Policy Brief

Furthering the targets of SDG5 on gender equality through building strong public institutions and strengthening collaboration

Written by Regan Price, MPA

About the Organisation

Since 2006, the Virginia Tech Institute of Policy and Governance (IPG) has been investigating salient policy and governance concerns linked to developing and maintaining democratic institutions in a fashion that honours Virginia Tech's Land Grant mission, history and motto of *Ut prosim*, "that I may serve." IPG is an entrepreneurial, interdisciplinary community of collaborating faculty, staff and students that conducts research, learning and engagement efforts concerning significant democratic governance challenges. IPG, the School of Public and International Affairs and affiliated faculty have completed projects and research in multiple policy domains and at international, national, state and local levels. IPG has launched interdisciplinary initiatives involving faculty and graduate students interested in investigating social change processes, whether to create conditions aimed at improving and advancing existing programs, identifying, and supporting innovative policy and programs or to improve the prospects for the realization of social justice.

About the Author

Regan Price graduated with a Master of Public Administration degree from Virginia Tech in May of 2022. She holds a Bachelor of Arts degree in Philosophy with a concentration in Ethics and Public Policy from Virginia Commonwealth University. Her previous work and academic experience have focused on the design, implementation and evaluation of public policy that seeks to further social development, with an emphasis on building equity into program solutions. She is interested in using and expanding big data to drive policy and program decision-making, that is also grounded in sound normative and inclusive approaches. She is particularly passionate about finding innovative ways to integrate gender equality, and equality for people with disabilities into public policy, public programs, governance practices and budgetary decision making.

Ms. Price recently completed an internship with the United Nations Department of Economic and Social Affairs, Division for Public Institutions and Digital Government. This professional opportunity allowed her to explore her interests in promoting good governance and identifying public-sector solutions to address global gender inequality.

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Definitions

Gender: Socially constructed differences between women and men that are created and maintained through socialization, and practice; the attitudes, behaviours, norms, and roles that a society associates with an individual's sex category; a persistent and pervasive social form that orders human activity and generates inequalities in power and prestige. [1]

Gender-based violence: an umbrella term for any harmful act perpetrated against a person's will and based on socially ascribed (gender) differences between females and males. The character and extent of specific types of gender-based violence vary across cultures, countries and regions. Examples include sexual violence, including sexual exploitation/abuse and forced prostitution; domestic violence; trafficking; forced/early marriage; harmful traditional practices such as female genital mutilation; honour killings; and widow inheritance—a social and cultural practice in which a widowed woman is required to marry a male relative of her late husband. [2]

Gender equality: the equal rights, responsibilities and opportunities of women and men, and girls and boys; a condition under which the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. [3]

Gender mainstreaming: the systematic incorporation of gender into all institutions, decision-making processes and policies. [4]

Gender parity: equal numbers of men and women in positions. [5]

Gender-responsive budgeting: a method of determining the extent to which government expenditure has detracted from or come nearer to the goal of gender equality. A gender-responsive budget is not a separate budget for women, but rather a tool that analyzes budget allocations, public spending and taxation from a gender perspective and can be subsequently used to advocate for reallocation of budget line items to better respond to women's priorities as well as men's, making them, as the name suggests, gender responsive. [6]

Gender-responsive public service delivery: public services that meet the unique needs of women and girls. [7]

Gender responsive programming: programming which includes specific actions to reduce gender inequalities within communities. [8]

[1] [3] [4] [5] [6] UNDP and University of Pittsburgh. 2021.
[2] [7] UN Women, 2022.
[8] UNFPA - UNICEF Joint Programme on the Elimination of Female Genital Mutilation. 2018.

Introduction

The 17 Sustainable Development Goals (SDGs) were adopted by all United Nations (UN) Member States in 2015, as part of the 2030 Agenda for Sustainable Development.
The SDGs would, if achieved, eradicate poverty, hunger and *gender inequality*, while also maintaining peaceful and just societies, strong public institutions that are responsive, inclusive, participatory and are representative in decision-making processes. The attainment of the SDGs requires a global partnership for sustainable economic and social development that protects the planet from degradation. This policy brief analyses global progress toward accomplishing Sustainable Development Goal 5 (gender equality - SDG5) through furthering Sustainable Development Goal 16 (peace, justice, and strong institutions - SDG16) and Sustainable Development Goal 17 (partnerships for the Goals - SDG17); details some concepts and approaches to furthering gender equality through policymaking and public administration actions in collaboration with other stakeholders; outlines several barriers to advancing gender equality—through policymaking and public administration actions and via intersectoral collaborations; and discusses several examples of gender equality policy and program approaches by national and subnational policymakers with demonstrated positive impacts. [9]

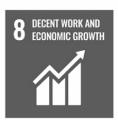[9] United Nations General Assembly Seventieth session. 2015.

