

Developing Applications for Political Will and Public Will

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the Status of Women

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Outline

- Defining Political Will and Public Will (PPW)
- Toolkit for Developing PPW
- Example Application of PPW Framework

Public Will (Raile et al., 2014)	Political Will (Post et al., 2010)
a social system's	a sufficient set of decision makers
shared recognition of a particular problem	with a common understanding of a particular problem on the formal agenda
and resolve to address the situation	is committed to supporting
in a particular way through sustained collective action	a commonly perceived, potentially effective policy solution

Toolkit for Developing PPW

- Task 1: Identify key political actors and public stakeholders in issue area
- Task 2: Determine existing problem and solution definitions
- Task 3: Align problem and solution definitions, as necessary
- Task 4: Build firm commitments and mutual accountability
- Task 5: Evaluate progress in tasks 1-4 and adjust as necessary

Developed with Eric D. Raile, PhD



Beijing
Declaration
and Platform
for Action

Beijing+5
Political
Declaration
and
Outcome



F. Women and the
economy

Strategic objective F.5.(k)
Eliminate occupational
segregation and all forms of
employment discrimination

Table 1: How much women stand to gain in US\$ trillion in Purchasing Power Parity terms (PPP) by closing the wage and employment gaps

Region	Closing wage gap		Closing employment participation gap		Closing both wage and employment participation gaps	
	US\$ trillions	Income % increase	US\$ trillions	Income % increase	US\$ trillions	Income % increase
Africa	0.1	22.5	0.4	80.4	0.7	120.6
Eastern Europe	0.5	22.5	0.8	39.2	1.4	67.6
Asia	0.8	13.5	3.0	51.3	4.3	72.9
Middle East & North Africa	0.0	13.0	1.0	312.4	1.1	366.2
Latin America	0.5	27.7	0.9	53.4	1.7	94.5
Developing countries	1.9	18.1	6.2	58.4	9.1	86.5
Advanced economies	3.6	30.7	3.1	26.7	7.8	66.1
Global total	5.5	24.8	9.3	41.7	16.9	75.7

From Close the Gap! report by ActionAid

WAGES

**At least 50%
of the world's
women
are in paid
wage and salary
employment,
an increase from
40% in the 1990s.**



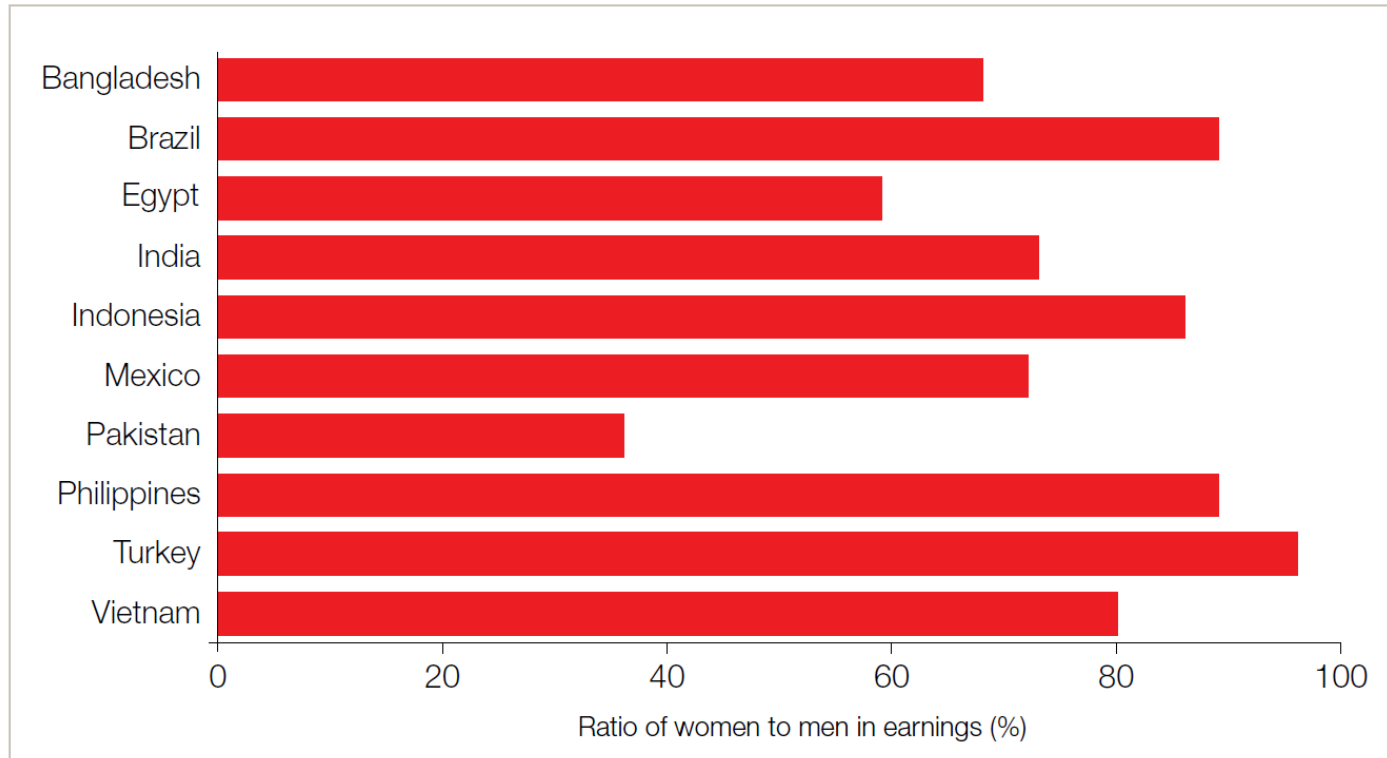
**But
women earn
10-30% less
than men
for the same work.***



