

Gender Equality in Public Administration: The Study Focuses on Public Institutions in Nintavur Divisional Secretariat Area

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Abstract

Gender is socially constructed roles, behaviours, activities, and attributes that a given society considers appropriate for men and women. However, the gender related matter discourses by various scholars in different fields. Thus, universal declaration also focuses on gender equality in all fields in society. Gender equality is the view that man and woman should receive equal treatment, and should not be discriminated based on gender. It seeks to create equality in law and in social conditions, such as in democratic activities and securing equal pay for equal work to avoid complication for man and woman. Public Administration is the bedrock of government and the central instrument through which national policies and programmes are implemented in an ideal world, is guided by principles of fairness, accountability justice-equality and non-discrimination. And the civil service should serve as a model where women and men equally participate and lead, including in decision making. However, globally this is not yet reality and despite the fact that the internationally agreed target of a minimum of 30% women in leadership positions applies equally to public administrations as it does to politics, women remain underrepresented in decision making in public administration. In many developing countries, Public Administration often remains a patriarchal institution, perpetuating gender biased tradition, attitudes and practices. Therefore, this paper aims to analyse the status of women in senior leadership positions in public institutions of Nintavur Divisional Secretariat Area. Primary and secondary data have been used to conduct this research. Interview and focus group discussions were employed to collect as primary data. And as a secondary data, books, magazines, essays, statistical reports, and electronic sources were used. Finally, this study found that women's engagement in higher educational achievement is higher, and they are working in many public sectors in comparison with man. However, they are deprived or not employed in best-paid managerial and professional positions, despite performing well in the secondary and tertiary level of education in the research area.

Key words: Gender Equality, Public Administration, Managerial Position

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