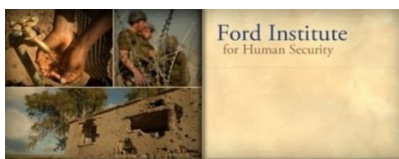

Gender Equality in Public Institutions: Monitoring Global Progress

University of Pittsburgh - UNDP Workshop

Wednesday, November 8 – Friday, November 10, 2017
Pittsburgh, PA



Agenda

Workshop Objective

The *Gender Equality in Public Institutions* workshop will convene academics, practitioners, and experts to further global monitoring of women's participation and leadership in public service. The workshop will focus specifically on Sustainable Development Goal (SDG) indicator 16.7.1, which measures progress toward proportional representation in public institutions to promote peaceful, just, and inclusive societies.

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. This workshop will allow students and faculty to do just that as they contribute to the advancement of gender equality in collaboration with international partners. The workshop has the following objectives:

- Provide a forum for dialogue between academics and practitioners around gender equality in public administration
- Support ongoing efforts by the United Nations Development Programme (UNDP) and a team of researchers at the University of Pittsburgh to collect, analyze, and harmonize relevant data worldwide and, in particular, in conflict-affected countries
- Launch the Gender Inequality Research Lab (GIRL) at Pitt as a connecting point between researchers and policy-makers focused on broader issues of gender inequality

Gender Equality in Public Administration (GEPA) and the UNDP-Pitt 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 lacking. Even 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. Their efforts also 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, in a Ford Institute for Human Security 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.

- In year one, Pitt researchers established where publicly available, sex-disaggregated data exists in public administrations globally and identified elements of good tracking systems.
- In year two, Pitt researchers examined further disaggregation in countries with gendered data including age, level of government, gender expression, and sexual orientation.
- In this, our third year, our focus will be on conflict-affected countries.

Gender Equality in Public Administration in Conflict Affected Settings

Progress towards gender equality in public administration may face particular challenges in countries affected 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 public administration leadership 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. As a first step to assessing and promoting progress made to reach this ambitious target on equal representation, the production of accurate and timely gender statistics is critical. However, a global baseline for women in public administration does not yet exist, severely impeding the ability to assess the ways that armed conflict shapes women's access to public administration leadership, and the impact of greater gender equality on conflict-affected and post-conflict institutions.

It is against this backdrop that likeminded partners such as the University of Pittsburgh and UNDP are forging new partnerships across sectors to rethink and reinforce efforts to systematically track representation in public institutions with a particular focus on supporting gender equality in public administration in conflict-affected countries. The resulting data will help formulate evidence-based policies and strategies for increasing women's participation and leadership in recovery settings. The focus of Day 3 of the workshop will fit squarely within, and contribute to, that objective.

Format of the Event

The event will adopt the following format (see the tentative agenda below for further details):

- Launch of the Gender Inequality Research Lab, GIRL, at the University of Pittsburgh
- Keynote address from UNDP leadership
- Panel discussions on best-practices in collecting and harmonizing gendered data
- Panel discussions on data availability and collection capacity in conflict-affected countries
- Strategic planning for UNDP and Pitt GEPA Working Group

Tentative Agenda

Day 1: Wednesday, November 8, 2017

- 2:30-4:00 Expert Meeting on Institutionalizing GIRL (by invitation only)
4:30-6:00 Opening Reception, Babcock Room, Cathedral of Learning, University of Pittsburgh
Launch of the Gender Inequality Research Lab (GIRL)
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Day 2: Thursday, November 9, 2017

Gender Equality in Public Institutions:
A Global Focus on Gendered Data Availability and Harmonization
The Twentieth Century Club

- 8:30-9:00 Coffee and Registration
- 9:00-9:30 **Keynote:** Gender Equality in Public Administration and SDGs
United Nations Development Programme, Leadership
- 9:30-10:00 Goals for this Workshop and Beyond
Drs. Müge Finkel & Melanie Hughes, University of Pittsburgh & UNDP Team
- 10:00-11:45 **Session 1:** Generating Gendered Data Globally: Adopting Best Practices
- Focus:* What drives best practices in collecting and analyzing sex-disaggregated data at the national level? What can be adopted and replicated from your experiences in settings where resources and capacities may be limited?
- 12:00-1:30 **Lunch**
University of Pittsburgh GEPA Working Group Presentation: Tracking Gender Equality in Public Administration Worldwide
- 1:45-3:30 **Session 2:** Data Harmonization Globally: Comparing Apples to Oranges
- Focus:* What are the best strategies and examples to address the data harmonization challenges of measuring gender equality in leadership across countries?
- 6:00-8:00 **Dinner**

Day 3: Friday, November 10, 2017
Gender Equality in Public Institutions: Focus on Conflict-Affected Countries
The Twentieth Century Club

8:30-9:00 Coffee

9:00-11:45 **Session 3:** Gendered Data in Conflict-Affected Countries: Availability and Strategies

Focus: What drives and facilitates successful data collection efforts in conflict-affected settings?

12:00-1:30 **Lunch**

Graduate Capstone Student Poster Session: Gender Equality in Public Administration in Conflict-Affected Countries

1:45-3:30 **Break-Out Sessions and Conclusions:** Developing Research Questions and Identifying Strategies towards an Effective Collaboration

Focus: Given the insights provided by panelists, researchers, and practitioners at this workshop, what can the GEPA Working Group at the University of Pittsburgh undertake in the next five months and beyond that would make the greatest impact on monitoring global progress and policy in this area? What research questions are worth asking and can be realistically addressed within the next five months? Next year?