Gender Equality in Public Institutions: Monitoring Global Progress

A Workshop in Partnership between the United Nations Development Programme and the University of Pittsburgh

November 8-10, 2017
Pittsburgh, PA, USA

Co-sponsored by the Departments of Political Science and Sociology; African Studies Program, Center for Latin American Studies, and European Studies Center; and the Professor Saul M. Katz International Lectureship on Economic & Social Development
Workshop Objective

The Global Studies Center at the University of Pittsburgh, in collaboration with the United Nations Development Programme (UNDP), co-hosts The Gender Equality in Public Institutions workshop at the University of Pittsburgh on November 8-10, 2017. The workshop aims to convene scholars and practitioners to discuss and further global monitoring of women’s participation and leadership in public service. Specifically aligned with Sustainable Development Goal (SDG) 16 to “promote peaceful, just, and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable and inclusive institutions at all levels,” the workshop focuses on strategies and efforts to measure progress toward proportional representation of women in public institutions.

The University of Pittsburgh’s vision calls for research that increases global understanding and improves people’s lives by focusing on critical problems in the world. With that vision in mind, this workshop engages students and faculty to contribute to the advancement of gender equality in public institutions globally, and in partnership with UNDP and an international group of scholars and practitioners. The specific objectives of the workshop include a systemic study and discussion of varying practices in gendered public administration data collection, harmonization, and its effective translation into policy action. The workshop is also expected to provide feedback, and to help shape University of Pittsburgh researchers’ efforts as they continue to collect, analyze, and harmonize sex-disaggregated data both at the global level, and with a specific focus in conflict-affected countries. Finally, the workshop will launch the Gender Inequality Research Lab at Pitt (GIRL) as a sustainable research forum for scholars and practitioners to collaborate on policy-relevant research questions that impact broader issues of gender equality.

Gender Equality in Public Administration (GEPA) and the UNDP-University of Pittsburgh Collaboration

Public administration is the central arm of policy implementation, and in many countries is the largest employer. Yet, high-quality, publicly-available data on women and men working in public administration is often lacking. When data exist, differences in how governments define, measure, and report information complicate efforts to set standards and monitor progress worldwide. Since 2011, UNDP has been working to improve data availability and global monitoring through the GEPA initiative. These efforts align with the UN’s 2030 Agenda for Sustainable Development, most specifically SDG 16 and its target 16.7 for responsive, inclusive, participatory, and representative decision-making at all levels.

University of Pittsburgh researchers, as a Ford Institute for Human Security Graduate Student Working Group led by Drs. Müge Finkel and Melanie Hughes, have been assisting UNDP’s efforts to monitor women’s participation and leadership in public service since 2015. During the 2015-16 academic year, University of Pittsburgh researchers surveyed publicly available sex-disaggregated data in public administrations globally and identified elements of good tracking systems. The following year (2016-17), researchers analyzed public administration data that is further disaggregated by age, levels of government, and gender expression and sexual orientation. This academic year, 2017-18, the University of Pittsburgh GEPA research group is focusing on the analysis of sex-disaggregated data on public administrations in conflict-affected countries.
Gender Equality in Public Administration in Conflict-Affected Settings

The role of public administration in conflict-affected settings, both as a primary strategic vehicle through which peace agreements are implemented, and as the entity responsible for ensuring delivery of services in the transition from conflict, is understudied. Recent research by UNDP and the University of Pittsburgh GEPA group indicates that the under-representation of women in public administration leadership positions could be aggravated by armed conflict. As of September 2017, a review of public administrations in 13 conflict-affected countries showed that women held an average of only 21.3 per cent of decision-making positions. Only one of these countries, Colombia, came close reaching parity in leadership positions at 45 per cent.

The recent Global Study on the Implementation of Resolution 1325 (on women, peace and security) has called on the UN and its agencies to provide technical assistance to public administration reform with a view to helping governments achieve gender parity in the civil service. To promote progress towards this target on equal representation, the production of accurate gender statistics is critical. However, a global baseline for women in public administration does not yet exist, which in turn severely impedes the ability to assess the impact of gender equality in conflict-affected and post-conflict institutions.

