



Shared Prosperity Dignified Life



Regional Training on Measuring **SDG 16** in Africa II

Online – Every Thursday | November 3rd – December 8th, 2022





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Webinar 3: Inclusive Public Institutions and Satisfaction with Public Services

SDG 16.7.1b and c: Participatory and Representative Decision Making in the Public Service and in the Judiciary



16.7.1 - Representation and Participation



16.7.1a*

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



16.7.1b

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



16.7.1c

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



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Representation and Participation in Public Service – 16.7.1b





16.7.1b - Inclusive representation in the Public Service

16.7.1b

**Inclusive
representation in
the public service**



Measures the accessibility of civil justice institutions and mechanisms (both formal and informal)

Broad Assessment of public justice needs

Unmet Legal Need and access to justice

Barriers to accessing justice and resolving legal problems

Understanding of the formal and informal mechanisms landscape



16.7.1b on Public Service - What does it measure?

Research shows that when the public service is representative of the people they provide services to:

- People perceive the public service to have greater legitimacy
- People have higher levels of trust in public institutions

More representative public service → more inclusive policymaking processes → higher quality and fairness of policy decisions

(vs. less representative public service → decision-making influenced by vested interests)

- “It measures representation in the public service with respect to the sex, age, disability and population group status of public servants, and assesses how these correspond to the proportion of these groups in society as a whole”



Public Service



Population





16.7.1b on Public Service - How is the public service defined?

1. What institutional units are included?

“All ministries, agencies, departments and non-profit institutions that are controlled by public authorities.”

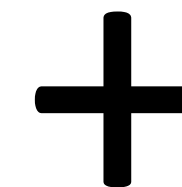
-- General Government Sector as defined in the System of National Accounts 2008

Excludes:

- Military
- Public corporations and quasi-corporations owned & controlled by government units

2. What administrative levels are included?

Employment in national / central government

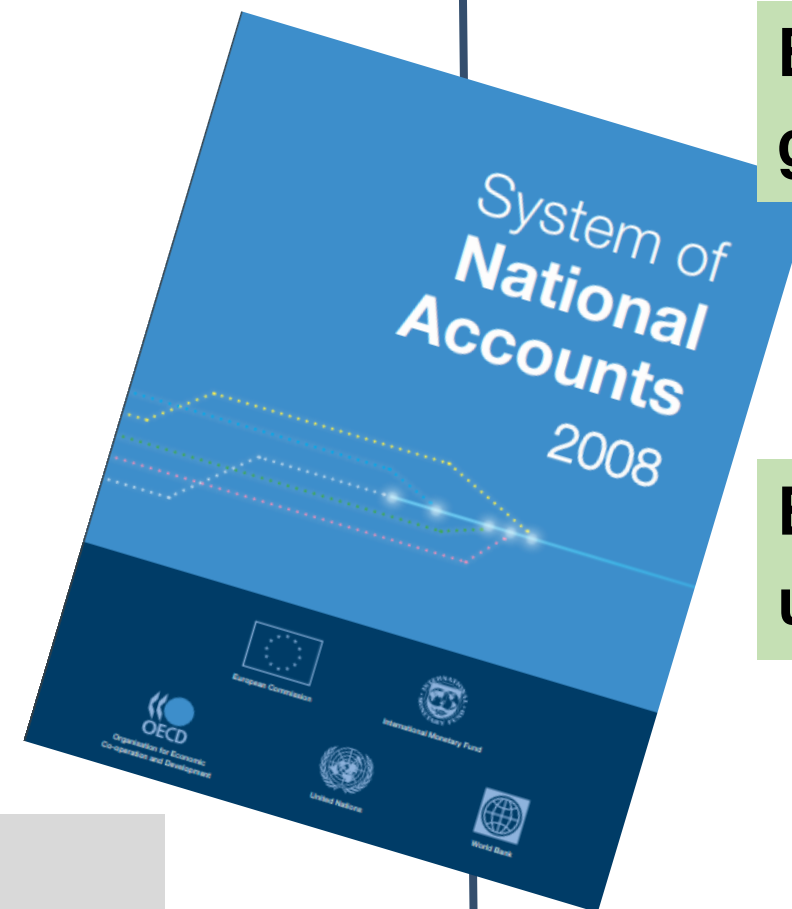


Employment in ‘state government units’ (or equivalent sub-central level)

-- As defined in the System of National Accounts 2008

Excludes:

- Local government units





16.7.1b on Public Service - How to disaggregate by 'level' of decision-making?

