

Indicator 16.7.1 – Key Issues for Consideration by the Working Group

Target number: 16.7. Ensure responsive, inclusive and representative decision making at all levels

Indicator: 16.7.1: Proportions of positions (by age group, sex, persons with disabilities and population groups) in public institutions (national and local legislatures, public service, and judiciary) compared to national distribution.

This paper provides initial thinking around the development of the indicator metadata sheet for indicator 16.7.1 under Target 16.7 “Ensure responsive, inclusive and representative decision making at all levels”. ***It should be noted from the outset that this paper only focuses on well-established global/regional data collection initiatives which 16.7.1 can build on. It does not attempt to map out the numerous country-level efforts to monitor the composition of the public sector workforce, which will instead be presented and discussed by individual NSO representatives at the EGM.*** The paper is envisioned to be a living document, which will be further elaborated and detailed in close cooperation with the Praia Working Group accompanying the development of this indicator. The paper is organized around a few headings:

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1. Typology

Can we find a workable typology for ‘public institutions’, i.e. identifying a core set of institutions/bodies making up ‘the legislature, public service and judiciary’:

- Need to define the scope of the indicator: Identify a ‘common denominator’ of specific bodies/institutions common to (or comparable across) all countries e.g. Which specific institutions should be counted under the ‘judiciary’? Under ‘public service’? etc.
- Suggested incremental approach: Start as simple as we can – by applying similar typology used in similar ongoing data collection processes at global/regional level – and more sophisticated typologies can be proposed for future consideration by the Working Group (second phase of methodology development).
- Note: Important to note that all existing global/regional data collection initiatives on workforce composition in ‘public institutions’ seem to focus on public institutions *at national/federal level only*; important to keep in mind considerable data collection challenges at local level.

Typologies of ‘public institutions’ used by relevant international/regional data collection initiatives
(See details of each initiative in Annex 1)

JUDICIARY					
	Supreme courts¹	Supreme administrative courts²	Constitutional courts³	Public prosecutor⁴	Regional courts⁵
European Commission (EC), Database on Women and Men In	X	X	X	X	

¹ Supreme court: The highest juridical body in the domain of civil and penal jurisdiction.

² Supreme administrative court: The jurisdiction empowered to adjudicate, in the last instance, disputes arising from the actions of public administrations.

³ Constitutional court: A legal body responsible for ensuring the compatibility of legislation with the provisions and principles of the constitution in each country, in particular to protect constitutionally established rights and freedoms. In countries where the constitution does not recognise the concept of supreme law then a constitutional court does not exist.

⁴ Public prosecutor (or prosecutor general): The head of the prosecuting services and an important figure within the criminal justice system of each country.

⁵ Regional court: The first court where most major civil and criminal cases would be heard in.

Decision-making (WMID) (2016)					
World Bank, Women, Business and the Law Report (2016)			X		
UNWomen, Progress of the World's Women: In Pursuit of Justice (2011-12)	X		X		X

Note: While some countries have only a Supreme Court (e.g. Supreme Court of Chile), or only a Constitutional Court (e.g. Constitutional Court of Hungary), several countries have both (e.g. Supreme Court of Zambia AND Constitutional Court of Zambia). In reality, only about 53 countries have a separate constitutional court. Many countries do not have separate constitutional courts, but instead delegate constitutional judicial authority to their general court system, with the final decision-making power resting in the supreme court. As such, supreme courts are sometimes also called 'constitutional courts'.

→ A workable typology for 16.7.1 could therefore focus on *the highest court(s) ('Supreme Courts') in each country, i.e. the Supreme and/or Constitutional Courts, depending on whether only one or both exist(s) in the country – see here⁶ for a complete list of Supreme Courts by country, for 195 countries.*

PUBLIC SERVICE
→ Workable typology for 16.7.1: <i>Public administrations are departments of a national government led by a minister – often called 'ministries'.</i> ⁷

⁶ See Wikipedia – “List of Supreme Court by country”
https://en.wikipedia.org/wiki/List_of_supreme_courts_by_country

⁷ As defined by the European Commission (EC) - Database on Women and Men In Decision-making (WMID)