University of Pittsburgh GEPA researchers and UNDP are forging a new research partnership to start to systematically track representation in public institutions with a particular focus on supporting gender equality in public administration in conflict-affected countries. First, the research team will collect information on data availability in conflict-affected settings. Second, the team proposes to showcase in-depth examples of if and how women’s participation as decision-makers in the public service impact the quality and sustainability of peace. The focus on the second day of the workshop thus aims to generate research questions that in turn can help formulate evidence-based strategies to increase women's participation and leadership in crisis and recovery settings.
Workshop Participants

Organizers
Dr. Müge Finkel, Global Studies Center 2017-18 Faculty Fellow, Graduate School of Public and International Affairs (GSPIA), University of Pittsburgh
Dr. Melanie Hughes, Associate Professor of Sociology, University of Pittsburgh
Gender Equality in Public Administration (GEPA) team, United Nations Development Programme (UNDP)
Rachel Vinciguerra & Tiffany Tse, Graduate Student Assistants, GSPIA, University of Pittsburgh

Katz Lecture in International Development and Keynote Speech
Sarah Poole, Deputy Assistant Administrator and Deputy Director of the Bureau for Policy and Programme Support, UNDP

Panelists
Dr. Caroline Louise Howard Grøn, Associate Professor of Political Science, University of Copenhagen, Denmark
Dr. Isabelle Schmidt, Executive Manager of Social Statistics, Statistics South Africa, Johannesburg, South Africa
Dr. Marika Morris, Adjunct Research Professor, School of Indigenous and Canadian Studies, Carleton University, Ottawa, Canada
Dorcas Nabukwasi, Statistician, Social Statistics, Uganda Bureau of Statistics, Kampala, Uganda
Cassandra Pagan-Araujo, Global Women’s Leadership Initiative Index Specialist, Woodrow Wilson Center, DC
Catie Lott, Office Director, Democracy, Human Rights, and Governance, USAID/Tanzania, Dar es Salam, Tanzania
Dr. Jairo Acuña-Alfaro, Policy Advisor on Core Government Functions and Public Service Excellence, Bureau for Policy and Programme Support, UNDP
Andrea Piñeros-López, Office of Civil Service, Bogota, Colombia
Dr. Gabrielle Bardall, Senior Gender Specialist, International Foundation for Electoral Systems (IFES), DC
Dr. Jennifer Murtazashvili, Associate Professor of International Development, GSPIA, University of Pittsburgh
Dr. Kristine Eck, Director of the Uppsala Conflict Data Program (UCDP) and Associate Professor, Department of Peace and Conflict Research, Uppsala University, Sweden

Moderators
Dr. Müge Finkel, Global Studies Center 2017-18 Faculty Fellow, Graduate School of Public and International Affairs (GSPIA), University of Pittsburgh
Dr. Melanie Hughes, Associate Professor of Sociology, University of Pittsburgh
Dr. Taylor Seybolt, Director of Ford Center for Human Security and Associate Professor of International Affairs, GSPIA, University of Pittsburgh
Pelle Lütken, Policy Specialist, Governance and Peacebuilding Cluster, UNDP
Nana N’dow, International Consultant, Gender Equality in Public Administration, UNDP
Brittany Duncan, International Consultant, Gender Equality in Public Administration, UNDP

Student Presenters
Tahirih Annis-Christy, Francesca Baisden, Elisabeth Benfield, BeLinda Berry, Shelby Clark, Raymond Cunningham, Leah De Hoet, Brooke Gwin, Megan Harris, Miranda Hogsett, Alexis McMaster, Dao Nguyen, Katherine Schaeffer, Julie Shuff, Katelyn Sives, Priyanka Srinivasa, Veronica Trimmino Marroquin, Tiffany Tse, Rachel Vinciguerra, Brittany Weaver, Moshe Wolf, Mallory Womble, Xuyue (Olivia) Xu, Ziyi Yang, Tongyu Yi, and Weikun (Amadea) Zhang

Gender Equality in Public Institutions Workshop, University of Pittsburgh, November 8-10, 2017
## Schedule