- Target 16.7: Ensure responsive, inclusive, participatory and representative decision-making *at all levels*
- Focus on 5 'core' occupational categories in the public service, as defined by *International Standard Classification of Occupations* (see metadata for specific ISCO codes)

Senior Government Officials (ISCO Major Group 1)

Managing Directors and Chief Executives and Business Services and Administration Managers (ISCO Major Group 1)

Administration Professionals (ISCO Major Group 2)

Business and Administration Associate Professionals (ISCO Major Group 3)

General and Keyboard Clerks (ISCO-08 Major Group 4)



* Only consider positions held by 'career public servants', i.e. appointed/elected positions (in first 2 categories) are excluded



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16.7.1b on Public Service - Total public servants & focus on 'frontline service workers' in 4 sectors

- Selection of 4 sectors based on 2 main criteria:
 - Sectors where public servants have **frequent direct interaction with the public**
 - Sectors that account for a **substantial portion of public service jobs**

Police Personnel

Education Personnel

Health Personnel

Front Desk Administrative Personnel (IDs, licenses, taxation and social benefits)

Each sector disaggregated by same 5 occupational categories as for public service as a whole

Senior Government Officials (ISCO Major Group 1)

Managing Directors and Chief Executives and Business Services and Administration Managers (ISCO Major Group 1)

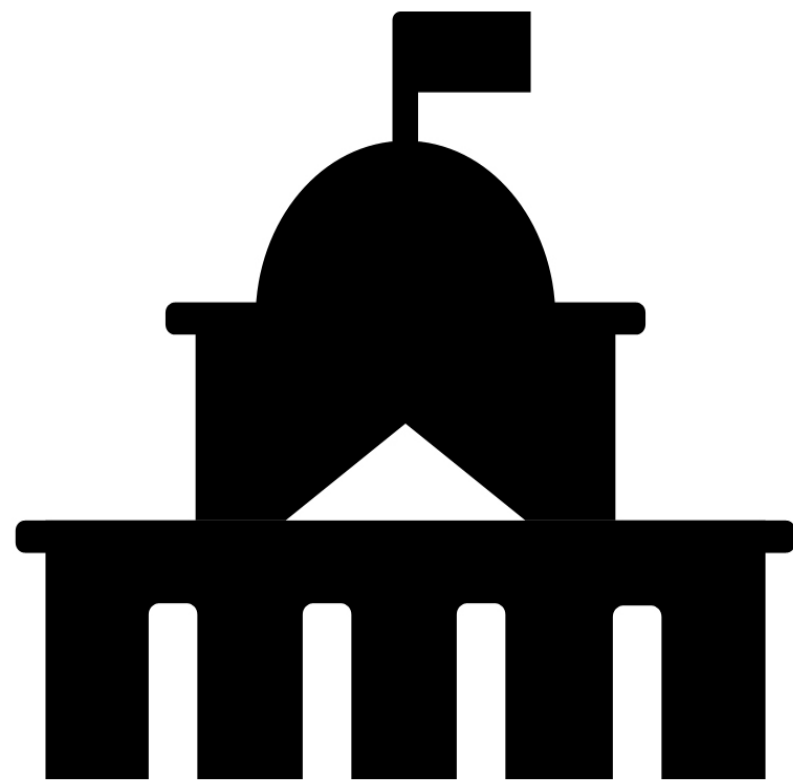
Administration Professionals (ISCO Major Group 2)

