



Career in Civil Service and Gender Equality

The Institute for Development of Freedom of Information (IDFI) studied the perceptions towards different career paths and professional success of women and men in civil service. Both quantitative and qualitative sociological research methods were used in the course of the study. In all 1010 civil servants (676 women and 334 men) participated in the quantitative online survey, 26 in-depth interviews were conducted with civil servants of the first and second rank (15 women and 11 men) and 13 civil servants participated in focus group discussions (7 women and 6 men).

Main Findings



Quantitative and qualitative data analysis proves that female and male managers at civil service have contrasting career paths. The differences are reflected in various cultural practices, which determine gender inequality at civil service.

Working Conditions and Environment

Findings of the quantitative research:

- » **64%** - believe that women are more satisfied with their working conditions than men.
- » **83%** - believe that women are better supported in terms of benefits at civil service (linked with family conditions, education or distant living location).
- » **67% of women** - believe that men are more likely to be rewarded or encouraged for their civil service, while **76% of men** surveyed are of the opposing opinion.
- » **73% of women** - believe that women at civil service are more likely to experience stress and discomfort at work than men. Only **49% of men** share this opinion.

Findings of the qualitative research:

- » The existing practice of gender inequality at civil service is not evident for men.
 - » The main distress for the women of basic social class is their perception as sexual objects, which can lead to unpleasant and overwhelming compliments.
 - » Women in the civil service are more patient while receiving notices and being victims of oppression.
- 
- 

Visibility and Powers of Civil Servants

Findings of the quantitative research:

- » **86%** - think that men enjoy more power and influence in the workplace than women.
- » **69%** - believe that men receive more rewards for their work than women.
- » **85% of men** believe that equally skilled men and women have equal opportunities at civil service, while only **58% of women** share the opinion.
- » **Equal ratio of men and female respondents (79%)** believe that civil service in Georgia is more male-centered than female-centered.

Findings of the qualitative research:

- » Writing skills of women at civil service are appreciated most of all, however, women are given fewer opportunities to undertake representational tasks.
- » Women civil servants perceive an **invisible gender hierarchy** that elevates men above women in the Georgian public sector.

Career Success

Findings of the quantitative research:

- » **71%** of civil servants believe that men are able to advance their careers faster than women.
- » While the advantage of men in career is accepted, 70% of respondents believe that women possess more theoretical knowledge necessary for achieving success in their careers.
- » 81% of fourth-rank civil servants stress that men succeed faster on their career paths. This rate decreases gradually with the increase in rank and falls to 59% among the first rank civil servants.
- » Only 6% believe that the system of career development at civil service is highly effective, while 26% believe that it is effective.

Findings of the qualitative research:

- » Women demonstrate better academic achievements at different levels of education, however, they are “held back” after joining civil service.
- » Women’s career development is not proportional to their academic performance.
- » As women are more patient, they are less likely to achieve career success and prefer to stay unnoticed.
- » In cases when women are less patient and more critical they face difficulties in the process of achieving success.