I. Background: SDG5, SDG16 and SDG17

The normative justification for the pursuit of gender equality is derived from the belief that it constitutes an immutable human right: As such, SDG5 includes nine targets accompanied by indicators aimed at measuring the successes and challenges of achieving them. SDG5 targets include ending all discrimination against women and girls, eliminating all forms of violence against women and girls in public and private spheres, valuing unpaid care and domestic work through the provision of public services, social protection policies and the promotion of shared responsibilities within households, and ensuring women's full participation in leadership and decision-making. [10] Further targets include providing universal access to sexual and reproductive healthcare, undertaking reforms to ensure women's equal access to economic resources and ownership of land, enhancing women's use of enabling technology such as information and communications technology (ICT) and adopting and strengthening policies for the promotion of gender equality at all levels. [11] Please see Appendix, Table 1 for a list of SDG5 targets and indicators.

The role of governments in attaining gender equality

Governments, hinging on effective public institutions, are pivotal to addressing SDG5 targets. There are actions that governments are uniquely positioned to take—including banning **gender-based violence**. [12] They are also uniquely positioned to implement such actions as banning gender discrimination in employment (including unequal employment remuneration), allocating public funds to provide gender-specific public services (e.g., reproductive healthcare), setting standards for gender equal access to ownership of land and

economic resources and promoting the advancement of women to leadership roles in the private and public sectors and civil society. In adopting SDG16, the United Nations Member States demonstrated recognition of the important role public institutions play in the achievement of the SDGs and the furthering of gender equality. [13] The intersection of SDG16 targets with gender equality will be discussed in Section III (please see Appendix, Table 2 for a list of SDG16 targets and indicators).

The role of partnerships in attaining gender equality

In the pursuit of gender equality, government institutions can be strengthened by introducing collaborative mechanisms in policymaking and planning to address the targets of SDG5 more effectively. Collaboration may include forming partnerships and sharing resources through international, bilateral or regional agreements, and agreements within the United Nations Member States. Collaboration may also take place between actors and institutions in the private and public sectors and civil society. To that end, SDG17 aims to strengthen inter-and intra-national partnerships by furthering targets including enhancing knowledge sharing, enhancing international support for implementing effective and targeted capacity-building in developing countries to support national plans to implement the SDGs, and encouraging and promoting effective public, public-private and civil society partnerships. Please see Appendix, Table 3 for a list of SDG17 targets and indicators. [14]

II. Progress toward SDG5

Despite decades of effort by national and subnational governments and international, bilateral and multilateral institutions, the promise of global gender equality has not yet been realized. Indeed, "the world is not on track to achieve gender equality by 2030," according to the Sustainable Development Goals Report 2022. [15] For instance, women are still not represented equally in all national and subnational governments. [16] As of January 2022, the global share of women in national parliaments had reached only 26.2 per cent and in local government, the women's share stood at just over one third. [17] In 2020, of 95 countries surveyed by the United Nations, less than 50 per cent had gender quotas in place in their parliaments and/or subnational governments. [18] In 2021 the World Economic Forum predicted that according to its modeling, it will take 135.6 years to reach **gender parity** worldwide. [19] Additionally violence against women and girls continues to rage across the world. Globally, around 26 per cent of women and girls aged 15 and older have been subjected to intimate partner physical and/or sexual violence at least once in their lifetime and one in five women were married in childhood in 2021. [20] Under current conditions, United Nations researchers expect that by 2030, up to 10 million more girls, compared to pre-pandemic levels, will likely become child brides. [21] The practice of female genital mutilation (FGM), a form of violence against women and girls internationally recognized as a violation of human rights, continues to occur, with approximately 200 million girls and women alive today who have undergone the procedure. In some areas of the world, FGM is practiced at the same rate as it was 30 years ago, while other regions have made progress toward its elimination. However, by current estimates, efforts toward ending FGM would need to be implemented at least 10 times faster to reach the SDG5 target of eliminating this practice by 2030. [22] Women also continue to lack control over their personal sexual and reproductive health decisions. Based on survey data from 64 countries obtained by the United Nations, only 57 per cent of married women aged 15 to 49 can make their own decisions regarding sexual and reproductive health and rights. [23] Reproductive and sexual healthcare rights are even regressing in some developed countries. The United States, for instance, recently witnessed the overturning of women's constitutional right to seek safe abortion services.

"The world is not on track to achieve gender equality by 2030" - United Nations Sustainable Development Goals Report, 2022.

10 million

more girls to become child brides by 2030, according to current estimates

135.6 years

To reach global parity, according to current estimates

III. Reflection on furthering SDG5 targets through building strong public institutions and engaging in partnerships and collaboration

This section looks at the common challenges to strengthening the gender-responsiveness of public institutions and engaging in effective collaborations to further the targets of SDG5. Then, in consideration of these challenges and, keeping the targets of SDG16 and SDG17 in mind, this section provides a reflection of common concepts and examples of approaches to the pursuit of gender equality through government policymaking and public administrative action and collaboration with non-state actors, including the private sector and civil society.

