United Nations | Department of Economic and Social Affairs

5 GENDER EQUALITY

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

UNDP

DATA & EVIDENCE

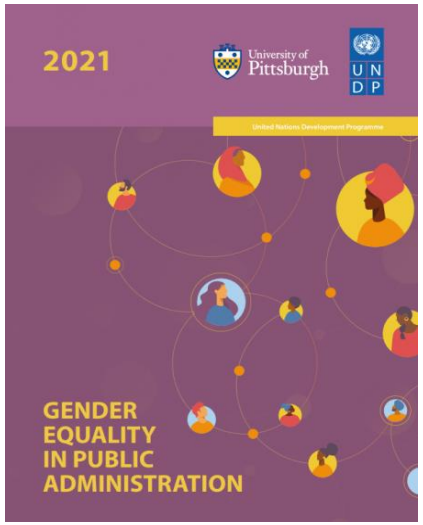
Promoting the Presence and Leadership of Women in Public Institutions at the National and Local Levels in Asia and the Pacific

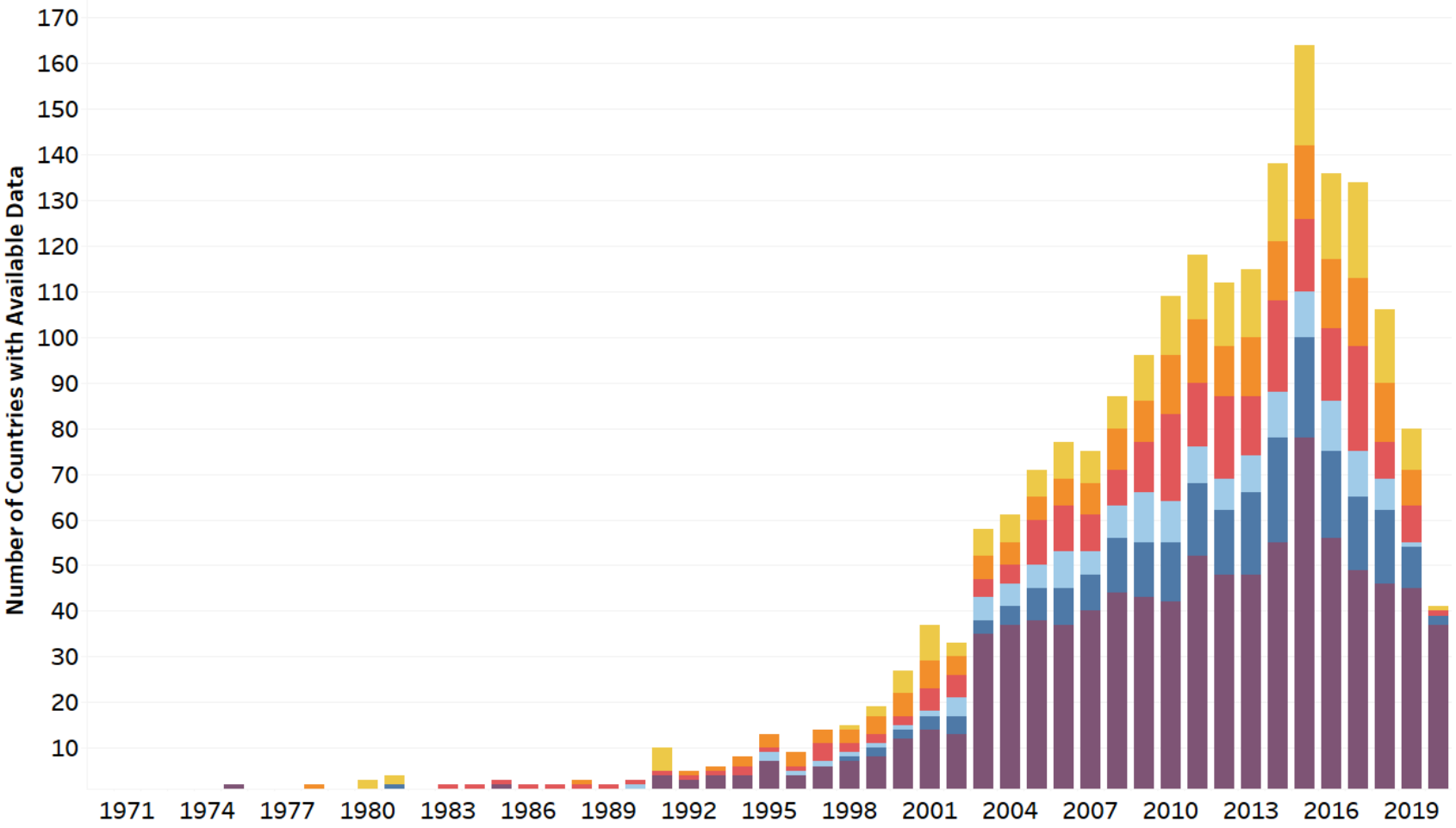
Regional Workshop, 22-25 April, 2024, Bangkok, Thailand