Note 1: A parliament is either unicameral (composed of a single parliamentary chamber) or bicameral (composed of two parliamentary chambers). Parliaments are bicameral (Lower + Upper House) in 78

LEGISLATURE			
	<i>Lower (or single) House</i> ⁸	<i>Upper House (Senate)</i> ⁹	<i>Parliamentary staff</i> ¹⁰
Inter-Parliamentary Union (IPU) – Women in National Parliaments Database	X (global coverage)	X (global coverage – applied to 40% of parliaments worldwide)	
IPU/UNDP -- Global Parliamentary Report – The Changing Nature of Parliamentary Representation (2012)			X (was obtained for 112 parliaments in 2012 – i.e. 59% of parliaments)

countries (40% of all parliaments worldwide) and they are unicameral (Lower House only) in 115 countries (60% of all parliaments worldwide). IPU collects data on the composition of all chambers in any given parliament.

Note 2: While indicator 16.7.1 refers to both ‘national AND LOCAL legislatures’, no data collection initiative was found on legislatures at the local level.

→ Workable typology for 16.7.1: Since the proportion of female MPs is already used elsewhere in the indicator framework (SDG indicator 5.5.1¹¹), it might be well worth considering the addition of other demographic characteristics of MPs (e.g. age), AND perhaps the composition of parliamentary staff.

⁸ Elected MPs

⁹ Elected MPs

¹⁰ Non-elected. Number of full-time permanent staff positions currently filled in the parliamentary administration, including archivists, librarians, counsellors, steno-typists, editors, clerks, administrative assistants, etc. They do not include the personal staff of parliamentarians. For example, “the Parliamentary Administration of Austria relies on a staff of approximately 380 persons who ensure the smooth running of parliamentary business. Their principal task is to provide the necessary services and documentation for committee and plenary sittings, and they assist and support a large number of other activities.”

¹¹ Indicator 5.5.1: Proportion of seats held by women in national parliaments and local governments.

2. Classification of Positions

Can we find a simple way to classify positions in these public institutions (e.g. by grade level / ‘decision-making positions’) which can be readily applied across all countries?

- Suggested incremental approach: Start as simple as we can – applying similar classifications used in similar ongoing global/regional data collection processes (e.g. ‘decision-making positions’ vs. others); more sophisticated classifications can be proposed for future consideration by the Group (e.g. by type of employment – full-time vs. part-time, by education level, etc.)

Classification currently used by relevant international/regional data collection initiatives, building on typology suggested in Section 1 (See details of each initiative in Annex 1)

JUDICIARY		
Institutions	Positions	Who focuses on these positions?
Supreme Court and/or Constitutional Court	<ul style="list-style-type: none"> - President - Members of the Court (judges only, count includes the president) 	<ul style="list-style-type: none"> - European Commission (EC) Database on Women and Men In Decision-making (WMID); - World Bank, Women, Business and the Law Report (2016); - UNWomen, Progress of the World’s Women: In Pursuit of Justice (2011-12).
All courts	All professional Judges or Magistrates (Total / Male / Female)	Measured by UNODC , Crime and criminal justice statistics database
PUBLIC SERVICE		
Ministries (Departments of a national government)	First and second highest administrative levels, as defined in the country. The two highest ranking administrative positions in ministries are defined as:	- European Commission (EC) Database on Women and Men In Decision-making (WMID);

led by a minister)	<p><u>Level 1</u>: all administrative (non-political) positions from the head of the ministry down to the level of head of directorate or similar, where a directorate is a major section within the ministry;</p> <p><u>Level 2</u>: all positions below the head of directorate down to the level of head of division/department, where a division / department is the first level of organisation below the directorate (i.e. the second level of functional organisation).</p> <p>→Universally applicable</p>	
Ministries (Departments of a national government led by a minister)	<p>Share of employment in 'senior' and 'middle' management (%) (based on international standard classification of occupations (ISCO-08)</p> <p>→ ISCO classification used by +/- 70 NSOs as of today (on ILOSTAT)</p>	ILO, ILOSTAT Database of Labour Statistics
LEGISLATURE		
Lower House	Elected member	Inter-Parliamentary Union (IPU) – Women in National Parliaments Database
Upper House (Senate)	Elected member	Inter-Parliamentary Union (IPU) – Women in National Parliaments Database
Parliamentary staff	<p>Full-time permanent staff positions currently filled, including:</p> <ul style="list-style-type: none"> • Secretary General and his/her staff • Staff supporting committee structures (committees will of course depend from parliament to parliament) • Staff supporting legal services • Staff supporting research services 	IPU/UNDP -- Global Parliamentary Report – The Changing Nature of Parliamentary Representation (2012)

