



Measuring SDG 16.7.1b and c Inclusive Representation and Decision-making



17 December

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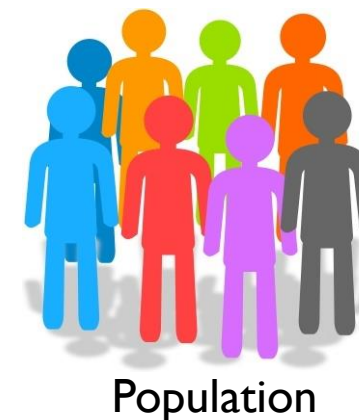


16.7.1b on PUBLIC SERVICE: What does it measure?

“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: Why is it important to measure proportional representation in the public service?



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)



16.7.1b: How is the public service defined?

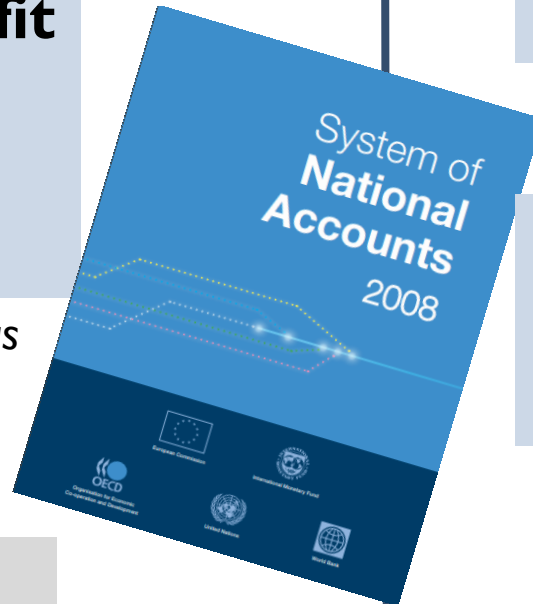
1. What institutional units are included?

“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

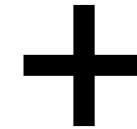
Excludes:

- 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: 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)

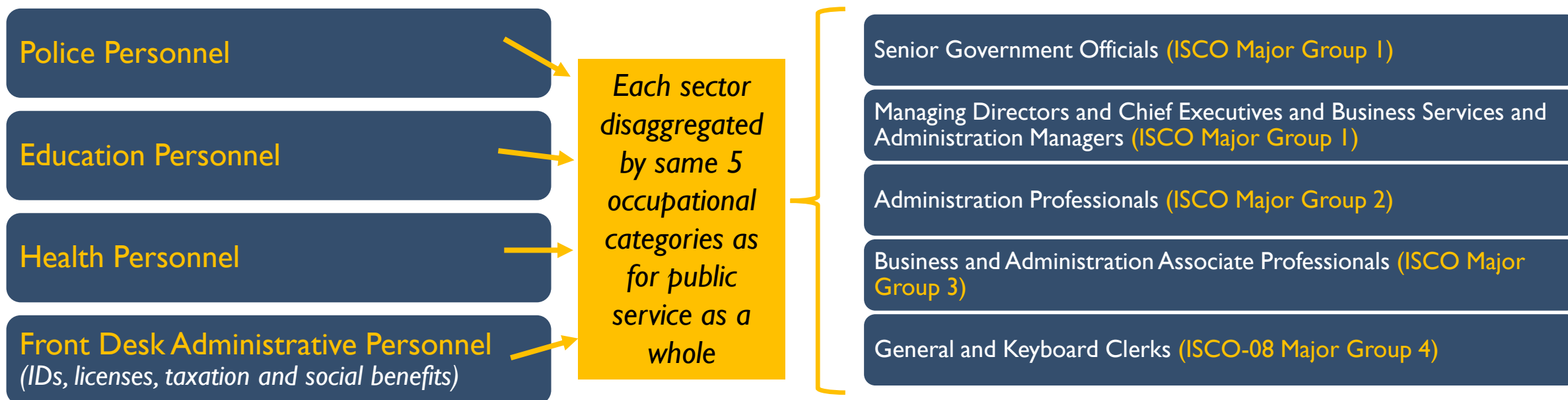
General and Keyboard Clerks (ISCO-08 Major Group 4)