PUBLICLY AVAILABLE SEX-DISAGGREGATED DATA IS NECESSARY FOR EVIDENCE BASED POLICYMAKING

- To identify gender gaps in public institutions
- To analyze glass walls
- To analyze glass ceilings
- To develop SMART indicators for measuring progress
- For accountability and transparency
- To address these gaps with intentional policy
- To remain committed to SDGs

UNDP-GEPA initiative & Gen-PaCS Data Set at GIRL

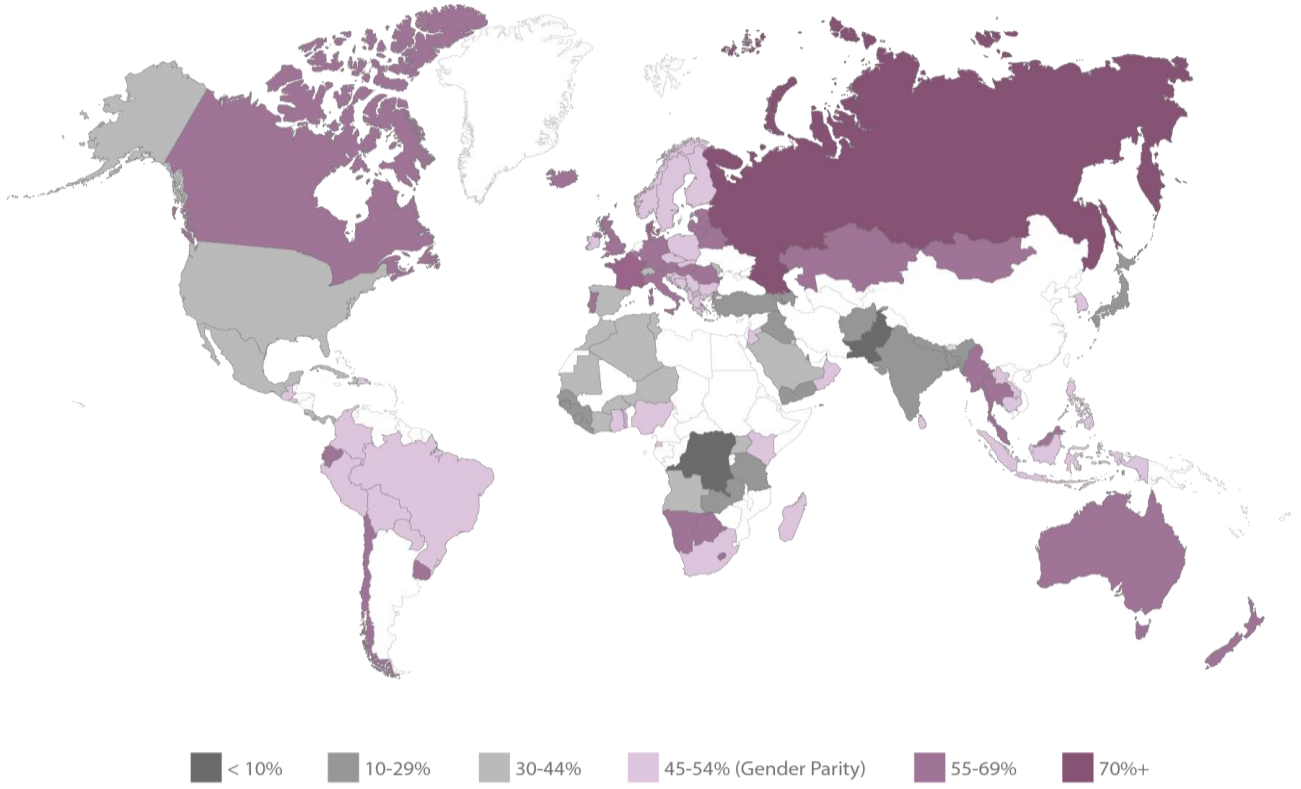




WOMEN'S PARTICIPATION IN PA GLOBALLY

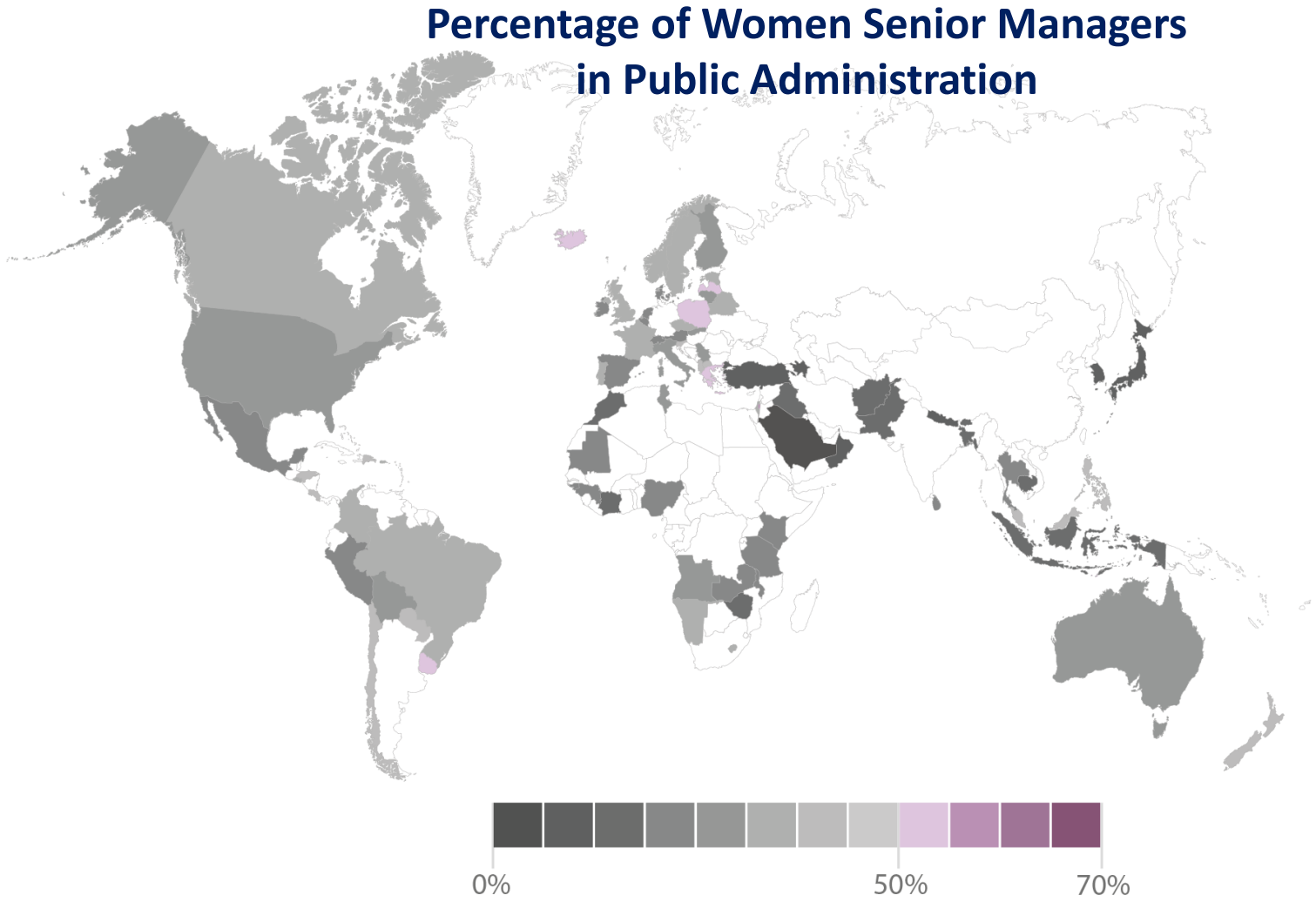
- Average: **46% women**
- **32%** of countries at or near **gender parity**
- Ranges from **6%** to **77% across the globe**

