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

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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.”
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)
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
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

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

- Police Personnel
- Education Personnel
- Health Personnel
- Front Desk Administrative Personnel (IDs, licenses, taxation and social benefits)

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)
• Matching the bureaucratic positions and the front-line occupations

<table>
<thead>
<tr>
<th>Police Personnel</th>
<th>Health Personnel</th>
<th>Front Desk Administrative Personnel</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Senior and other Managers</strong></td>
<td>1112, 121, 134</td>
<td><strong>Senior and other Managers</strong></td>
</tr>
<tr>
<td>Administration Professionals</td>
<td>241-242, 25</td>
<td>112, 121</td>
</tr>
<tr>
<td>Technicians and Associate Professionals</td>
<td>3355, 5412, 5413, 5413, 334</td>
<td>Administration Professionals</td>
</tr>
<tr>
<td>General and Keyboard Clerks</td>
<td>41</td>
<td>241-242, 25</td>
</tr>
</tbody>
</table>

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<tr>
<th><strong>Education Personnel</strong></th>
<th><strong>Technicians and Associate Professionals</strong></th>
<th><strong>General and Keyboard Clerks</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Senior and other Managers</strong></td>
<td>121, 1345</td>
<td>41</td>
</tr>
<tr>
<td>Administration Professionals</td>
<td>231-235, 241-242</td>
<td>41</td>
</tr>
<tr>
<td>Technicians and Associate Professionals</td>
<td>531, 334</td>
<td>41</td>
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</table>
16.7.1b: General Government Sector 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**

<table>
<thead>
<tr>
<th>Ratio 1a</th>
<th>Proportion of <strong>women across the public service</strong></th>
<th>Proportion of <strong>women</strong> in the working-age population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ratio 1b</td>
<td>Proportion of <strong>women in managerial occupations</strong> in the public service</td>
<td>Proportion of <strong>women</strong> in the working-age population</td>
</tr>
<tr>
<td>Youth</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ratio 2</td>
<td>Proportion of <strong>persons &lt; 35 years</strong> in the public service</td>
<td>Proportion of <strong>persons between eligibility age and 34</strong> in the population</td>
</tr>
<tr>
<td>Persons with a disability</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ratio 3</td>
<td>Proportion of <strong>persons with a disability</strong> in the public service</td>
<td>Proportion of <strong>persons with a disability</strong> in the working-age population</td>
</tr>
<tr>
<td>Nationally relevant population groups</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ratio 4</td>
<td>Proportion of <strong>population group A (B, C, …)</strong> in the public service</td>
<td>Proportion of <strong>population group A (B, C, …)</strong> in the working-age population</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Representation</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>=0:</td>
<td>No representation at all</td>
</tr>
<tr>
<td>=1:</td>
<td>Equal representation as in population</td>
</tr>
<tr>
<td>&lt;1:</td>
<td>Representation is lower than in population</td>
</tr>
<tr>
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<td>Representation is higher than in population</td>
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</tbody>
</table>
“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.”
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)**: Proportion of female judges among all judges
  - Proportion of women in the working-age population

**Ratio 2 (Registrars)**: Proportion of female registrars among all registrars
  - Proportion of women in the working-age population

**Youth**
- **Ratio 3 (Judges)**: Proportion of judges < 45 years among all judges
  - Proportion of individuals between eligibility age and 44 in the population

**Ratio 4 (Registrars)**: Proportion of registrars < 45 years among all registrars
  - 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
## Disaggregation by indicator

<table>
<thead>
<tr>
<th></th>
<th>Public Service</th>
<th>Judiciary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sex</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Age</td>
<td>![Icon]</td>
<td>![Icon]</td>
</tr>
<tr>
<td>Disability status</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nationally relevant population groups</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Occupational categories</td>
<td>![Icon]</td>
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</tr>
<tr>
<td>Administrative level</td>
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<td>![Icon]</td>
</tr>
<tr>
<td>Types of positions</td>
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<td>![Icon]</td>
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<tr>
<td>Level of court</td>
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<td>![Icon]</td>
</tr>
</tbody>
</table>

**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)*

**Common to both:**
- **Sex** *(male, female)*
- **Disability status** *(disability; no disability)*
- **Population subgroup** *(country-specific)*
• 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)