	<ul style="list-style-type: none">• Staff supporting communications services• Staff supporting the human resources office (sometimes coupled with logistics, security, infrastructure)	
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3. Sources of Statistics

What are existing (or soon-to-be available) global/regional sources of statistics, which can be readily used for this indicator?

Summary Table

(See Annex 1 for more detailed information on each source)

Representation in the JUDICIARY	
Indicators & Sources	Can it be used for 16.7.1?
<p>(1) Number (and %) of women justices in <u>constitutional</u> courts</p> <p>Source: World Bank, Women, Business and the Law Report (2016)</p>	<p>Yes.</p> <p>Global coverage (153 economies have a constitutional court; 20 do not have one)</p> <p>Updated every 2 years</p>
<p>(1) Total / Male / Female Professional Judges or Magistrates (absolute count AND per 100,000 population)</p> <p>(2) Total / Male / Female Police Personnel at the National Level (absolute count)</p> <p>(3) Total / Male / Female Prison Staff of Adult Prisons, Penal Institutions or Correctional Institutions (in absolute count)</p> <p>(4) Total / Male / Female Prison Staff of Juvenile Prisons, Penal Institutions or Correctional Institutions (in absolute count)</p> <p>Source: UNODC, Crime and criminal justice statistics database (2014)</p>	<p>Yes – especially indicator (1), which is broader in scope than WB indicator above (i.e. covers ALL judges/magistrates, in ALL courts)</p> <p>Global coverage</p> <p>Updated annually.</p> <p>Indicators (2), (3), (4) on police and prison staff might fall outside the scope of the ‘judiciary’ (i.e. security forces?)</p>
<p>(1) Women’s representation (as % of all judges) in <u>supreme, constitutional and regional courts</u></p> <p>(2) Sex of the Chief Justice</p> <p>Source: UNWomen, Progress of the World’s Women: In Pursuit of Justice (2011-12)</p>	<p>No – Data no longer collected, one-off initiative in 2011-12, available for only 80 countries</p> <p>But worthwhile to note measurement focus on 3 specific judicial institutions, and on one specific position (i.e. sex of Chief Justice)</p>
<p>Sex of the following officials in key ‘decision-making positions’ in the Judiciary:</p> <p>(1) Supreme courts: President and members (judges only, count includes the president)</p> <p>(2) Supreme administrative courts: President</p>	<p>No – Data available only for 35 countries in the EU.</p> <p>But worthwhile to note measurement focus on 4 specific judicial institutions, and on specific (top) position.</p>

<p>(3) Constitutional courts: President (4) Public prosecutor: Public prosecutor or equivalent position(s)</p> <p><i>Source: European Commission (EC) Database on Women and Men In Decision-Making (WMID) (2016)</i></p>	
Representation in the LEGISLATURE	
<p>(1) Number (and %) of women in all parliamentary chambers of a given country (both Lower House and Upper House/Senate)</p> <p><i>Source: Inter-Parliamentary Union (IPU), Women in National Parliaments database (current)</i></p>	<p>Yes. But this indicator is already used (SDG indicator 5.5.1¹²)</p> <p>Global coverage.</p> <p>Regularly updated.</p>
<p>(1) Number (and %) of “youth” in national parliaments (data available for both lower and upper houses)</p> <p>(Three cut-off ages for ‘youth’ are used to account for various definitions of ‘youth’ across countries: 30, 40 and 45 years old)</p> <p><i>Source: IPU, Report on Youth Participation in National Parliaments (2016)</i></p>	<p>Yes.</p> <p>Global coverage</p> <p>Updated every 2 years</p>
<p>(1) Number of full-time permanent staff positions currently filled in the parliamentary administration</p> <p>(Does not include the personal staff of parliamentarians)</p> <p><i>Source: IPU/UNDP, Global Parliamentary Report – The Changing Nature of Parliamentary Representation (2012)</i></p>	<p>No – Data no longer collected by IPU (not available in PARLINE database), one-off initiative in 2012, available for 112 parliaments only (59% of all parliaments).</p> <p>But worthwhile to note that parliaments can provide this data if requested by IPU – sex/age breakdown of staff (at a minimum) could easily be requested.</p>
Representation in PUBLIC ADMINISTRATION	
<p>(1) Employment by sex and institutional sector, disaggregated by public and private sector employment (Thousands).</p> <p><i>Source: ILO, ILOSTAT Database of Labour Statistics</i></p>	<p>Yes.</p> <p>Global coverage</p> <p>Regularly updated</p>
<p>(1) Female share of employment in senior and middle management (%) (based on ISCO-08)</p>	<p>No. The ISCO classification used for this indicator applies to occupations in BOTH the</p>