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

16.7.1b: 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**



PUBLIC SERVICE 16.7.1b

- Matching the bureaucratic positions and the front-line occupations

Police Personnel

Senior and other Managers	1112, 121, 134
Administration Professionals	241-242, 25
Technicians and Associate Professionals	3355, 5412, 5413, 334
General and Keyboard Clerks	41

Education Personnel

Senior and other Managers	121, 1345
Administration Professionals	231-235, 241-242
Technicians and Associate Professionals	531, 334
General and Keyboard Clerks	41

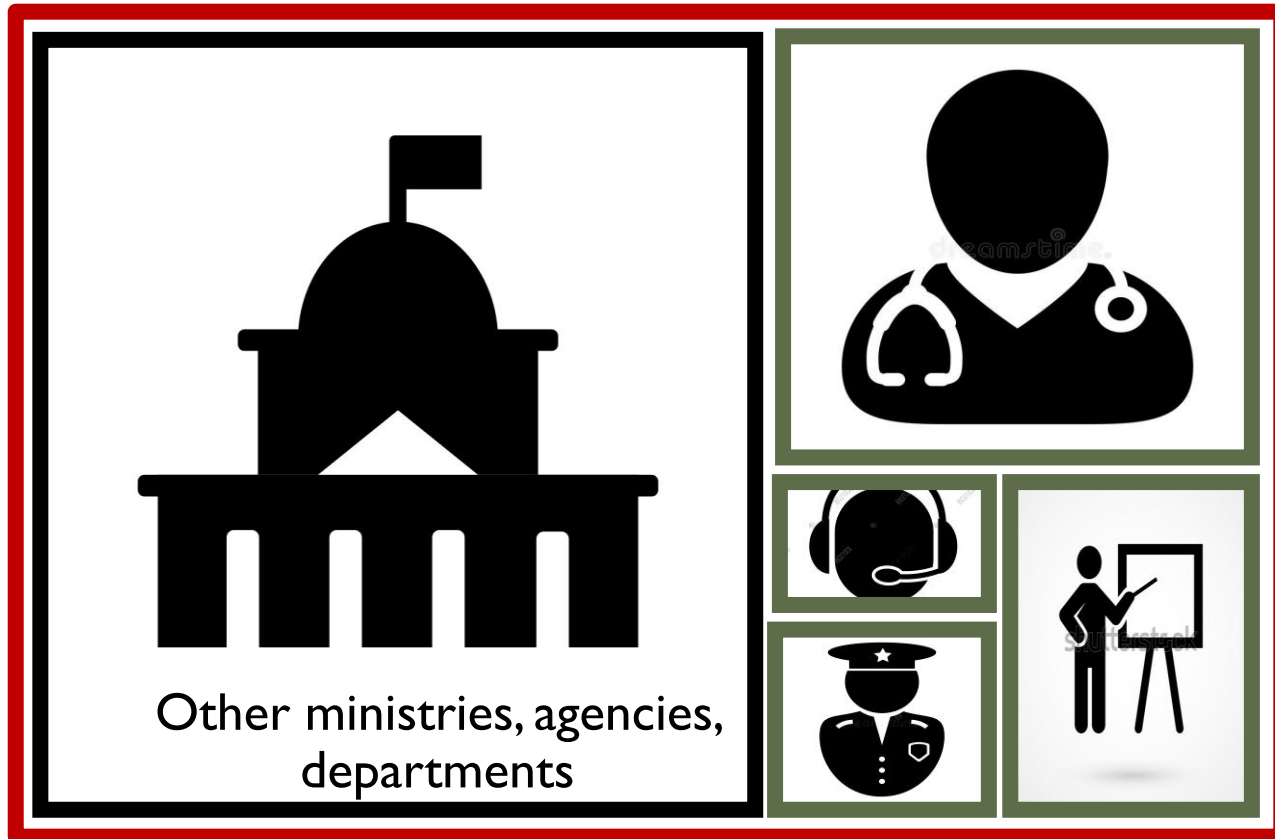
Health Personnel

Senior and other Managers	121, 1342, 1343
Administration Professionals	22, 241-242
Technicians and Associate Professionals	32, 352, 3344
General and Keyboard Clerks	41