Percentage of Women Employees in Public Administration in 139 Countries



WOMEN IN LEADERSHIP POSITIONS GLOBALLY

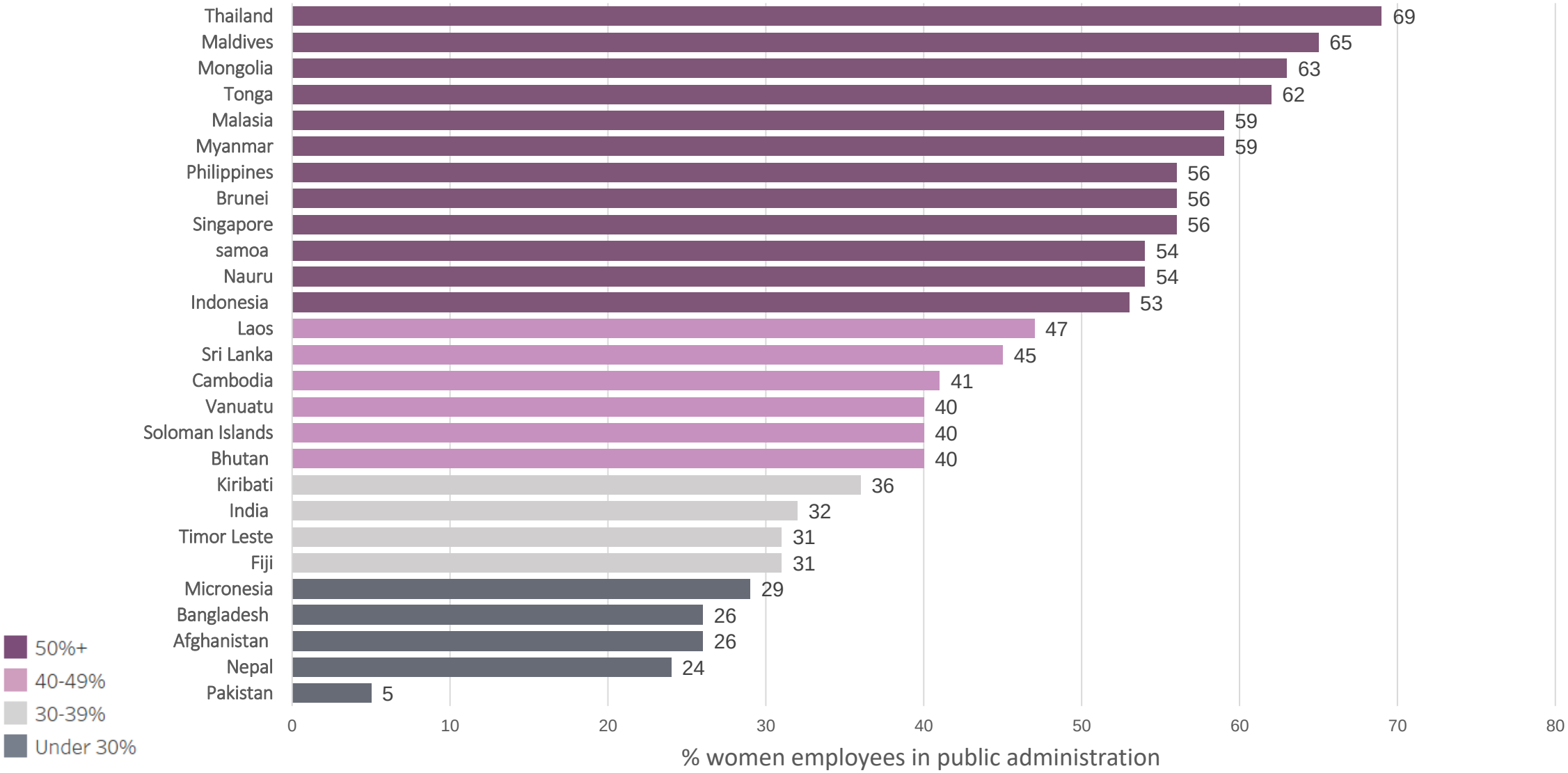
- Average: **30% women**
- Only **5 countries** exceed **50% women**
- Ranges from **1%** to **54%**