¹² Indicator 5.5.1: Proportion of seats held by women in national parliaments and local governments.

<p>(This will be the data source for SDG indicator 5.5.2: Proportion of women in managerial positions)</p> <p><i>Source: ILO, ILOSTAT Database of Labour Statistics</i></p> <p><i>Structure of the international standard classification of occupations (ISCO-08):</i></p> <ul style="list-style-type: none"> • ISCO-08¹³ is the official classification standard (adopted in 2007) used by statistical services to sort/classify jobs and persons into occupations to produce statistics on the occupational distribution of employed and unemployed persons, wages, working conditions, occupational injuries, etc. • In other words, it is a tool for organizing jobs into a clearly defined set of groups according to the tasks and duties undertaken in the job. Its main aims are (1) to provide a basis for the international reporting, comparison and exchange of statistical and administrative data about occupations; (2) a model for the development of national and regional classifications of occupations; and (3) a system that can be used directly in countries that have not developed their own national classifications. 	<p>private AND the public sectors, and as such the data compiled for this indicator goes beyond the scope of indicator 16.7.1 (public sector only).</p> <p>However, the focus of this indicator on occupations/grade levels, using the ISCO classification, is of high relevance to possible disaggregation of 16.7.1 by ‘decision-making positions’:</p> <p>While the ISCO classification is not used by all NSOs yet (data is available on ILOSTAT only for only +/-70 countries compliant with ISCO classification), this classification could be used to determine which positions would be categorized as ‘decision-making’ (senior) positions <u>in the public sector</u>. We would need to specifically identify in the ISCO-08 nomenclature which occupations would fall within the scope of indicator 16.7.1.</p>
<p>(1) % Male vs. % Female staff occupying the first and second highest administrative levels (as defined in the country) in Ministries or government departments, at national/federal level.</p> <p>(2) Sex of the President of the Supreme audit organisation</p> <p><i>Source: European Commission (EC), Database on Women and Men In Decision-Making (WMID) (2016)</i></p>	<p>No – Data available only for 35 countries in the EU.</p> <p>But worthwhile to note simple classification easily applicable to all countries: could serve as practical ‘interim classification’ until more countries become fully compliant with the ISCO-08 classification (currently only +/- 70 countries seem to be compliant with ISCO-08)</p>
<p>NEW: The OECD conducted (in the fall 2016) a survey on the composition of the workforce in OECD countries. Data exists for most OECD countries and refers to 2015 and 2010. It covers</p>	

¹³ See <http://www.ilo.org/public/english/bureau/stat/isco/isco08/index.htm>

<p>central government as a whole, and disaggregates by occupation – NOT position (4 levels of managers, 2 levels of professionals). Information was collected about 1) age groups; 2) gender; 3) educational background; and 4) length of service in the public administration.</p> <p>In addition, occupational data was also collected for three core ministries (Interior, Finance and Justice) and three sectoral ministries (Education, Health and Environment) through the OECD Compensation in the public sector survey (also launched in the fall 2016). Compensation data therefore exists for different occupations in these 6 ministries and for some service delivery functions, but it does not include information on gender, age, education and length of service in the public administration, as was collected for the workforce in central government.</p>	<p>Will be useful to inform recommendations by the Working Group for more sophisticated disaggregation (in the medium-/long-term) beyond a ‘core minimum’ applicable to all countries during this initial phase</p>
<p>NEW: UNDP (via its global project on Gender Equality in Public Administration – GEPA¹⁴) is currently mapping data available on women in public administration (by decision-making positions and/or pay grades, by sector, full-time vs. temporary/part-time status, etc.) at country-level, in all regions. This mapping of available data aims to inform the establishment of a global tracking mechanism.</p>	

4. Breakdown of positions

Can we identify a ‘core minimum’ for the demographic breakdown of positions in public institutions?