Challenges

It is often a challenge to motivate national and subnational governments to act—and use limited public funds and resources—to pursue gender equality because doing so can be perceived as requiring "taking resources away" from other public priorities. Similarly, resource constraints may be invoked by those who do not believe in funding social protection programs, which are generally associated with improved gender equality. [24]

Social theory may partially explain why some governments continue to invest little in gender equality. 'Social construction' refers to the cultural characterizations or popular images or narratives associated with certain

populations whose behaviour and well-being are affected by public policy (e.g., women). These accounts are normative and portray groups in positive or negative terms through symbolic language and stories. Analysts who have developed the theory of social construction of target populations—in this case, the social construction of women, or other intersectional identities such as women with disabilities or LGBTQIA+ women—have contended that these beliefs and perceptions have a powerful influence on the views and beliefs of public officials and their constituents and influence the design of policies and budgets and affect policy priorities and agenda setting thereby. In essence, decision-makers' (conscious and unconscious) perceptions and beliefs about women influence the perceived deservingness of women and girls to receive help from the government in the form of program and policy support. [25] The social construction of target populations is influenced by cultural and social contextual factors. [26]

In addition to social challenges, logistically, engaging in effective collaboration efforts to further the targets of SDG5 is often difficult and complex. For example, influential studies have posited basic levels of trust, common goals and social capital are necessary for

[10] , [11], [13], [14] United Nations General Assembly Seventieth session. 2015.
[12] UN Women. 2022.
[15] , [17], [18], [20], [21], [22], [23] United Nations. 2022.
[16], [19] World Economic Forum. 2021.
[24] Elveren, A., Moghadam, V., Dudu, S. 2022.
[25], [26] Schneider, A., Ingram, H. 1993.

successful collaboration. Mistrust and power imbalances present a threat to successful cooperation, as a more powerful group of stakeholders may dominate the collaborative process because of superior organizational or other capacities. In the absence of an inclusive collaborative design (to resolve power imbalances), trust and incentives to participate (e.g., a common goal), partnerships may fail. Additionally, a lack of time, inefficient communication or unsuccessful communication or the absence of a sense of urgency or conflict are other challenges to successful associations across sectors and between organizations and institutions of varying power and capacity. [27] To ensure success, stakeholders should be cognizant of power imbalances, and other challenges when promoting collaboration in pursuit of SDG5 targets.

Concepts and examples of approaches to strengthening public institutions and collaboration for SDG5

The following text provides several concepts and examples of approaches promulgated by feminist scholars and multilateral organizations to further SDG5 targets and global gender equality goals by building gender-responsive public institutions and strengthening collaboration between levels of government and the public and private spheres and civil society.

Enhance government accountability and transparency

SDG16, target 6 calls for developing effective, accountable and transparent institutions at all levels. As such, establishing mechanisms that hold policymakers and ministerial officials to account for their duties and gender equality commitments is considered by the United Nations to be an effective approach to building gender responsive public institutions. The concept of **gender-responsive budgeting** (GRB), specifically, is often discussed in the literature as a useful mechanism to strengthen systems of accountability by linking public spending with the achievement of gender objectives. GRB is a method of determining the extent to which government spending furthers gender equality. A gender-responsive budget serves as, "a tool that analyses budget allocations, public spending and taxation from a gender perspective and can be subsequently used to advocate for reallocation of budget line items to better respond to women's and men's priorities, making budgets, as the name suggests, gender-responsive." [28] Many analysts consider GRB to be an important accountability mechanism because it, theoretically, links government spending directly with gender equality targets, thereby supporting legislative and policy initiatives and the tracking of progress toward their attainment. In practice, GRB has indeed demonstrated measurable positive impacts for women and girls. For example, in India, states that have employed GRB have evidenced higher rates of primary school enrolment for girls than those that have not done so. [29] Documented successful GRB initiatives involve effective coordination across levels of government and are fully embedded into every step of the budget cycle. In 2019, more than 100 countries implemented some aspect of GRB with positive results. [30]

In addition to engaging in GRB, collecting and disseminating disaggregated data is fundamental to develop policies that respond to the needs of women and girls, particularly those with intersectional identities, such as individuals with disabilities, the indigenous, LGBTQI+ individuals and other members of ethnic or religious minorities. [31] Further, enhancing transparency and access to information—target 10 of SDG16—promotes gender equality because when disaggregated data is collected and disseminated to the public, it allows the public and women's non-profit and advocacy organizations to measure progress and hold governments accountable for policy failure or inaction when progress is not achieved. [32]