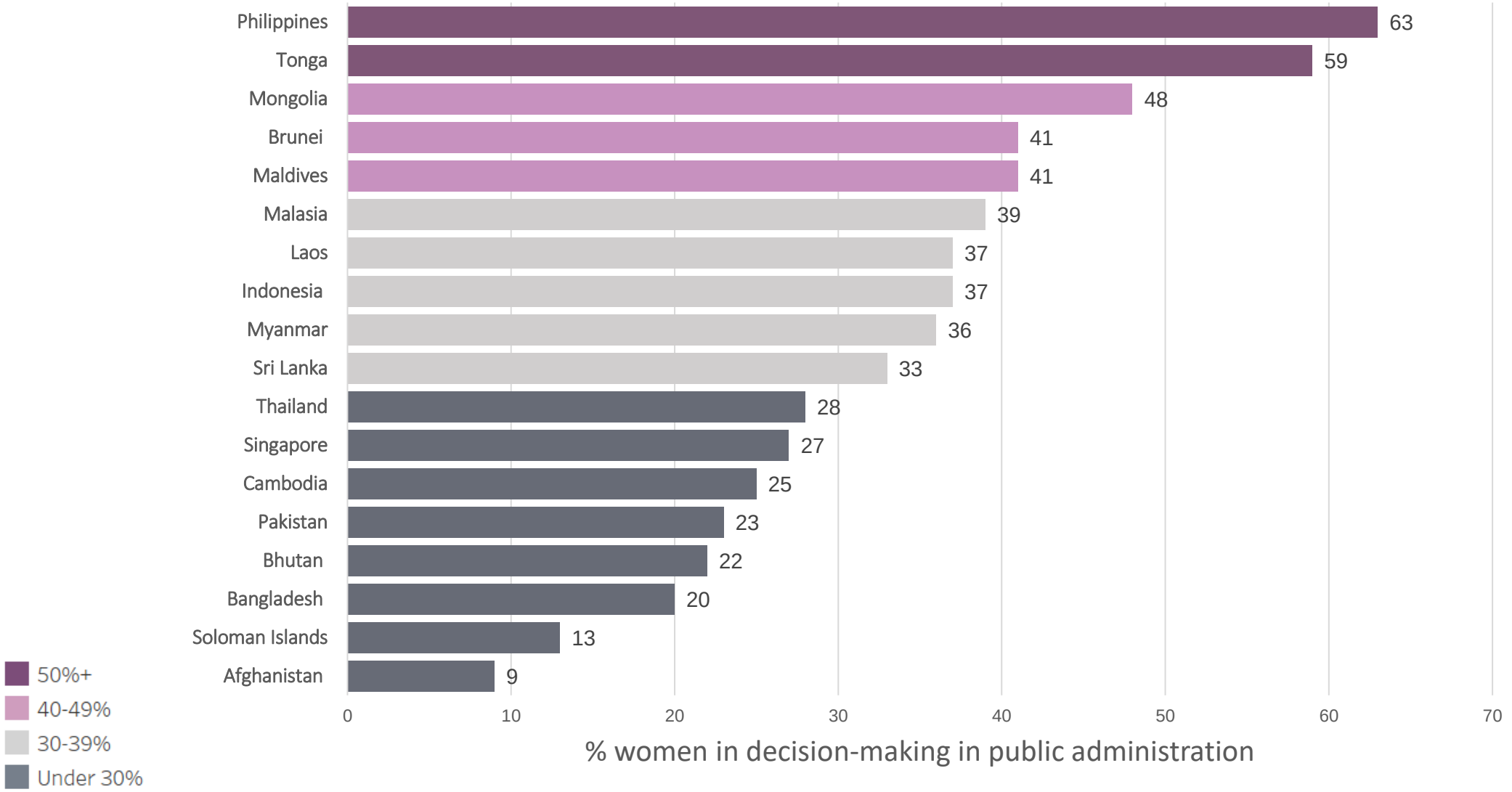
Current Status of Gender Equality in Public Administration:

ASIA and PACIFIC

SHARE OF WOMEN EMPLOYEES IN PUBLIC ADMINISTRATION IN ASIA PACIFIC



SHARE OF WOMEN IN DECISION-MAKING IN PUBLIC ADMINISTRATION IN ASIA PACIFIC



When we have good quality data gender gaps become visible and policy options become attainable.

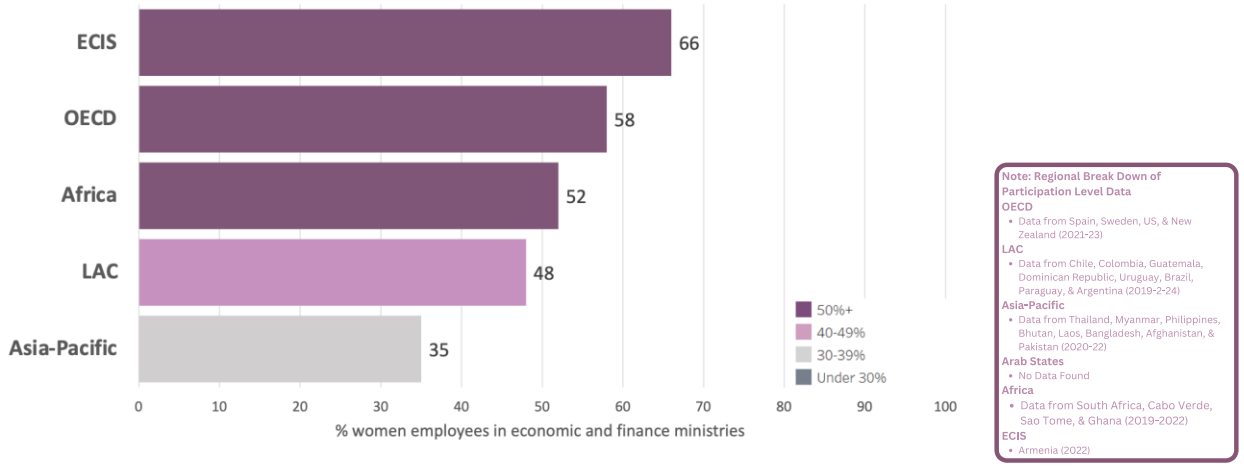
WHEN SEX-DISAGREGATED DATA EXISTS ACROSS DECISION-MAKING LEVELS AND ACROSS POLICY AREAS: For example, Economic and Finance Ministries

Globally, women make up 36 percent of decision makers in economic and finance ministries.