*based on a study of 83 countries

From UN Women Infographic available at <http://beijing20.unwomen.org/en>

Figure 4: Gender wage gap in selected countries 2008-2012



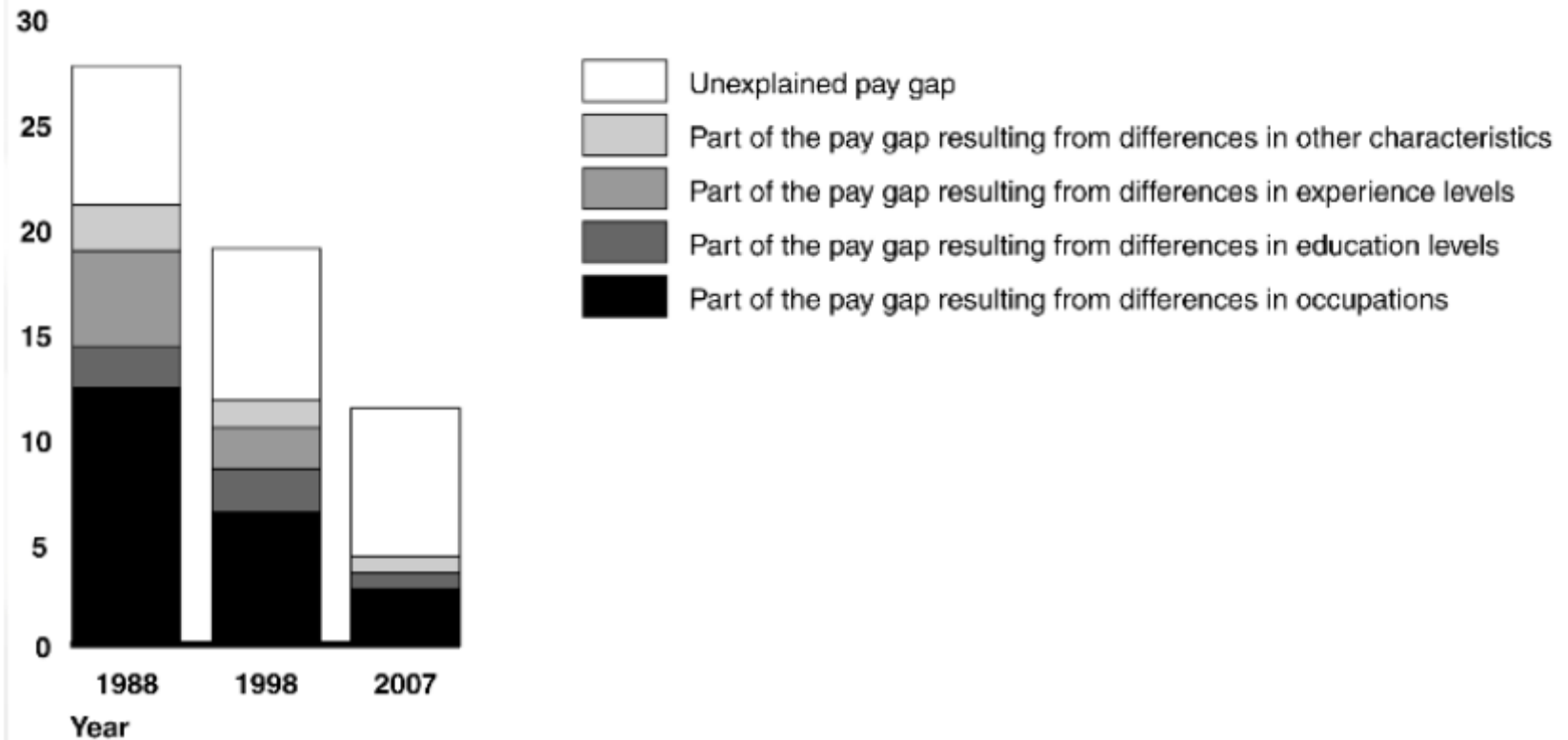
Source: World Bank (2014)
Gender at Work: A Companion
to the World Development
Report on Jobs, and the World
Bank Gender Data Portal.