However, overall, according to The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) in 2022, only 48 per cent of the data needed to monitor progress toward SDG5 was available. [33] For example, researchers from the United Nations Development Programme (UNDP) Gender Equality in Public Administration (GEPA) initiative have suggested that while the availability and quality of gender disaggregated public administration information has improved over time, access to national gender-disaggregated data varies across regions—92 per cent in Europe, 75 per cent in Eastern and South-Eastern Asia, 75 per cent in Northern Africa and Western Asia, 72 per cent in Latin America and the Caribbean, 58 per cent in Sub-Saharan Africa and only 29 per cent in Oceania. The availability of subnational data, data disaggregated by decision-making authority and gender is also lacking. The availability of intersectional data (e.g., percentage of women with disabilities in public administration) is also exceedingly rare—16 per cent in North Africa and Western Asia and 9 per cent of countries in Sub-Saharan Africa and no countries in Central and Southern Asia, for example. [34]

Promote gender parity at national and subnational levels

SDG5, target 5 refers to women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life. Further, SDG16, target 7, indicator 1b) refers to inclusive, participatory and representative decision-making at all levels through ensuring proportions of positions in national and local institutions, including legislatures, the public service and the judiciary, compared to national distributions of, among other groups, sex.

There are measurable positive impacts of including women in decision-making and expanding women's leadership roles. During the 2020 COVID-19 crisis, for instance, countries with higher women's representation in parliament adopted an average of five more gender-sensitive measures in response to the pandemic. [35] In public administration, UNDP research suggests that when women take leadership roles in public administration, governments are more responsive and more accountable. [36] However, as of 2021, on average women constitute 46 per cent of public administrators across the world but occupy only 31 per cent of top leadership positions. Additionally, existing data suggests there is substantial variation across countries with respect to the extent to which gender parity exists in top-leadership and managerial positions. There is also gender parity variation across policy areas, with sectors typically considered "men's work" such as ministries of defence, foreign affairs and finance. Positions in the environmental protection and health sectors are also largely held by men. Gender parity rates also vary among different social groups of women, such as those with disabilities and those without. [37]

UNDP in collaboration with gender equality scholars at the University of Pittsburgh produces a report called the "Gender Equality in Public Administration (GEPA)." [38] GEPA reports have recommended several strategies and approaches to secure gender parity in public administration, including through quotas across public bodies and temporary special measures (TSMs), investments in quality data collection on gender parity in public administration to support evidence-based policy and programming, work-life balance, and investment in leadership training and professional development of women, among others. For a selection of relevant policy recommendations, please see Table 4 in the Appendix. Several nations have achieved notable gains in their efforts to attain gender equality in the public sector. For example, Botswana collects gender disaggregated data at the subnational level in rural and urban areas with the aim of improving gender parity across its public administration. Malaysia and Colombia have adopted gender parity quota laws. In Lithuania, Iceland and Uruguay, public administration entities offer paid paternity leave. The Dominican Republic provides access to affordable daycare for public employees. [39] All these countries have higher than average gender parity rates in their respective regions.

Addressing the gendered impact of corruption

Substantially reducing corruption and bribery in all their forms is the subject of SDG16, target 5. As it relates to furthering SDG5, corruption has a gendered negative impact. For instance, women on average are more likely than men to experience corruption in their daily interactions with public officials when trying to access public services. [40] There is also a well-documented relationship between corruption and higher female mortality rates. In 2014, research by Transparency International revealed the rate of women dying in childbirth is greater in countries where there is a higher incidence of cases of public official bribery. Because of the gendered impacts of corruption, several multilateral organizations have endorsed implementing anti-corruption policies and practices to address gender inequality. To that end, a study by UNDP and the Huariou Commission, for example, identified evidence-based actions that policymakers can take to combat the gendered impact of corruption, such as involving women in the development of national anti-corruption programmes and policies, expanding the definition of corruption to include physical and sexual abuse and abuse of power in relation to basic services, creating spaces to report corruption such as women-led citizen monitoring groups and anonymous reporting lines and increasing public and international awareness of the gendered character of corruption. [41]

Provide and expand gender-responsive public services

Providing **"gender-responsive" public services** involves providing equitable access to services and goods that are responsive to the unique needs of women and girls—such as access to reproductive and sexual health care. [42] For example, in 2016 the Seoul Metropolitan Government (SMG) in the Republic of Korea discovered that teens and women from low-income groups did not have access to

[27] Ishida, S. 2022.
[28] UN Women. 2022.
[29], [30] UN Department of Economic and Social Affairs, Division for Public Institutions and Digital Government. 2019.

affordable sanitary pads. The SMG therefore passed the Public Sanitary Pads Support Policy which involved creating and implementing a master plan for the installation of emergency sanitary pad dispensers in public locations to maximize access to affordable sanitary pads for low income teens and women. The project has since been expanded to a national project and in 2017, it had reached approximately 992 facilities. The SMG also operates 250 "Girl Care" pharmacies and has designed an informational website and notebook on menstruation to improve public awareness. [43] Providing equitable, accessible and expanded social protection systems and gender-responsive public services is necessary for the furthering of SDG5 targets and institutionalising gender equality in the public and private spheres.

