
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;
Graduate School of Public and International Affairs; 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 and Assistant Professor, Graduate School of Public and International Affairs (GSPIA), University of Pittsburgh

Dr. Melanie Hughes, Associate Professor, Department of Sociology, University of Pittsburgh

Gender Equality in Public Administration (GEPA) Team, United Nations Development Programme (UNDP)
Global Studies Center, University of Pittsburgh

Katz Lecture in International Development and Keynote Speech

Sarah Poole, Deputy Assistant Administrator and Deputy Director, Bureau for Policy and Programme Support (BPPS), UNDP

Panelists

Dr. Jairo Acuña-Alfaro, Policy Advisor, Responsive and Accountable Institutions, Governance and Peacebuilding Cluster, BPPS, UNDP

Dr. Gabrielle Bardall, Senior Gender Specialist, International Foundation for Electoral Systems (IFES), Washington, D.C.

Dr. Kristine Eck, Director of the Uppsala Conflict Data Program (UCDP), Associate Professor, Department of Peace and Conflict Research, Uppsala University, Sweden

Dr. Caroline Louise Howard Grøn, Associate Professor, Department of Political Science, University of Copenhagen, Denmark

Catherine Lott, Office Director, Democracy, Human Rights, and Governance, USAID, Dar es Salaam, Tanzania

Dr. Marika Morris, Adjunct Research Professor, School of Indigenous and Canadian Studies, Carleton University, Ottawa, Canada

Dr. Jennifer Murtazashvili, Associate Professor, GSPIA, University of Pittsburgh

Dorcas Nabukwasi, Statistician, Social Statistics, Uganda Bureau of Statistics, Kampala, Uganda

Cassandra Pagan-Araujo, Data Technical Expert, Global Women's Leadership Initiative Index, The Woodrow Wilson Center, Washington, D.C.

Andrea Piñeros-López, Coordinator of the Information System in Public Administration, Office of Civil Service, Bogotá, Colombia

Dr. Isabelle Schmidt, Chief Director of Social Statistics, Statistics South Africa, Johannesburg, South Africa

Moderators

Brittany Duncan, International Consultant, Gender Equality in Public Administration (GEPA), UNDP

Dr. Müge Finkel, Global Studies Center 2017-18 Faculty Fellow and Assistant Professor, GSPIA, University of Pittsburgh

Dr. Melanie Hughes, Associate Professor, Department of Sociology, University of Pittsburgh

Pelle Møller Lütken, Policy Specialist, Responsive and Accountable Institutions, Governance and Peacebuilding Cluster, BPPS, UNDP

Nana N'dow, International Consultant, Gender Equality in Public Administration (GEPA), Responsive and Accountable Institutions, Governance and Peacebuilding Cluster, BPPS, UNDP

Dr. Taylor Seybolt, Director of the Ford Institute for Human Security, Associate Professor, GSPIA, University of Pittsburgh

Ford Institute for Human Security Organizing Team

Diane Roth Cohen, Assistant Director, Ford Institute for Human Security, GSPIA, University of Pittsburgh

Tiffany Tse & Rachel Vinciguerra, Graduate Student Research Associates, GSPIA, University of Pittsburgh

Student Presenters

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

Schedule

Day 1: Wednesday, November 8, 2017

Launch of Gender Inequality Research Lab (GIRL) at Pitt
Babcock Room, Cathedral of Learning, University of Pittsburgh

4:30pm - 6:00pm	Opening Reception	Launch of Gender Inequality Research Lab (GIRL) at Pitt (by invitation only)
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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

Time	Event	Details
8:15am - 8:45am	Coffee and Registration	
8:45am - 9:00am	Introductions	Dr. Michael Goodhart, Director, Global Studies Center Dr. Taylor Seybolt, Director, Ford Institute for Human Security Dr. Müge Finkel, Global Studies Center Faculty Fellow
9:00am - 9:45am	Katz Lecture and Keynote	Sarah Poole, Deputy Assistant Administrator and Deputy Director, UNDP "Shining a Light on Decision-Making in Public Institutions: Reflections on SDG Data to Fuel Women's Empowerment in the Public Service"
9:45am - 10:00am	Goals for this Workshop and Beyond	Dr. Müge Finkel, University of Pittsburgh Dr. Melanie Hughes, University of Pittsburgh Pelle Lütken, UNDP
10:15am - 12:15pm	Session 1: Engendering Public Administration Data	Panelists: Dr. Caroline Grøn, University of Copenhagen, Denmark Dr. Isabelle Schmidt, Statistics South Africa, South Africa Dr. Marika Morris, Carleton University, Canada Dorcas Nabukwasi, Uganda Bureau of Statistics, Uganda Moderators: Dr. Müge Finkel, University of Pittsburgh Pelle Lütken, UNDP
12:30pm - 2:00pm	Working Lunch: University of Pittsburgh GEPA Working Group Presentation	GEPA Working Group Students (lunch provided for registrants only)
2:15pm - 4:00pm	Session 2: Data Harmonization Globally	Panelists: Cassandra Pagan-Araujo, Wilson Center, D.C. Dr. Jairo Acuña-Alfaro, UNDP Catherine Lott, USAID, Tanzania Moderators: Dr. Melanie Hughes, University of Pittsburgh Brittany Duncan, UNDP
6:00pm	Dinner	Invited Guests

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

Time	Event	Details
9:00am - 9:30am	Coffee and Registration	
9:30am - 11:30am	Session 3: Gendered Data in Conflict-Affected Countries: Availability and Strategies	Panelists: Andrea Piñeros-López, Office of Civil Service, Colombia Dr. Gabrielle Bardall, IFES, D.C. Dr. Jennifer Murtazashvili, University of Pittsburgh Dr. Kristine Eck, Uppsala University, Sweden Moderators: Dr. Taylor Seybolt, University of Pittsburgh Nana N'dow, UNDP
12:00pm - 1:30pm	Working Lunch: Graduate Student Poster Session: Gender Equality in Public Administration in Conflict-Affected Countries	Capstone & GEPA Working Group Students (lunch provided for registrants only)
1:45pm - 3:30pm	Break-Out Sessions and Conclusions: Developing Research Questions and Identifying Strategies towards an Effective Collaboration	Moderators: Dr. Müge Finkel, University of Pittsburgh Dr. Melanie Hughes, University of Pittsburgh Pelle Lütken, UNDP Nana N'dow, UNDP
3:30pm - 3:45pm	Closing Remarks	Dr. Müge Finkel, University of Pittsburgh Dr. Melanie Hughes, University of Pittsburgh Pelle Lütken, UNDP
6:30pm	Dinner	Invited Guests