- To be defined: ‘Population groups’: Which target groups should be explicitly reflected? Need to find demographic categorizations readily applicable to BOTH staffing of public institutions AND national population (to allow for calculation of ratios comparing the composition of the national population and the composition of the workforce in public institutions, as envisaged by indicator language).
- Easier categories: Sex-disaggregated data available globally. Age-disaggregated data available in most OECD countries – and many others (especially for legislatures).
- Suggested incremental approach: Identifying ‘core minimum’ variables for demographic breakdown of positions AND national population (e.g. by sex and by age). This ‘core minimum’ can be gradually

¹⁴ See http://www.undp.org/content/undp/en/home/librarypage/democratic-governance/public_administration/gepa1.html

supplemented by other variables over time (e.g. disability, ethnic/linguistic/religious breakdown, indigenous representation, income/wealth, etc.)

- On disaggregation by disability: No existing global database was found on representation of persons with disability in public institutions. The only statistics available at global level (ILO, WHO) are on the % of persons with disability who are employed/unemployed (no distinction made between the public vs. private sector).
- On disaggregation by ethnicity: No existing global database was found on ethnic representation of public institutions. Some individual NSOs however do collect official statistics on the representation of ethnic groups (e.g. Kenya), of indigenous people (e.g. New Zealand), of persons from a visible minority group (e.g. Canada), of persons with a distinct national identity (e.g. UK). The experience of these NSOs could be documented and 'good practices' could be compiled for a second phase of methodology development and/or for countries ready to start producing such statistics.
- Implication of disaggregating workforce by ethnicity for ethnic enumeration of national populations: Since 16.7.1 requires comparative ratios between workforce and national population, disaggregation of public service data by ethnicity ALSO requires that national population data be disaggregated by ethnicity. What proportion of NSOs worldwide included ethnic enumeration in their last census? Is the trend upward between the 2010 round of censuses (2005-2014) and the 2020 round of censuses (2015-2024)?

5. Reporting

How many ratios will be needed to report on this indicator? How can we ensure that the amount of information to be provided (i.e. on 3 sets of institutions, with multiple disaggregations, etc.) does not come at the cost of user-friendliness and 'communicability' of results?

- Disaggregation by type of institutions? i.e. 3 sets of results (data for legislature, data for public service, data for judiciary) vs. aggregated results (composite index?)
- For each type of institution, further disaggregation (1) by grade level (e.g. 'decision-making positions'), and (2) by demographic characteristics (age, sex, etc.)?
- Metadata sheet: How many data points will need to be submitted by NSOs, in total?

6. Intersection of 16.7.1 with other SDG indicators

Goal 5. Achieve gender equality and empower all women and girls

Target 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

Indicator 5.5.1 - Proportion of seats held by women in national parliaments and local governments

Indicator 5.5.2 - Proportion of women in managerial positions

- ✓ 16.7.1 adds value by highlighting intersecting variables for discrimination against women in public institutions — beyond sex only (e.g. age, ethnicity, etc.)

Goal 10: Reduce inequality within and among countries

Target 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

Indicator 10.2.1 Proportion of people living below 50 per cent of median income, by age, sex and persons with disabilities

- ✓ 16.7.1 adds value by capturing the social/political inclusion dimensions in the target (official indicator only measures economic exclusion)

Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

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

- ✓ 16.7.1 will allow for investigation of whether more representative institutions (as measured by 16.7.1) generate higher “proportions of population who believe decision-making is inclusive and responsive” (as measured by 16.7.2). In other words, data will allow for the investigation of important policy linkages between representation of institutions and citizen confidence in institutions.

