No legislation allowing for special temporary measures for women
- Prevents gender discrimination in the appointment or assignment of duties for civil service personnel
- Describes "male suitable" jobs
- Much of the Constitution refers to women as mothers




National Strategic Plan for the Advancement of Women 2013-2022

- Government commitment to address gender equality as a human right
- Takes on 12 areas of the Beijing Platform for Action and the facets of the Convention on the Elimination of All forms of Discrimination against Women (CEDAW)
- Outlines a need for increased involvement of women in public administration and decision-making positions, application of quotas, and sex-disaggregated data collection

Civil Service Reform Strategic Action Plan for Myanmar 2017-2020

- No special actions for increasing the number of women
- Focus area on merit-based and performance-driven culture and systems
- 3 performance indicators measuring the percentage change of women in the civil service and measures of women's inclusion in recruitment, promotion, and training

Glass Ceilings

| | |
|--|---|
| Women in Top Levels of Management |  |
| Women in Mid-Management |  |
| Women in Public Administration Overall |  |

1948:

Independence and armed ethnic conflict begins

1962 – early 2000s: Militarization begins

2000-2015: Ceasefires

2003: Road Map to Democracy

2008: New Constitution

2013-2022: National Strategic Plan for the Advancement of Women

2017: Rohingya Ethnic Cleansing

2017-2020: Civil Service Reform Strategic Plan