

South Africa: Women in Public Administration

Significant Improvement, But Still Not Equal

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SOUTH AFRICA'S LONG HISTORY OF STRIVING FOR A REPRESENTATIVE PUBLIC ADMINISTRATION FOR WOMEN

The adoption of a new constitution reforms the whole civil service.

1994

1998

The Employment Equity Act was

introduced to promote Black and

women participation in the labor

force.

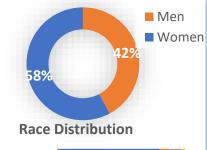
The Black Economic Empowerment Act specifically targeted Black South African participation in the workforce.

2003

2008

The Codes of Good Conduct were introduced to target black women employment.

GENDER REPRESENTATION IN PUBLIC ADMINISTRTAION IN 2018



Population 10% 60% 80% 100%

■ African ■ Coloured ■ White ■ Asian

(mixed-race) women and white women present at significantly lower levels, which are same with race distribution in the whole population.

service, with Coloured

Gender parity has been

achieved in public

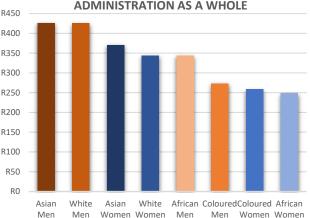
administration positions,

overall. In fact, the

population of women is

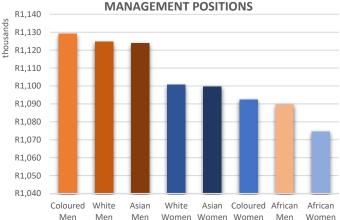
even larger than that of men. Black South Africans are the majority of the civil

MEAN SALARY BY RACE & GENDER IN PUBLIC ADMINISTRATION AS A WHOLE



Despite being the largest group in the civil service, African women earn the lowest salaries.

MEAN SALARY BY RACE & GENDER IN SENIOR



In senior management positions, African women on average earn significantly less and are concentrated in lower paying positions.

Overall Conclusion

Across public administration as a whole, gender and racial parity has been achieved. However, white men, who represent a minority in the population, still dominate the highest paying positions. Black women, on the other hand, make less money and are more heavily concentrated in lower level positions than any other group, despite being the most highly represented in the civil service.