Business and Administration Associate Professionals (ISCO Major Group 3)

General and Keyboard Clerks (ISCO-08 Major Group 4)



16.7.1b on Public Service - General Government Sector requires figures on:



Other ministries, agencies, departments



SDG 16.7.1b requires figures on:

- 1) **Total public service personnel**
- 2) **Frontline service workers in 4 'key sectors'**
 - *Healthcare personnel*
 - *Education personnel*
 - *Police personnel*
 - *Front desk administrative personnel*



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16.7.1b: What exactly is needed for reporting? Computation Method: 4 Ratios of Two Proportions

Women

$$\text{Ratio 1a} = \frac{\text{Proportion of women across the public service}}{\text{Proportion of women in the working-age population}}$$

$$\text{Ratio 1b} = \frac{\text{Proportion of women in managerial occupations in the public service}}{\text{Proportion of women in the working-age population}}$$

Youth

$$\text{Ratio 2} = \frac{\text{Proportion of persons < 35 years in the public service}}{\text{Proportion of persons between eligibility age < 35 years in the population}}$$

Persons with a disability

$$\text{Ratio 3} = \frac{\text{Proportion of persons with a disability in the public service}}{\text{Proportion of persons with a disability in the working-age population}}$$

Nationally relevant population groups

$$\text{Ratio 4} = \frac{\text{Proportion of population group A (B, C, ...) in the public service}}{\text{Proportion of population group A (B, C, ...) in the working-age population}}$$

=0: No representation at all

=1: Equal representation as in population

<1: Representation is lower than in population

>1: Representation is higher than in population



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16.7.1b - Indicator disaggregation

| | Public Service |
|---------------------------------------|----------------|
| Sex | |
| Age | |
| Disability status | |
| Nationally relevant population groups | |
| Occupational categories | |
| Administrative level | |
| Types of positions | |
| Level of court | |

Public Service Disaggregation:

- Sex (*male, female*)
- Age group (*below 35 years; 35-44; 45-54; 55-64; 65 and above*)
- Disability status (*disability; no disability*)
- Population subgroup (*country-specific*)
- Occupational categories (*4 'core' ISCO categories with specific codes in metadata*)
- Administrative level (*Central/national level; state level*)



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16.7.1b on the Public Service - Data at the global level

The Second global call for data was between May and August 2022

- Lessons learned from the global call for data
- Although some countries could provide data on individuals with disability in public service, very few could provide the percentage of individuals with a disability in the population
- Further guidance needs to be developed on matching ISCO Code with national classifications
- The most common reported data is the **total public service personal by sex**
- The reporting year ranges between 2016 and 2021
- We'll be going through the reported data and make it available to SDG Global Database in December 2022