7. Praia Working Group on Indicator 16.7.1

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Rehab Abd Elgillil Abd kahla	NSO Egypt (Central Agency for Public Mobilization and Statistics)
Rita Judit KELEMEN	NSO Hungary (Hungarian Central Statistical Office)
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Khalid Abu Khalid	NSO Palestine (Palestinian Central Bureau of Statistics)
Isabelle Schmidt	NSO South Africa
Marco Mira D'Ercole	OECD
Zsuzsanna Lonti	OECD
Ruben Brouwer	OHCHR
Alexander Hamilton	UK Department for International Development (DFID)
Sara Duerto Valero	UN Women
Pelle Lutken	UNDP

A) Relevant additional expertise to consider:

- **At least one NSO from Asia:** Email Praia Group NSO members from Asia and invite expressions of interest based on experience in this area [Philippines, India, Timor Leste (on Praia Group) + Mongolia (on PRIO list)]
- **At least one NSO from Latin America:** INEGI (Mexico): Through national censuses on Government, Prosecution and Justice at state Level, INEGI Mexico produces statistical information on the personnel working in institutions of public administration, as well as the prosecution and judicial institutions at state level, disaggregated by sex, age range, hierarchical level, income range and schooling. Additionally, censuses of staffing in Prosecution and Justice institutions at federal level and a census of staffing in Municipal Governments provide similar information about the personnel working in these institutions.
- **At least one NSO in the ‘North’ and in the ‘South’ with experience in collecting public service statistics disaggregated by ethnicity/indigenous peoples/disability:** E.g. Canada, New Zealand, UK, Kenya, South Africa (e.g. Statistics South Africa already gathers information on disability in their censuses of government employment), Malaysia, Sri Lanka, etc.
- **IPU:** Ms Zeina Hilal, to share IPU’s experience in tracking representation in parliaments – i.e. of women (well-established practice), youth (first attempt ongoing), indigenous people (past attempt unsuccessful)
- **ILO:** David Hunter (Senior Statistician, Standards and Methods Unit, Department of Statistics, ILO), to discuss occupation classifications in public administration, and the use of ISCO-08 standards to measure SDG indicators ‘by position’
- **World Bank:** Tazeen Hasan, Focal point on Women, Business and the Law Report (database on women in judiciary)
- **EC:** Focal point on Database on Women and Men In Decision-making (WMID)
- **UNODC:** Focal point on 'Crime and criminal justice statistics database'

Expert meeting 1 (May 2017)

- 1) Identifying a ‘common denominator’ of specific bodies/institutions that are most comparable across all regions — for the legislature, the public service & the judiciary
- 2) Critical review of current data collection initiatives on workforce composition across the legislature, public service & judiciary: A) Experiences by international organizations (OECD, IPU, ILO & UNWomen, UNDP); B) Experiences by NSOs (across regions)
- 3) Agreement on adoption of an incremental approach: A) Identifying a few key positions across the legislature, public service and judiciary to focus on initially (e.g. ‘decision-making positions’) and B) Identifying a ‘core minimum’ for demographic disaggregation (e.g. sex and age), which can later be expanded.
- 4) Preliminary thoughts on possible ‘user-friendly ways’ to present results for this indicator: Results to be presented by type of institution, or aggregated (composite index?) How many disaggregations to be shown, by institution? How many data points to be reported by NSOs?

Expert meeting 2 (Fall 2017)

- 1) Specifying the mechanics of data collection at country level for this indicator: Will require consultation with NSOs, Public Service Commissions, data units in relevant institutions, etc.
- 2) Review of draft 'data request forms' (for NSOs) for global reporting on 16.7.2
- 3) Reviewing and finalizing the metadata sheet and indicator development workplan.
- 4) Identifying needs and plans for statistical capacity-building for this indicator

Annex 1 – Overview of existing data sources

A) Existing global/regional datasets on FEMALE representation in the JUDICIARY

A.1) World Bank, Women, Business and the Law Report (2016)

Data collected: Number (and %) of women justices in constitutional courts

Source: *Women, Business and the Law* database

(<http://wbl.worldbank.org/~media/WBG/WBL/Documents/Reports/2016/Women-Business-and-the-Law-2016.pdf>)

Time period: Data regularly collected. Data currently available for 2016 and 2014 so far.

Coverage: Data available for the 153 economies where there are constitutional courts (30 economies do not have a woman on the constitutional court; 20 economies do not have a constitutional court.)