### Day 1: Wednesday, November 8, 2017

**Opening Reception, Babcock Room, Cathedral of Learning, University of Pittsburgh**
Launch of the Gender Inequality Research Lab (GIRL) (by invitation only)

### Day 2: Thursday, November 9, 2017

**Gender Equality in Public Institutions:**
A Global Focus on Gendered Data Availability and Harmonization
Twentieth Century Club, 3rd Floor

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:15am</td>
<td><strong>Coffee and Registration</strong></td>
<td></td>
</tr>
<tr>
<td>8:45am</td>
<td><strong>Introductions</strong></td>
<td>Dr. Michael Goodhart, Director, Global Studies</td>
</tr>
<tr>
<td>9:00am</td>
<td></td>
<td>Dr. Taylor Seybolt, Director, Ford Institute for Human Security</td>
</tr>
<tr>
<td>9:00am</td>
<td><strong>Katz Lecture and Keynote</strong></td>
<td>Sarah Poole, Deputy Assistant Administrator, United Nations Development Programme (UNDP)</td>
</tr>
<tr>
<td>9:45am</td>
<td></td>
<td>“Shining a Light on Decision-making in Public Institutions: Reflections on SDG Data to Fuel Women’s Empowerment in the Public Service”</td>
</tr>
<tr>
<td>9:45am</td>
<td><strong>Goals for this Workshop and Beyond</strong></td>
<td>Dr. Müge Finkel &amp; Dr. Melanie Hughes, University of Pittsburgh</td>
</tr>
<tr>
<td>10:00am</td>
<td></td>
<td>Pelle Lütken, UNDP</td>
</tr>
<tr>
<td>10:15am</td>
<td><strong>Session 1:</strong> Engendering Public Administration Data</td>
<td>Panelists:</td>
</tr>
<tr>
<td>12:30pm</td>
<td><strong>Working Lunch</strong></td>
<td>GEPA Working Group Students</td>
</tr>
<tr>
<td>12:15pm</td>
<td></td>
<td>Lunch will be provided to those who RSVP to <a href="mailto:DRC51@pitt.edu">DRC51@pitt.edu</a> by Friday, November 3, at noon</td>
</tr>
<tr>
<td>2:15pm</td>
<td><strong>Session 2:</strong> Data Harmonization Globally</td>
<td>Panelists:</td>
</tr>
<tr>
<td>6:00pm</td>
<td><strong>Dinner</strong></td>
<td>Invited Guests</td>
</tr>
</tbody>
</table>

Gender Equality in Public Institutions Workshop, University of Pittsburgh, November 8-10, 2017
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:00am</td>
<td>Coffee and Registration</td>
<td></td>
</tr>
<tr>
<td>9:30am</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| 9:30am   | **Session 3: Gendered Data in Conflict-Affected Countries: Availability and Strategies** | **Panelists:** Andrea Piñeros-López, Colombia  
Dr. Gabrielle Bardall, IFES  
Dr. Jennifer Murtazashvili, University of Pittsburgh  
Dr. Kristine Eck, Uppsala University, Sweden  
**Moderators:** Dr. Taylor Seybolt, GSPIA, University of Pittsburgh  
Nana N’dow, UNDP |
| 11:30am  |                                             |                                              |
| 12:00pm  | **Working Lunch**                          | Capstone & GEPA Working Group Students Lunch will provided to those who RSVP to DRC51@pitt.edu by Friday, November 3, at noon |
| 1:30pm   |                                             |                                              |
| 1:45pm   | **Break-Out Sessions and Conclusions:**     | **Moderators:** Dr. Müge Finkel, University of Pittsburgh  
Dr. Melanie Hughes, University of Pittsburgh  
Pelle Lütken, UNDP  
Nana N’dow, UNDP |
| 3:30pm   | **Closing Remarks**                        | Dr. Müge Finkel, University of Pittsburgh  
Dr. Melanie Hughes, University of Pittsburgh  
Pelle Lütken, UNDP |
| 3:45pm   |                                             |                                              |
| 6:30pm   | **Dinner**                                 | Invited Guests                               |