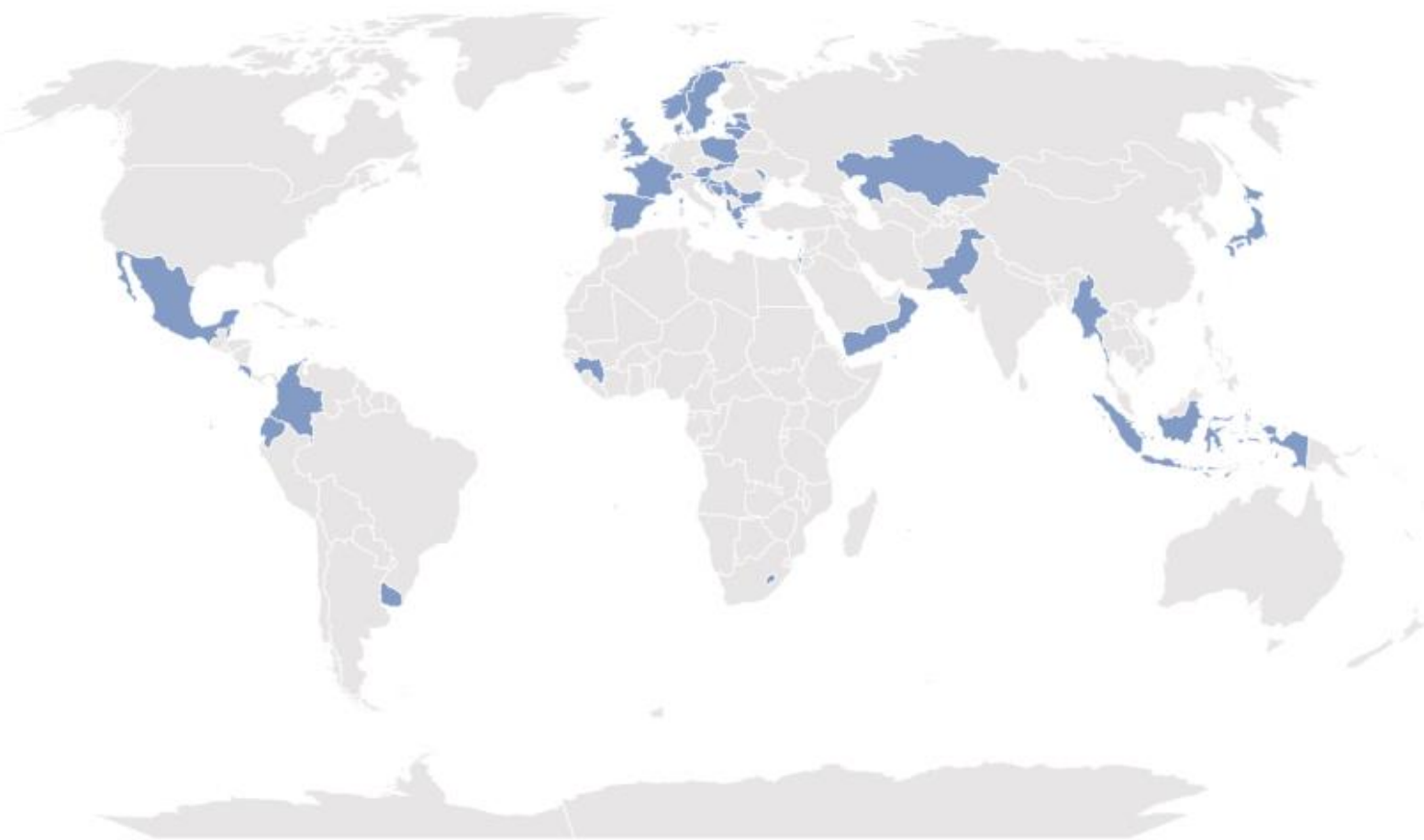




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16.7.1b Global Reporting Since 2021: Reporting Countries