*The global data is taken from an average of decision making data from OECD, LAC, Asia-Pacific, Arab States, and Africa.

WE CAN VISUALIZE and COMPARE: MAKES LEARNING FROM GOOD PRACTICES POSSIBLE (But too few countries make such data publicly available!)

SHARE OF WOMEN EMPLOYEES IN ECONOMIC & FINANCE MINISTRIES



Note: Regional Break Down of Participation Level Data

OECD
- Data from Spain, Sweden, US, & New Zealand (2021-23)

LAC
- Data from Chile, Colombia, Guatemala, Dominican Republic, Uruguay, Brazil, Paraguay, & Argentina (2019-2-24)

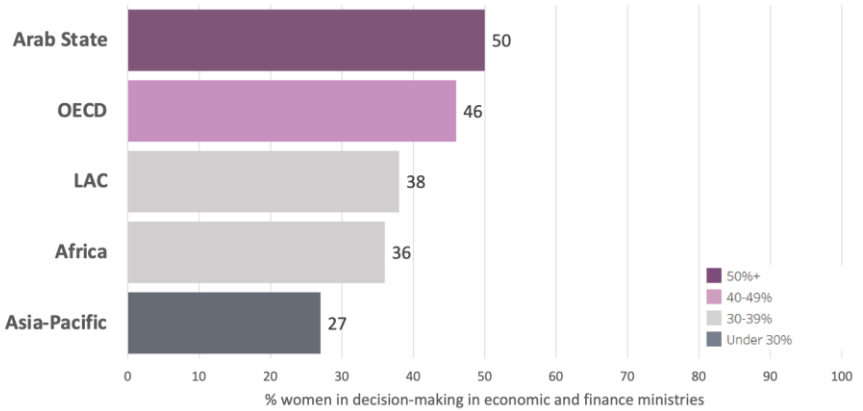
Asia-Pacific
- Data from Thailand, Myanmar, Philippines, Bhutan, Laos, Bangladesh, Afghanistan, & Pakistan (2020-22)

Arab States
- No Data Found

Africa
- Data from South Africa, Cabo Verde, Sao Tome, & Ghana (2019-2022)

ECIS
- Armenia (2022)

SHARE OF WOMEN IN DECISION MAKING IN ECONOMIC & FINANCE MINISTRIES



Note: Regional Break Down of Decision Making Level Data

OECD
- Data from UK, US, & New Zealand (2021-23)

LAC
- Data from Colombia & Argentina (2022)

Asia-Pacific
- Data from Thailand, Myanmar, Bangladesh, Afghanistan, Pakistan, & Cambodia (2019-22)

Arab States
- Data from Tunisia (2023)

Africa
- Data from Sao Tome, Cote d'Ivoire, Mauritius (2020-22)

ECIS
- No data found

2030 DEVELOPMENT AGENDA

Anchored into the **2030 Development Agenda**

- Indicator 16.7.1b: measures the proportionality of women's representation at all levels of the public service [proportions of positions (by age group, sex, persons with disabilities and population groups) in public institutions (national and local), including the public service, compared to national distributions.]

- Transparency is an important pillar of accountability and is strengthened with gender-disaggregated data.

Good Practices

DATA AND EVIDENCE BASED ANALYSES

The 2021-2026 **Australian** Public Service Gender Equality Strategy asks agencies to "progressively build their capacity and capability to collect, analyse and publish (internally) gender disaggregated data across all people-metrics, as well as data disaggregated by other diversity and inclusion variables." This data is deemed necessary to support agencies to better target their gender equality initiatives.

UK's 2022-2025 Civil Service Diversity and Inclusion Strategy aims for developing new and innovative data, in addition to gender disaggregated, to help unpack intersectional features of diversity. Using data, the Strategy aims to measure the Civil Service workforce diversity by grade, location, department and profession.

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THANK YOU.