Actively engage with civil society and gender equality organisations

Regarding the role of collaboration, furthering SDG7.17—encouraging and promoting effective public, public-private and civil society partnerships—allows public institutions to build on the experience and resourcing strategies of the institutions engaged. This practice is potentially beneficial for institutionalising gender equality because when done well, it gives voice to groups outside the formal halls of government and communicates respect for women's voices and lived experience. When policymakers engage in collaboration with civil society and gender equality groups, it serves as an opportunity to learn more about the needs and

ideas of those constituencies and engage in tackling harmful gender norms. Brazil, for example, in the early 21st century, invited representatives from women's organizations and civil society to participate together with policymakers in councils and commissions to draft legislation and prepare national action plans to promote gender equality and the empowerment of women and girls. [44] United Nations entities including UN Women promulgate multi-stakeholder engagement approaches, citing benefits such as generating substantive ideas to develop gender-responsive policy and national action plans, building the capacity and power of civil society, and enhancing government transparency. [45]

Some gender equality advocates are also calling for designing and implementing collaborative public programming that includes engaging with men and boys. [46] There are several NGOs and multilateral organization-led initiatives to this end, including the HeForShe movement, a United Nations global solidarity initiative in support of gender equality that aims, "to [invite] men and people of all genders to stand in solidarity with women to create a bold, visible and united force for gender equality." [47] Similarly, another example of this type of collaboration and engagement with men and boys happened in July of 2020, when UN Women, the United Nations Population Fund (UNFPA), the European Union (EU) and the Eastern Partnership countries of Armenia, Azerbaijan, Belarus, Georgia, Moldova, and Ukraine partnered in an effort aimed at engaging with men on the issue of gender inequality called, "EU 4 Gender Equality: Together against

[31], [32], [33], [35] UN Women. 2022.
[34], [36], [37] , [39] UNDP and University of Pittsburgh. 2021.
[38] UNDP partnered with the Organisation for Economic Co-Operation and Development (OECD) to design a tool to assist countries in assessing gender gaps in public administration and barriers to gender equality.
[40] , [41], [42] UN Department of Economic and Social Affairs, Division for Public Institutions and Digital Government. 2019.
[43] UN Department of Economic and Social Affairs, 2019 Public Service Award Winner for, "Public Sanitary Support Policy." 2019.

gender stereotypes and gender-based violence." [48] The program was informed by in-depth conversations with officials of the six countries, as well as representatives of civil society organizations and individuals from each country. The objective of the collaborative effort was to, "challenge structural gender barriers and norms, with particular emphasis on transforming gender-stereotyped behaviour, strengthening men's involvement in parenting and domestic responsibilities, increasing men's access to parental leave, and reducing the number of people affected by gender-based violence through prevention interventions with potential perpetrators." [49]

equality in national and subnational policy and planning activities and to accomplish SDG5 targets. [50], [51], [52]

IV. Looking to the future

To further gender equality, policymakers need institutional (SDG16), normative and financial capacity to integrate gender-related concerns into policy, programming, and budgetary decision-making and to engage in strong and effective partnerships (SDG17)—while also appreciating the many social and logistical challenges of multi-stakeholder engagement. Continued research and advocacy by national and subnational policymakers, multilateral and international institutions and civil society are needed to build gender-responsive public institutions and combat harmful patriarchal gender-based belief systems. According to researchers, such views must be mitigated to alter social and cultural mindsets and encourage policymakers to prioritize social protection program spending and gender

[44], [45] UN Department of Economic and Social Affairs, Division for Public Institutions and Digital Government. 2019.
[46] The Global Initiative for Economic, Social and Cultural Rights. 2021.
[47] HeForShe. 2022.
[48], [49] United Nations Population Fund. 2022.
[50] Schaublin and Alder. 2021.
[51]Elveren, A., Moghadam, V. Dudu, S. 2022.
[52] Flood, M., Pease, B. 2005.

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Appendix

Table 1

Complete list of targets and indicators for SDG5

Target	Description	Indicators
5.1	End all forms of discrimination against all women and girls everywhere	*5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex*
5.2	Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	*5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age* *5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence*
5.3	Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation	*5.3.1 Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18* *5.3.2 Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/cutting, by age*
5.4	Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	*5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age and location*
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	*5.5.1 Proportion of seats held by women in (a) national parliaments and (b) local governments* *5.5.2 Proportion of women in managerial positions*
5.6	Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences	*5.6.1 Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care* *5.6.2 Number of countries with laws and regulations that guarantee full and equal access to women and men aged 15 years and older to sexual and reproductive health care, information and education*

5.a	Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws	*5.a.1 (a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure* *5.a.2 Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control*
5.b	Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women	*5.b.1 Proportion of individuals who own a mobile telephone, by sex*
5.c	Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	*5.c.1 Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment*

