Gen-PaCS Dataset and Methodology

Public administration data featured in the Equal Future visualizations is primarily from the **Gender Parity in Civil Service (Gen-PaCS) Database**. Gen-PaCS is compiled by an interdisciplinary research team at the Gender Inequality Research Lab (GIRL) at the University of Pittsburgh, in collaboration with UNDP.[1] Gen-PaCS is designed to house publicly available gender-disaggregated public administration employment data from all United Nations member states, in addition to Kosovo[2] and the State of Palestine. The Gen-PaCS Database also includes available information about the scope and structure of each country/territory's public administration, and on data collection methods and sources.

Employee-level data are available through the Gender Parity in Civil Service (Gen-PaCS) Dataset – Version 1.1, the first public version of a dataset with gender-disaggregated data on employment in public administration across 158 countries and territories from 1951-2020. It includes gender-disaggregated numbers and percentages of employees in the civil service overall, and broken down by ministry, when such data were available. Gen-PaCS – Version 1.1 was compiled primarily from government websites and reports, often those of national statistics offices, public administration agencies, and gender-focused ministries. Data sources also include UNDP, and third-party agencies, such as the Organisation for Economic Co-Operation and Development (OECD), and academic research.

The public administrations of two countries and their public administration statistics are often qualitatively different and therefore not fully comparable. Even if two governments are similar in size and scope of services, the sectors and jobs considered part of 'public administration' can vary in important ways. Countries further vary in the extent to which employees working at subnational levels are counted. Official statistics may omit some sectors, levels, or positions, either by design or practicality. Countries also use different approaches to generate statistics: some compile administrative data, and others, field labour force surveys. These two approaches account for nearly 90 percent of the observations in Gen-PaCS. Remaining observations were collected through national or civil service censuses, and in some cases by international organizations, which either send data requests to governments or field their own surveys.

Gen-PaCS relies on how countries and territories define and measure their own public administration. As a result, the sectors, levels and positions included vary across countries and territories. Most of them define public administrators as employees who work in public departments and agencies at all levels of government, which is different than the broader *public service.* The latter includes elected and appointed positions such as legislators and judges.

Public administration decision-making data featured in the Equal Future visualizations is also primarily from the Gen-PaCS database. Decision-making data is not yet part of the Gen-PaCS public release dataset; the

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[1] The team at the University of Pittsburgh is led by GIRL Co-Directors Müge Finkel and Melanie M. Hughes and since 2015 has included an interdisciplinary group of graduate students operating as the Gender Equality in Public Administration (GEPA) Working Group. In each academic year, graduate students have worked collectively about 1,500 hours on the GEPA initiative, and each summer, students from the group have interned in the UNDP headquarters and its regional hubs. For more information about GIRL and the GEPA Working Group, see www.girl.pitt.edu.

[2] References to Kosovo shall be understood to be in the context of United Nations Security Council resolution 1244 (1999).

decision-making data was supplied directly from the GIRL team at the University of Pittsburgh to Equal Future.

An important primary source of gender-disaggregated data on decision-making in Europe is the European Institute for Gender Equality (EIGE), which measures the top two levels of administrators in each national ministry. When multiple sources of decision-making data were available, the data in Equal Future are from EIGE, which features a consistent, regularly updated, and comparable time series.

As with employee-level data, statistics on senior public administrators are often not comparable across countries and territories. In addition to the concerns discussed above, primary data sources also use different approaches to identify senior positions, for example:

- Titles: Decision-makers, especially at top levels, can be identified through job titles. For example, a statistic might include a count of all women and men in positions of deputy minister, secretary general, head of division, permanent secretary and state secretary.

- Grades and levels: A common approach is to use grades or levels to designate decision makers. In many public administrations, a level in the hierarchy is signified by a grade, and those at the top of the hierarchy often have the highest grades. In some countries, however, grades are used for salary levels and thus do not necessarily indicate whether someone is in a decision-making position. To complicate matters further, in some countries, different ministries set their own grading systems.

- Occupations: Decision-makers are also identified using their job functions, and the extent to which civil servants perform leadership tasks – managing others, making decisions over budgets and setting agendas. 'Senior managers' can be an occupational category.

For additional information on the methodology that informed Gen-PaCS, see the 2021 global report *Gender Equality in Public Administration* (UNDP and University of Pittsburgh, 2021).

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Sources of gender-disaggregated data on overall employment (Overall) and decision-making positions (DM) in public administration.