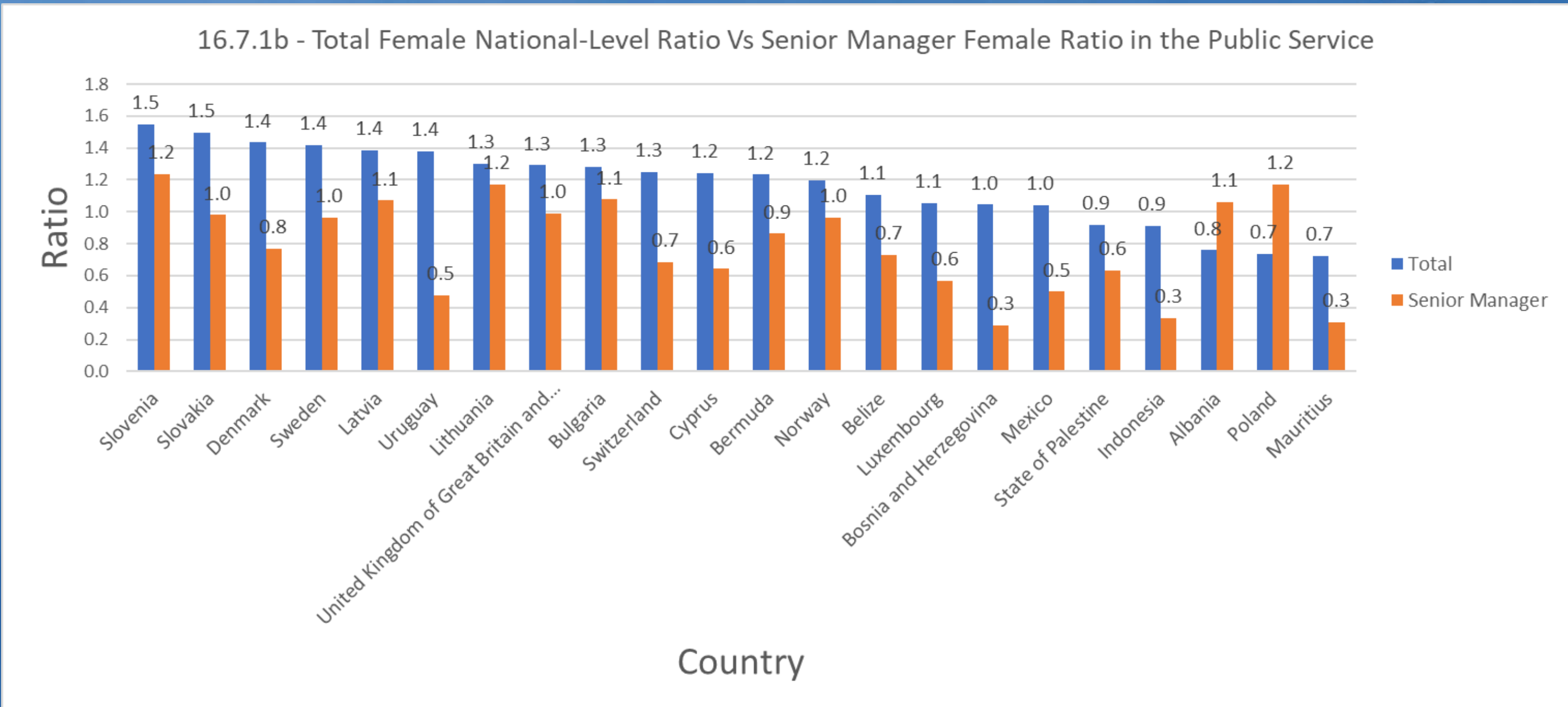


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- Albania
- Austria
- Belize
- Bermuda
- Bosnia and Herzegovina
- Brunei Darussalam
- Bulgaria
- China, Hong Kong Special Administrative Region
- Colombia
- Costa Rica
- Croatia
- Cyprus
- Denmark
- Ecuador
- Estonia
- France
- Greece
- Guinea
- Indonesia
- Israel
- Japan
- Kazakhstan
- Latvia
- Lesotho
- Lithuania
- Luxembourg
- Maldives
- Malta
- Mauritius
- Mexico
- Myanmar
- Norway
- Oman
- Pakistan
- Poland
- Republic of Moldova
- Samoa
- Serbia
- Slovakia
- Slovenia
- Spain
- State of Palestine
- Sweden
- Switzerland
- United Kingdom of Great Britain and Northern Ireland
- Uruguay
- Yemen



16.7.1b 2021 Global Reporting: Total Female National-Level Ratio Vs Senior Manager Female Ratio in the Public Service





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Representation and Participation in the Judiciary – 16.7.1c





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16.7.1c - Inclusive representation in the Judiciary

16.7.1c

**Inclusive
representation
in the judiciary**



Measures and participation and representation of vulnerable groups in decision making positions in the judiciary

Targets gender, youth, disability and 'nationally relevant population groups'
Representation promotes trust and observance of decision making



16.7.1c on Public Service - What does it measure?