Table 2

Complete list of targets and indicators for SDG16

Target	Description	Indicators
16.1	Significantly reduce all forms of violence and related death rates everywhere	*16.1.1 Number of victims of intentional homicide per 100,000 population, by sex and age* *16.1.2 Conflict-related deaths per 100,000 population, by sex, age and cause* *16.1.3 Proportion of population subjected to (a) physical violence, (b) psychological violence and (c) sexual violence in the previous 12 months* *16.1.4 Proportion of population that feel safe walking alone around the area they live after dark*
16.2	End abuse, exploitation, trafficking and all forms of violence against and torture of children	*16.2.1 Proportion of children aged 1–17 years who experienced any physical punishment and/or psychological aggression by caregivers in the past month* *16.2.2 Number of victims of human trafficking per 100,000 population, by sex, age and form of exploitation* *16.2.3 Proportion of young women and men aged 18–29 years who experienced sexual violence by age 18*
16.3	Promote the rule of law at the national and international levels and ensure equal access to justice for all	*16.3.1 Proportion of victims of violence in the previous 12 months who reported their victimization to competent authorities or other officially recognized conflict resolution mechanisms* *16.3.2 Unsentenced detainees as a proportion of overall prison population* *16.3.3 Proportion of the population who have experienced a dispute in the past two years and who accessed a formal or informal dispute resolution mechanism, by type of mechanism*
16.4	By 2030, significantly reduce illicit financial and arms flows, strengthen the recovery and return of stolen assets and combat all forms of organized crime	*16.4.1 Total value of inward and outward illicit financial flows (in current United States dollars)* *16.4.2 Proportion of seized, found or surrendered arms whose illicit origin or context has been traced*

		or established by a competent authority in line with international instruments
16.5	Substantially reduce corruption and bribery in all their forms	*16.5.1 Proportion of persons who had at least one contact with a public official and who paid a bribe to a public official, or were asked for a bribe by those public officials, during the previous 12 months* *16.5.2 Proportion of businesses that had at least one contact with a public official and that paid a bribe to a public official, or were asked for a bribe by those public officials during the previous 12 months*
16.6	Develop effective, accountable and transparent institutions at all levels	*16.6.1 Primary government expenditures as a proportion of original approved budget, by sector (or by budget codes or similar)* *16.6.2 Proportion of population satisfied with their last experience of public services*
16.7	Ensure responsive, inclusive, participatory and representative decision-making at all levels	*16.7.1 Proportions of positions in national and local institutions, including (a) the legislatures; (b) the public service; and (c) the judiciary, compared to national distributions, by sex, age, persons with disabilities and population groups* *16.7.2 Proportion of population who believe decision-making is inclusive and responsive, by sex, age, disability and population group*
16.8	Broaden and strengthen the participation of developing countries in the institutions of global governance	*16.8.1: Proportion of members and voting rights of developing countries in international organizations*
16.9	By 2030, provide legal identity for all, including birth registration	*16.9.1 Proportion of children under 5 years of age whose births have been registered with a civil authority, by age*
16.10	Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements	*16.10.1 Number of verified cases of killing, kidnapping, enforced disappearance, arbitrary detention and torture of journalists, associated media personnel, trade unionists and human rights advocates in the previous 12 months* *16.10.2 Number of countries that adopt and implement constitutional, statutory and/or policy guarantees for public access to information*
16.a	Strengthen relevant national institutions, including through international cooperation, for building capacity at all levels, in particular in developing countries, to	*16.a.1 Existence of independent national human rights institutions in compliance with the Paris Principles*

	prevent violence and combat terrorism and crime	
16.b	Promote and enforce non-discriminatory laws and policies for sustainable development	*16.b Promote and enforce non-discriminatory laws and policies for sustainable development*

Table 3

Complete list of targets and indicators for SDG17

Target	Description	Indicators
17.1	Strengthen domestic resource mobilization, including through international support to developing countries, to improve domestic capacity for tax and other revenue collection	*17.1.1 Total government revenue as a proportion of GDP, by source* *17.1.2 Proportion of domestic budget funded by domestic taxes*
17.2	Developed countries to implement fully their official development assistance commitments.	*17.2.1 Net official development assistance, total and to least developed countries, as a proportion of the Organization for Economic Cooperation and Development (OECD) Development Assistance Committee donors' gross national income (GNI)*
17.3	Mobilize additional financial resources for developing countries from multiple sources	*17.3.1 Additional financial resources mobilized for developing countries from multiple sources* *17.3.2 Volume of remittances (in United States dollars) as a proportion of total GDP*
17.4	Assist developing countries in attaining long-term debt sustainability through coordinated policies aimed at fostering debt financing, debt relief and debt restructuring, as appropriate, and address the external debt of highly indebted poor countries to reduce debt distress	*17.4.1 Debt service as a proportion of exports of goods and services*
17.5	Adopt and implement investment promotion regimes for least developed countries	*17.5.1 Number of countries that adopt and implement investment promotion regimes for developing countries, including the least developed countries*
17.6	Enhance North-South, South-South and triangular regional and international cooperation on and access to science, technology and innovation and enhance knowledge sharing on mutually agreed terms, including through improved coordination among existing mechanisms, in particular at the United Nations level, and through a global technology facilitation mechanism	*17.6.1 Fixed Internet broadband subscriptions per 100 inhabitants, by speed*