A.2) UNODC, Crime and criminal justice statistics database (2014)

Data collected¹⁵:

¹⁵ **Definitions:** "Professional Judges or Magistrates" means both full-time and part-time officials as at 31 December authorized to hear civil, criminal and other cases, including in appeal courts, and to make dispositions in a court of law. Please also include authorized associate judges and magistrates.

"Police Personnel" means personnel in public agencies as at 31 December whose principal functions are the prevention, detection and investigation of crime and the apprehension of alleged offenders. Data concerning support staff (secretaries, clerks, etc.) should be excluded.

"Prison Staff" means all individuals employed in penal or correctional institutions as at 31 December, including management, treatment, custodial and other (maintenance, food service etc.) personnel. "Prisons, Penal Institutions or Correctional Institutions" means all institutions, under the authority of the prison administration, where persons are deprived of their liberty. The institutions may include, but are not limited to, penal, correctional and psychiatric facilities and may be either publicly or privately financed. Community-based correctional facilities

- (1) Total / Male / Female Professional Judges or Magistrates as at 31 December (absolute count AND per 100,000 population)
- (2) Total / Male / Female Police Personnel at the National Level (absolute count)
- (3) Total / Male / Female Prison Staff of Adult Prisons, Penal Institutions or Correctional Institutions (in absolute count)
- (4) Total / Male / Female Prison Staff of Juvenile Prisons, Penal Institutions or Correctional Institutions (in absolute count)

Source: From NSOs (UN-CTS -- United Nations Survey on Crime Trends and Operations of Criminal Justice Systems). UNODC processes data to increase data comparability and to produce regional and global estimates. (<https://data.unodc.org>)

Time period: Data collected annually; data available for period 2003-2014

Coverage: Global

A.3) UN Women, Progress of the World's Women: In Pursuit of Justice (2011-12)

Data collected: Women's representation (as % of all judges) in supreme, constitutional and regional courts & Sex of the Chief Justice

Source: Data collected from the individual courts' websites as of April 2011 (<http://www.unwomen.org/en/digital-library/publications/2011/7/progress-of-the-world-s-women-in-pursuit-of-justice#sthash.W1f12l6m.dpuf>)

Time period: One-off data collection drive for 2011/12 report

Coverage: +/- 80 countries

A.4) European Commission (EC), Database on Women and Men In Decision-Making (WMID) (2016)

Data collected: Sex of the following officials in key 'decision-making positions' in the Judiciary:

- (1) Supreme courts: President and members (judges only, count includes the president)
- (2) Supreme administrative courts: President
- (3) Constitutional courts: President
- (4) Public prosecutor: Public prosecutor or equivalent position(s)

Source: Data are collected directly from official websites and contact persons in institutions. http://ec.europa.eu/justice/gender-equality/gender-decision-making/database/judiciary/index_en.htm

that are not detention facilities and centres for the detention of foreign citizens held pending investigation into their immigration status, or for the detention of foreign citizens without a legal right to stay should be excluded.

Time period: Since 2003; updated annually. Good comparability across countries and over time, though it is always necessary to bear in mind that different organisational structures exist.

Coverage: 35 countries in the EU – the 28 EU Member States, four candidate countries (Montenegro, the former Yugoslav Republic of Macedonia, Serbia and Turkey) and the remaining EEA countries (Iceland, Liechtenstein and Norway).

B) Existing global datasets on FEMALE and YOUTH representation in PARLIAMENTS

Note: While indicator 16.7.1 refers to both ‘national AND LOCAL legislatures’, no data collection initiative was found at the local level.

B.1) Inter-Parliamentary Union (IPU), Women in National Parliaments database (current)

Data collected: Number (and %) of women in all parliamentary chambers of a given country (both Lower House and Upper House/Senate)

Source: Compiled by the IPU on the basis of information provided by National Parliaments by 1st January of any given year.

Time period: Monthly updates; from 1997 to 2016.

Coverage: 191 countries

B.2) IPU, Report on Youth Participation in National Parliaments (2016)

Data collected: Number (and %) of “youth” in national parliaments (data available for both lower and upper houses) – Three cut-off ages for ‘youth’ are used to account for various definitions of ‘youth’ across countries: 30, 40 and 45 years old.

