SDG Indicator 16.7.1.b.

Proportions of positions (by age group, sex, persons with disabilities and population groups) in public institutions (national and local), including (a) the legislatures; (b) <u>the public service</u>; and (c) the judiciary, compared to national distributions

IAEG-SDG
March 2019

Summary

- Key concepts: representation in decision-making

- Rationale and interpretation

- Methodology development, consultations and pilot-testing

- Method of computation

- Conclusions

Key concepts: representation in decision-making

Target 16.7: Ensure responsive, inclusive, participatory and representative decision-making at all levels

Indicator 16.7.1 (b): Proportions of **positions** (by age group, sex, persons with disabilities and population groups) in public institutions (national and local), including (b) **the public service**, compared to national distributions

Positions = based on occupational categories in ISCO-08 International Standard Classification of Occupations

Public service employment = 'employment in the general government sector' as defined in the System of National Accounts 2008

Rationale and interpretation

Representation

Men/women, youth (= or <34) , persons with disability, and nationally relevant population groups

Focus on 8 occupational categories relevant to the public service, fully consistent with ISCO-08

Within each category of front-line workers, same four levels defined for bureaucratic positions
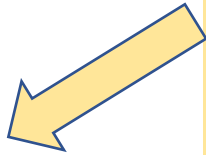
Bureaucratic positions
1. Managers
2. Professionals
3. Technicians and Associate Professionals
4. Clerical Support Workers

Front-Line Service Workers
1. Police Personnel
   - *Managers*
   - *Professionals*
   - *Technicians and associate professionals*
   - *Clerical support workers*
2. Education Personnel
3. Health Personnel
4. Front-Desk Administrative Personnel

Reporting on 8 categories at both national and sub-national level

Methodology development, consultations and pilot testing

- Guidance of the **Praia City Group on Governance Statistics** and its dedicated Working Group on SDG indicator 16.7.1
- Consultations with **Expert Group** (consisting of NSOs, international agencies and experts), including the ILO, OECD (piloted data collection on central government workforce), UN Women, the European Institute for Gender Equality (EIGE), University of Pittsburgh's Gender Inequality Research Lab (GIRL)
- Drew from a **global mapping and study** of public servant data collection practices led by UNDP's Gender Equality in Public Administration (GEPA) Initiative across 130 countries
- **Pilot-testing in 13 countries** of a detailed metadata and data reporting form.

Pilot testing

- Draft metadata resulting from consultations was piloted by **13 countries**

- Responding agencies: Mostly **public service bodies** (PSBs) = "Ministry of Civil Service," "Department of Public Service and Administration," "National Civil Service Agency," or "State Services Commission."

- General agreement on the **appropriateness of the approach** to measure representativeness of the public service, incl. clarity of definitions ('general government sector' and ISCO-08 occupational categories), availability of data at sub-national level, advantages of using HRMIS to report disaggregated data

- All respondents track the sex of public servants

- 85% of respondents track age

- 46% of respondents track disability and population group status (e.g. religious, linguistic or ethnic groups); countries encouraged to build additional capacities

Pilot countries

Africa
Ghana, Mauritius, South Africa
Arab States
Egypt, Tunisia
Asia and the Pacific
Fiji, Indonesia, Malaysia
Latin America and the Caribbean
Jamaica
ECIS and OECD
Georgia and FYR Macedonia, Germany, New Zealand

Method of computation

STEP 1) Report simple proportions of women, 'youth' (= or < 34 years), persons with a disability, and nationally-relevant population groups in the public service, <u>in each occupational category</u> → *See table in metadata*
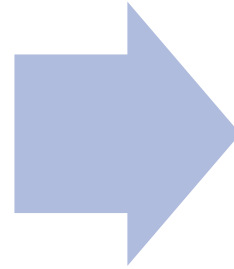
STEP 2) Calculate 4 'overall ratios' (i.e. <u>totals across all occupational categories</u>) on the proportion of public servants who are (1) women, (2) 'young' (3) have a disability, (4) belong to a nationally-relevant population group, <u>relative to the proportion of these same groups in the national population of working-age</u>

Ratio 1 for Women – 'Overall'	Ratio 2 for Youth – 'Overall'	Ratio 3 for Persons with a Disability – 'Overall'	Ratio 4 for Population Group A (B,C,D, etc.) – 'Overall'
<u>Ratio 1a)</u> = % women across all occupational categories in the public service / % women in the working-age population <u>Ratio 1b)</u> = % women in the 'Manager' category / % women in the working-age population	<u>Ratio 2</u> = % public servants aged 34 and below / % national population aged 34 and below *(but above the age of eligibility for a public service job)*	<u>Ratio 3</u> = % Persons With Disabilities (PWD) in the public service / % PWD in the working-age population	<u>Ratio 4</u> = % 'Population Group A' in the public service / % 'Population Group A' in the working-age population

Method of computation – Examples for Ratios 1 and 2
(Same approach for Ratios 3 and 4)

Ratio 1a: Women – Overall

$$\frac{\text{Proportion of women across all occupational categories in the public service}}{\text{Proportion of women in the working–age population } (set\ at\ 50\%)}$$

Example: In country A, 35% of public servants across all occupational categories are women:
Ratio 1a) = 35 / 50 = 0.7
(<1 since women in the public service are under-represented)

Ratio 1b: Women – 'Manager' category

$$\frac{\text{Proportion of women in the 'Manager' category in the public service}}{\text{Proportion of women in the working–age population } (set\ at\ 50\%)}$$

Example: In country A, 10% of public servants in the 'Manager' category are women:
Ratio 1b) = 10 / 50 = 0.2
(<1 since women in the 'Manager' category are under-represented)

Ratio 2: Youth – Overall

$$\frac{\text{Proportion of public servants aged 34 and below}}{\text{Proportion of the national population aged 34 and below}}$$

Example: In country A, 22% of public servants are 'young' i.e. = or < 34 years, while 32% of of the national population is 'young' (and above eligibility age for a public service job):
Ratio 2) = 22 / 32 = 0.69
(<1 since 'youth' is under-represented)

Interpretation of ratios:
0: no representation at all of women/youth
1: perfectly proportional representation of women/youth
<1: under-representation of women/youth
>1 over-representation of women/youth

Conclusions

- **Simple and realistic** approach to monitoring progress towards achieving greater representation of women, youth, persons with disabilities and members of nationally relevant population groups in the public service.

- **Practical and cost-effective:** Most of the information needed to produce the indicator is already collected on a regular basis by national public service bodies

- Metadata based on global mapping of public servant tracking systems in **130 countries** (led by UNDP and University of Pittsburgh's Gender Inequality Research Lab) and **validated through pilot study** in 13 countries across the world

- Reclassification can encourage public service bodies to **embrace the 2030 Agenda's commitment to responsive, inclusive and representative decision-making**, by systematically reporting on the extent to which their composition reflects the socio-demographic make-up of their national population