- When judiciaries are perceived to exclude certain groups, individuals from excluded groups may be less willing to turn to courts to access justice.
- Research shows that diversity in judicial positions renders decision-making by the judiciary:
 - More responsive to the concerns of the whole population; and
 - More legitimate in the eyes of citizens.
- “It measures representation in the judiciary with respect to the sex, age, disability and population group status, and assesses how these correspond to the proportion of these groups in society as a whole.”



Public Service



Population





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16.7.1c on the Judiciary - Court levels and decision-making positions

Court levels

Supreme / Constitutional Courts

Higher Level Courts

Lower Level Courts

Decision making positions

Judges - person authorized to decide cases in a court of law

Registrars - judicial officer of the court entrusted with judicial or quasi-judicial functions who has autonomous competence.



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16.7.1c on the Judiciary - Computation Method: 8 Ratios of Two Proportions

Women

$$\text{Ratio 1 (Judges)} = \frac{\text{Proportion of female judges among all judges}}{\text{Proportion of women in the working-age population}}$$

$$\text{Ratio 2 (registrars)} = \frac{\text{Proportion of female registrars among all registrars}}{\text{Proportion of women in the working-age population}}$$

Youth

$$\text{Ratio 3 (judges)} = \frac{\text{Proportion of judges < 45 years among all judges}}{\text{Proportion of individuals between eligibility age and 44 in the population}}$$

$$\text{Ratio 4 (registrars)} = \frac{\text{Proportion of registrars < 45 years among all registrars}}{\text{Proportion of individuals between eligibility age and 44 in the population}}$$

Pop. groups

Ratios 5 & 6 *For nationally relevant population groups*

Disability

Ratios 7 & 8 *For persons with a disability*

| | | | |
|------------------------------|---|--|---|
| =0: No representation at all | =1: Equal representation as in population | <1: Representation is lower than in population | >1: Representation is higher than in population |
|------------------------------|---|--|---|



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16.7.1c - Indicator Disaggregation

| | Judiciary |
|---------------------------------------|-----------|
| Sex | |
| Age | |
| Disability status | |
| Nationally relevant population groups | |
| Occupational categories | |
| Administrative level | |
| Types of positions | |
| Level of court | |

Judiciary Disaggregation:

- Sex (*male, female*)
- Age group (*below 45 years; 45-54; 55-64; 65 and above*)
- Disability status (*disability; no disability*)
- Population subgroup (*country-specific*)
- Types of positions (*Judges; registrars*)
- Level of court (*Constitutional/Supreme court; Higher-level; courts Lower-level courts*)



16.7.1c on the Judiciary - Data at the global level

The Second global call for data was between May and August 2022

Lessons learned from the global call for data

- Although some countries could provide data on individuals with disability in the Judiciary, very few could provide the percentage of individuals with a disability in the population
- Further guidance needs to be developed on matching the national court levels to the ones on the indicator
- No constraints identified in collecting data on judges
- The most common reported data is the total number of judges by sex
- The reporting year ranges between 2016 and 2021
- We'll be going through the reported data and make it available to SDG Global Database in December 2022