Source: Compiled by the IPU on the basis of information provided by National Parliaments <http://www.ipu.org/pdf/publications/youthrep-e.pdf>

Time period: Latest report in 2016; coverage expanded from 2014 (100 parliamentary chambers in 76 countries responded to the survey in 2014)

Coverage: Data was gathered from 128 countries: 126 single and lower houses and 43 upper houses. All regions are well represented, including 38 chambers in Africa, 28 in the Americas, 38 in Asia, 59 in Europe and 7 in Oceania.

B.3) IPU/UNDP, Global Parliamentary Report – The Changing Nature of Parliamentary Representation (2012)

Data collected: Number of full-time permanent staff positions currently filled in the parliamentary administration (does not include the personal staff of parliamentarians)

Source: Compiled by the IPU on the basis of information provided by National Parliaments <http://www.ipu.org/pdf/publications/gpr2012-full-e.pdf>

Time period: Data no longer collected by IPU (not available in PARLINE database), one-off initiative in 2012

Coverage: Available for 112 parliaments only (59% of all parliaments)

C) Existing global/regional datasets on FEMALE representation in PUBLIC ADMINISTRATION

C.1) ILO, ILOSTAT Database of Labour Statistics

Data collected: Employment by sex and institutional sector, disaggregated by public and private sector employment (Thousands). "Public sector employment covers employment in the government sector plus employment in publicly-owned resident enterprises and companies, operating at central, state (or regional) and local levels of government. It covers all persons employed directly by those institutions, regardless of the particular type of employment contract."

Source: Mainly from Labour Force Surveys or other household surveys conducted by NSOs. ILOSTAT database: <http://www.ilo.org/global/statistics-and-databases/lang--en/index.htm>

Time period: Annually updated. Latest year available globally is 2015 (but varies across countries).

Coverage: Global

ILOSTAT produces another indicator of interest/relevance to 16.7.1, BUT the classification used for positions applies to BOTH the private AND the public sectors, and as such the data compiled for this indicator goes beyond the scope of indicator 16.7.1 (public sector only). However, its focus on grade levels, using the ISCO classification, is of high relevance to possible disaggregation of 16.7.1 by 'decision-making positions':

Data collected: Female share of employment in senior and middle management (%)¹⁶. "This indicator refers to the proportion of females in total employment in senior and middle management corresponding to major group 1 in both ISCO-08 and ISCO-88 minus category 14 in ISCO-08 (hospitality, retail and other services managers) and minus category 13 in ISCO-88 (general managers), since these comprise mainly managers of small enterprises. The indicator provides information on the proportion of women who are employed in decision-making and management roles in government, large enterprises and institutions."

C.2) European Commission (EC), Database on Women and Men In Decision-Making (WMID) (2016)

Data collected:

¹⁶ This will be the data source for indicator 5.5.2: Proportion of women in managerial positions.

% Male vs. % Female staff occupying the first and second highest administrative levels (as defined in the country) in Ministries or government departments, at national/federal level. "The two highest ranking administrative positions in ministries are defined as: (1) level 1: all administrative (non-political) positions from the head of the ministry down to the level of head of directorate or similar, where a directorate is a major section within the ministry; (2) level 2: all positions below the head of directorate down to the level of head of division/department, where a division/department is the first level of organisation below the directorate (i.e. the second level of functional organisation)."

Sex of the President of the Supreme audit organisation

Source: Data are collected directly from official websites and contact persons in institutions. See http://ec.europa.eu/justice/gender-equality/gender-decision-making/database/public-administration/national-administrations/index_en.htm (for sex of staff in the two highest administrative levels) and see http://ec.europa.eu/justice/gender-equality/gender-decision-making/database/public-administration/supreme-organisations/index_en.htm (for sex of President of the Supreme Audit Organization)

Time period: Since 2003; updated annually; Good comparability across countries and over time, though it is always necessary to bear in mind that different organisational structures exist.

Coverage: 35 countries in the EU – the 28 EU Member States, four candidate countries (Montenegro, the former Yugoslav Republic of Macedonia, Serbia and Turkey) and the remaining EEA countries (Iceland, Liechtenstein and Norway).