17.7	Promote the development, transfer, dissemination and diffusion of environmentally sound technologies to developing countries on favourable terms, including on concessional and preferential terms, as mutually agreed	*17.7.1 Total amount of funding for developing countries to promote the development, transfer, dissemination and diffusion of environmentally sound technologies*
17.8	Fully operationalize the technology bank and science, technology and innovation capacity-building mechanism for least developed countries by 2017 and enhance the use of enabling technology, in particular information and communications technology	*17.8.1 Proportion of individuals using the Internet*
17.9	Enhance international support for implementing effective and targeted capacity-building in developing countries to support national plans to implement all the Sustainable Development Goals, including through North-South, South-South and triangular cooperation	*17.9.1 Dollar value of financial and technical assistance (including through North-South, South-South and triangular cooperation) committed to developing countries*
17.10	Promote a universal, rules-based, open, non-discriminatory and equitable multilateral trading system under the World Trade Organization, including through the conclusion of negotiations under its Doha Development Agenda	*17.10.1 Worldwide weighted tariff-average*
17.11	Significantly increase the exports of developing countries, in particular with a view to doubling the least developed countries' share of global exports by 2020	*17.11.1 Developing countries and least developed countries' share of global exports*
17.12	Realize timely implementation of duty-free and quota-free market access on a lasting basis for all least developed countries, consistent with World Trade Organization decisions, including by ensuring that preferential rules of origin applicable to imports from least developed countries are transparent and simple, and contribute to facilitating market access	*17.12.1 Weighted average tariffs faced by developing countries, least developed countries and small island developing States*

17.13	Enhance global macroeconomic stability, including through policy coordination and policy coherence	*17.13.1 Macroeconomic Dashboard*
17.14	Enhance policy coherence for sustainable development	*17.14.1 Number of countries with mechanisms in place to enhance policy coherence of sustainable development*
17.15	Respect each country's policy space and leadership to establish and implement policies for poverty eradication and sustainable development	*17.15.1 Extent of use of country-owned results frameworks and planning tools by providers of development cooperation*
17.16	Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries	*17.16.1 Number of countries reporting progress in multi-stakeholder development effectiveness monitoring frameworks that support the achievement of the Sustainable Development Goals*
17.17	Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	*17.17.1 Amount in United States dollars committed to public-private partnerships for infrastructure*
17.18	By 2020, enhance capacity-building support to developing countries, including for least developed countries and small island developing States, to increase significantly the availability of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics relevant in national contexts	*17.18.1 Statistical capacity indicator for Sustainable Development Goal monitoring* *17.18.2 Number of countries that have national statistical legislation that complies with the Fundamental Principles of Official Statistics* *17.18.3 Number of countries with a national statistical plan that is fully funded and under implementation, by source of funding*
17.19	By 2030, build on existing initiatives to develop measurements of progress on sustainable development that complement gross domestic product, and support statistical capacity-building in developing countries	*17.19.1 Dollar value of all resources made available to strengthen statistical capacity in developing countries* *17.19.2 Proportion of countries that (a) have conducted at least one population and housing census in the last 10 years; and (b) have achieved 100 per cent birth registration and 80 per cent death registration*

Table 4

Selection of relevant UNDP-University of Pittsburgh Gender Equality in Public Administration policy recommendations

1	*Develop national gender equality to track budget allocations for gender equality, including in public administration, and to strengthen national oversight, monitoring, evaluation and accountability*
2	*Contribute to women's visibility and gender equality in traditional and social media. Showcase examples of successful and inspiring women in public administration*
3	*Harmonize laws and national action plans governing public administration with the Beijing Platform for Action's commitments. This includes gender balance in public administration to advance women's full participation in public life and decision-making*
4	*Ensure that provisions that promote gender equality are included in drafting processes in constitutional reviews. Legislation and policy must be grounded in international norms and standards, including CEDAW. A constitutional framework can tackle power asymmetries in society and can lead the way to concrete national legislation for quota laws in public administration*
5	*Develop gender equality laws to uphold gender equality as a national priority. Mainstream gender equality throughout legislation, including laws on equal pay for work of the same value, and laws on sexual harassment and prevention of gender-based violence.*
6	*Consider quotas across public bodies and temporary special measures (TSMs). This includes targeted recruitment, hiring and promotion, in line with Article 4 of CEDAW. TSMs in public administration build a pipeline of qualified women candidates to move into decision-making*
7	*Create a national gender budget and national gender equality plan. Involve the national gender machinery with other ministries to implement commitments to gender equality in public administration.*
8	*Re-imagine the public administration post-COVID-19 to position gender equality as central. Harness the opportunity for public policy institutions to build back more gender-responsive societies, economies and governments. Develop innovative public policies for gender equality, such as counting unpaid care in national accounting systems, universal social and care services, transforming social norms through fiscal policies (e.g., parental leave, taxation benefits, public transfers) and reforming the segregation of the labour market.*
9	*Incorporate women's voices, needs and rights into pandemic recovery planning and decision-making to ensure more gender-responsive policies. Governments must ensure equal participation in decision-making institutions as a pre-condition to democracy and development*
10	*Challenge and reform the overall workplace culture in public administration. Ensure commitment to gender equality by 'walking the talk'. Public administration should model a gender-responsive senior management culture.*
11	*Penalize sexism and harassment in institutional cultures. These are major barriers to gender equality in public administration. Make the workplace a safe, respectful space for all and set out clear processes for reporting sexism and harassment, including online harassment.*
12	*Promote work-life balance for women and men. This can affirm gender equality in the workplace and transform the culture of senior management into one that is gender inclusive. Introduce work-life policies for women and men that recognize and value the care roles women undertake disproportionately while supporting efforts to redistribute care work.*