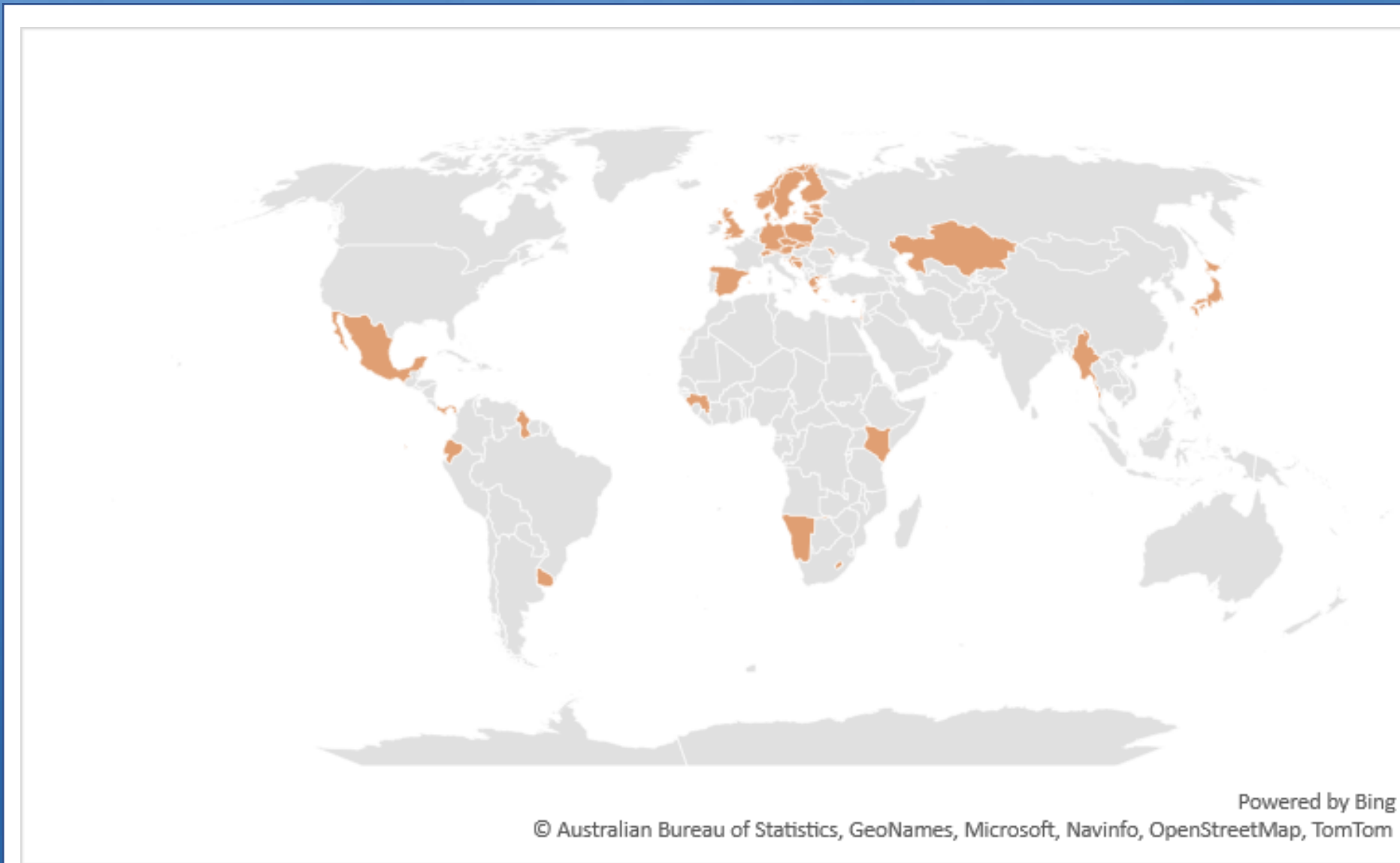
40+
countries



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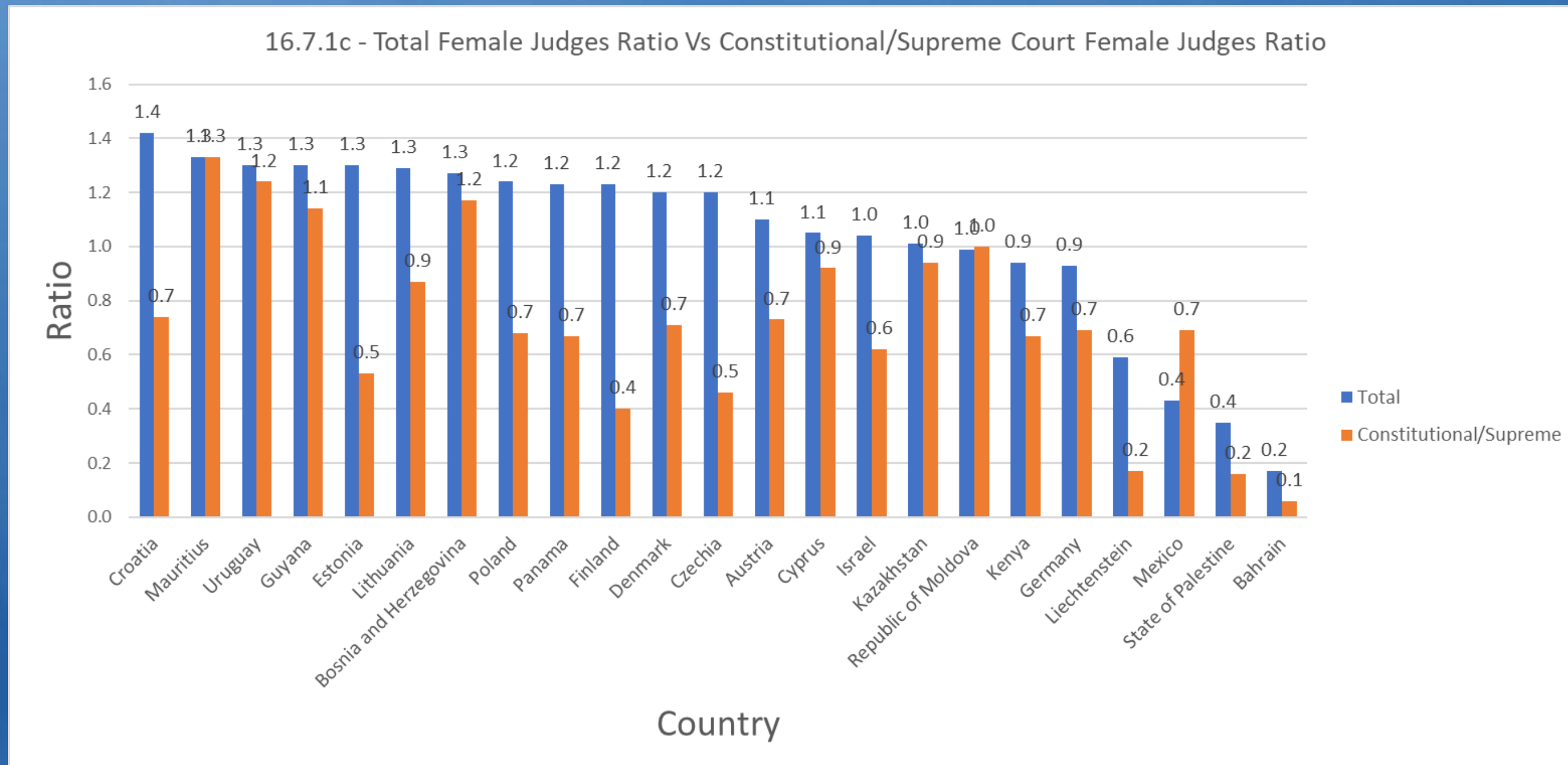
16.7.1c Global Reporting Since 2021: Reporting Countries



- Austria
- Bahrain
- Bosnia and Herzegovina
- China, Hong Kong Special Administrative Region
- Croatia
- Cyprus
- Czech Republic
- Czechia
- Denmark
- Ecuador
- Estonia
- Finland
- Germany
- Greece
- Guinea
- Guyana
- Israel
- Japan
- Kazakhstan
- Kenya
- Latvia
- Lesotho
- Liechtenstein
- Lithuania
- Maldives
- Malta
- Mauritius
- Mexico
- Myanmar
- Namibia
- Norway
- Panama
- Poland
- Republic of Moldova
- Slovakia
- Spain
- State of Palestine
- Sweden
- Switzerland
- United Kingdom of Great Britain and Northern Ireland
- Uruguay



16.7.1c 2021 Global Reporting - Total Female Judges Ratio Vs Constitutional/Supreme Female Judges Ratio





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Thank you for listening!

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