Front Desk Administrative Personnel

Senior and other Managers	112, 121
Administration Professionals	241-242, 25
Technicians and Associate Professionals	334, 335
General and Keyboard Clerks	41

16.7.1b: General Government Sector requires figures on



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*

16.7.1b: What exactly is needed for reporting?

Computation method: 4 ratios of two proportions

Women	Ratio 1a	=	$\frac{\text{Proportion of women across the public service}}{\text{Proportion of women in the working-age population}}$		
	Ratio 1b	=	$\frac{\text{Proportion of women in managerial occupations in the public service}}{\text{Proportion of women in the working-age population}}$		
Youth	Ratio 2	=	$\frac{\text{Proportion of persons < 35 years in the public service}}{\text{Proportion of persons between eligibility age and 34 in the population}}$		
Persons with a disability	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	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

16.7.1c on the JUDICIARY: What does it measure?

“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.”



Judiciary



Population

16.7.1b: Why is it important to measure proportional representation in the judiciary?

- 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.



16.7.1c: Disaggregation by court level, and by position



Court levels

Supreme / Constitutional Courts

Higher-Level Courts

Lower-Level Courts

Decision-making positions

Judge:

A person authorized to decide cases in a court of law

Registrar:

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

16.7.1c: What exactly is needed for reporting?

Computation method: 8 ratios of two proportions

Women	Ratio 1 (Judges)	=	$\frac{\text{Proportion of female judges among all judges}}{\text{Proportion of women in the working-age population}}$
	Ratio 2 (registrars)	=	$\frac{\text{Proportion of female registrars among all registrars}}{\text{Proportion of women in the working-age population}}$
Youth	Ratio 3 (judges)	=	$\frac{\text{Proportion of judges < 45 years among all judges}}{\text{Proportion of individuals between eligibility age and 44 in the population}}$
	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	=	<i>For nationally relevant population groups</i>
Disability	Ratios 7 & 8	=	<i>For persons with a disability</i>













=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

Disaggregation by indicator

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

Common to both:

- **Sex** (*male, female*)
- **Disability status** (*disability; no disability*)
- **Population subgroup** (*country-specific*)

Public Service:

- **Age group** (*below 35 years; 35-44; 45-54; 55-64; 65 and above*)
- **Occupational categories** (*4 'core' ISCO categories with specific codes in metadata*)
- **Administrative level** (*Central/national level; state level*)

Judiciary:

- **Age group** (*below 45 years; 45-54; 55-64; 65 and above*)
- **Occupational categories** (*Judges; registrars*)
- **Level of court** (*Constitutional/Supreme court; Higher-level; courts Lower-level courts*)

Data Reporting Platform

Welcome

- SDG 16.6.2
Satisfaction with public services
- SDG 16.7.1b
Inclusive representation in the public service
- SDG 16.7.1c
Inclusive representation in the judiciary
- SDG 16.7.2
Inclusive and responsive decision-making
- Focal Points
- Contact Us



Metadata fields

Source

Year of data collection:

Data source(s) used for this indicator:



Data fields

	% positive responses on the first question ("have a say")	% positive responses on the second question ("influence")	Average % positive responses on both questions combined
Total / National:	<input type="text"/>	<input type="text"/>	<input type="text"/>
Sex			



Save data

Submit to UNDP

- Additional Information on each indicator is provided
- NSOs can directly send queries to UNDP
- There is a downloadable version of the data entry forms
- Information can be consulted by other individuals in the NSO as long as they have login and password
- Information can be corrected



Thank you!

“As we embark on this collective journey, we pledge that no one will be left behind.

” - *Transforming our world: the 2030 Agenda for Sustainable Development (A/RES/70/1)*