	Flexible working arrangements must be accompanied by other measures, such as state-led provision of affordable child-care and supporting shifts in social norms towards a more equal division of labour at home
13	*Implement inclusive and transparent human resources policies. These include gender-responsive recruitment and selection procedures, such as recruitment targets, gender-balanced recruitment and promotions panels, gender training for recruitment managers and targeted outreach to women*
14	*Reform performance evaluation processes to ensure that women's careers are not held back by gender discrimination. Include gender-responsive goals in managerial performance criteria*
15	*Support capacity-building for managers and all employees on gender-responsive practices. This includes training to address gender biases for all*
16	*Invest in leadership training and professional development of women public administration employees to address the gender gap in senior management levels.*
17	*Break down glass walls to ensure women's participation at all levels of decision-making across different line ministries. This is particularly important where complex policy challenges such as the nature-climate crisis require a diverse set of decision-making bodies*
18	*Invest in capacity-building and technical assistance for gender mainstreaming specifically in sectors dominated by men, such as the energy, mining, environment and climate change*
19	*Build capacity on gender mainstreaming across public administration. Strengthen the capacity of civil servants on gender mainstreaming and COVID-19 and crisis response.*
20	*Implement initiatives such as the UNDP Gender Equality Seal for Public Institutions that support organizations to 'walk the talk.*
21	*Track GEPA good practices to inform policy and programming. UNDP will continue to build a database of UNDP Country Offices' support to GEPA programmes*
22	*Commit to investments in quality data collection (and the availability of data) on gender parity in public administration to support evidence-based policy and programming. Both the Gen-PaCS database and country-level efforts aim to strengthen data collection systems for reporting on SDG 16.7.1b. This supports tracking achievement of Target 16.7 of SDG 16 that aims to ensure "responsive, inclusive, participatory and representative decision-making at all levels."*
23	*Support UN Member States' commitment to carry out Voluntary National Reviews (VNRs). Collect and analyze intersectional data on the inequalities faced by women in participation and leadership in public administration and develop solutions to achieve the SDGs.*
24	*Foster partnerships with actors in politics and business who are also working on gender equality. While not always directly focused on women in public administration, work in these institutions creates an enabling environment to influence outcomes for gender equality in public administration and vice versa.*
25	*Partner with UN Women on women's leadership and participation in public life. Build on good practice of UN Women's programmes on leadership and political participation for work on GEPA*
26	*Collaborate with other important partners including iKNOW Politics*
27	*Engage with the UN System-wide Action Plan for Mainstreaming Gender Equality and the Empowerment of Women. This supports gender equality and organizational change*

28	*Harness new partnerships to challenge social norms that restrict women's participation in public life and decision-making. Work with community and religious leaders and men champions to tackle harmful social norms*
29	*Invest in non-government organizations and women's movements. NGOs working on women's participation in decision-making in public life are important for efforts to change social norms hampering gender equality*
30	*Utilize convening power to work with partners to build more gender-responsive public institutions. UNDP will facilitate a global community of practitioners around the UNDP Gender Equality Seal for Public Institutions and GEPA to incentivize public institutions to meet rigorous standards through an action plan for improving public policies, programmes and budgets, leadership and enabling work environments. This will build inclusive and accountable governance through gender-responsive institutions and policies.*
31	*Develop evidence-based correlation between gender equality in public administration, inclusive institutions and quality public policy outcomes for all. Raise awareness of the importance of women's equal participation and decision-making in public administration*
32	*Support women's education and preparedness for civil service careers, with a focus on young women. Promote equal education of girls and boys, young women and men, at primary, secondary and tertiary levels.*
33	*Improve coordination among United Nations entities and partners and ensure that gender equality is integrated into interagency groups on public administration.*
34	*Work in partnership to increase women's leadership and decision-making in climate negotiations.*