From Close the Gap! report by ActionAid

Figure 1: Federal workers: Proportion of pay gap due to differences in measurable factors¹⁴

Federal Workers: Proportion of Pay Gap Due to Differences in Measurable Factors between Men and Women

Pay Gap between men and women (in cents)







2012

Status of Women in Montana

Economics

Montana women's earnings are the **4th** lowest in the nation.

On average, a Montana woman, working full-time, year-round, earns 74% of a man's salary.



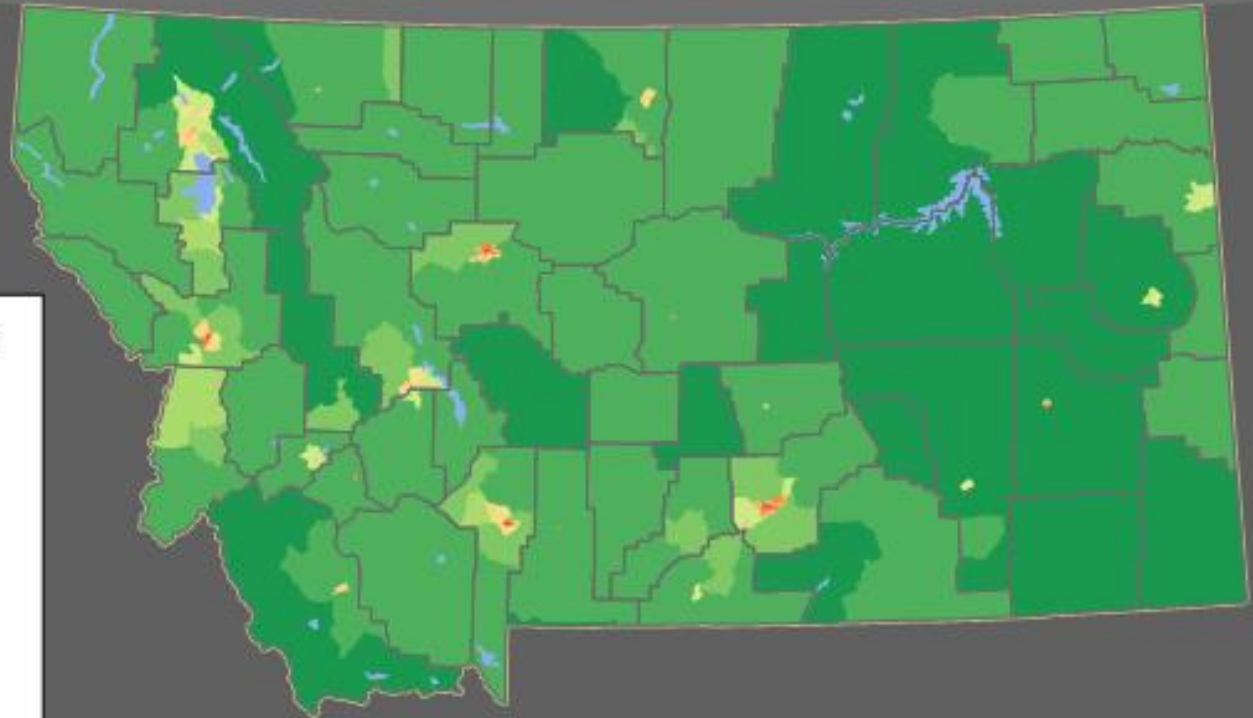
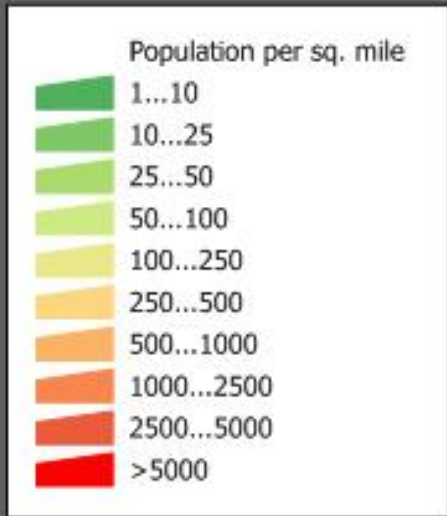
Montana women earn \$31,067 per year on average, compared to \$41,635 for men, a gap of \$10,568 per year.

At 47%, women comprise almost one-half of the total labor force participation.



Montana women obtain higher education at higher rates than men, with 21% obtaining a bachelor's degree compared with 18.6% of men.

However, the wage gap persists across all education levels, with the exception of a Ph.D.



Source: U.S. Census Bureau
 Census 2010 Summary File 1
 population by census tract

Current Application Example

PPW Toolkit



Task 1: Identify key public stakeholders in issue area

Task 2: Determine existing problem and solution definitions

Task 3: Align problem and solution definitions, as necessary

Task 4: Build firm commitments and mutual accountability

Task 5: Evaluate progress and adjust

Task 1: Partnering with Montana small business community

Task 2: Testing problem frames and identifying best practices

Task 3: Identifying neutral frame and connecting to best practices

Task 4: Creating community through training and making commitments public

Task 5: Evaluate progress and adjust

Thank you for your time!

Please contact me at amber.raile@montana.edu with any questions or requests.