Women's representation in public administration			
Country/Territory	Overall or Decision-Making	Source name and type	Created by
Albania	Overall	2013-2022 Women and Men in Albania Annual Reports	Albania Institute of Statistics
	Decision-making	National Administrations 2018-2023 Senior Admin	European Institute for Gender Equality (EIGE)
Armenia	Overall	Employment, Statistical Yearbook of Armenia	Statistical Committee of the Republic of Armenia
	Decision-making	Public life and decision making: Senior level civil servants, by sex	United Nations Economic Commission for Europe (UNECE)
Azerbaijan	Overall	2005-2022 Number of employees holding civil service positions	The State Statistical Committee of the Republic of Azerbaijan
	Decision-making	2005-2022 Civil service by classification (same source as overall)	The State Statistical Committee of the Republic of Azerbaijan
Belarus	Overall	Labour and Employment Surveys	National Statistical Committee of the Republic of Belarus
	Decision-making	Public life and decision making: Percentage of women senior civil servants	National Statistical Committee of the Republic of Belarus
Bosnia and Herzegovina	Overall	Persons in paid employment by activity, Demography and Social Statistic Reports	Agency for Statistics of Bosnia and Herzegovina
	Decision-making	National Administrations 2018-2023 Senior Admin	European Institute for Gender Equality (EIGE)
Cyprus	Overall	2004-2023 Labour Force Surveys	Cyprus Statistical Service
	Decision-making	National Administrations 2003-2023 Senior Admin	European Institute for Gender Equality (EIGE)
Georgia	Overall	Civil Service Reports	Georgia Civil Service Bureau
	Decision-making	Statistics in Civil Service Reports, 2018, 2020-2022	Georgia Civil Service Bureau
Kazakhstan	Overall	2008-2021 Women and Men in Kazakhstan Reports	Agency for Strategic planning and reforms of the Republic of Kazakhstan Bureau of National Statistics
	Decision-making	Public life and decision making: Senior level civil servants, by sex	United Nations Economic Commission for Europe (UNECE)

Kosovo	Overall	2012-2022 Labour Force Surveys	Kosovo Agency of Statistics
	Decision-making	National Administrations 2018-2023 Senior Admin	European Institute for Gender Equality (EIGE)
Kyrgyzstan	Overall	Number of civil servants holding public positions by territory and gender	National Statistical Committee of the Kyrgyz Republic
	Decision-making	Women and Men in Kyrgyzstan Reports	National Statistical Committee of the Kyrgyz Republic
Moldova	Overall	Statistical Databank, Employees by economic activities and sex	Moldova National Bureau of Statistics
	Decision-making	Public life and decision making: Senior level civil servants, by sex	United Nations Economic Commission for Europe (UNECE)
Montenegro	Overall	Montenegro Statistical Yearbooks	Montenegro Statistical Office
	Decision-making	National Administrations 2015-2023 Senior Admin	European Institute for Gender Equality (EIGE)
North Macedonia	Overall	Labour Force Surveys	Republic of North Macedonia State Statistical Office
	Decision-making	National Administrations 2008-2023 Senior Admin	European Institute for Gender Equality (EIGE)
Serbia	Overall	Labour Force Surveys	Statistical Office of The Republic of Serbia
	Decision-making	National Administrations 2008-2023 Senior Admin	European Institute for Gender Equality (EIGE)
Tajikistan	Overall	Distribution of Employees in the Public Administration by Gender (according to Annual Reports)	Committee for Women and Family Affairs
	Decision-making	Representation of Women and Men in decision-making positions in Public Administration, in 'Gender Equality in Public Administration: Snapshot of Eastern Europe and Central Asia'	United Nations Development Programme (UNDP)
Türkiye	Overall	SDG Indicator 16.7.1	Turkish Statistical Institute
	Decision-making	National Administrations 2009-2023 Senior Admin	European Institute for Gender Equality (EIGE)
Turkmenistan	Overall	No Data Available	N/A
	Decision-making	No Data Available	N/A
Ukraine	Overall	Statistical Yearbooks of Ukraine	State Statistics Service of Ukraine
	Decision-making	Public life and decision making: Senior level civil servants, by sex	United Nations Economic Commission for Europe (UNECE)
Uzbekistan	Overall	Share of women in total employment by type of economic activity, Gender Statistics	Statistics Agency under the President of the Republic of Uzbekistan
	Decision-making	No Data Available	N/A