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Work Session on Gender Statistics

Geneva, 19-21 March 2014

Item 12 of the provisional agenda

Adoption of the report

REPORT OF THE WORK SESSION ON GENDER STATISTICS

Note by the secretariat

Summary

The Conference of European Statisticians, at its meeting on 5-6 November 2012, approved the activities undertaken under the UNECE Statistical Programme 2013, to which was attached the list of meetings planned to be organized from June 2013 to November 2014, as provided in document ECE/CES/2013/14 (Reports of the CES Bureau and Teams of Specialists, and approval of the UNECE Statistical Programme 2013). This list included a Work Session on Gender Statistics, which was held in Geneva on 19-21 March 2014.

The present document is the report of that Work Session, and is provided to inform the Conference of European Statisticians of the organization and outcomes of that Work Session.

I. Introduction

1. The Work Session on Gender Statistics was held on 19-21 March 2014 in Geneva. It was attended by participants from Armenia, Azerbaijan, Belarus, Canada, Chile, China, Denmark, Estonia, Finland, Georgia, Hungary, Ireland, Israel, Italy, Jordan, Kazakhstan, Kyrgyzstan, Latvia, Lithuania, Mexico, Netherlands, Norway, Poland, Portugal, Republic of Moldova, Russian Federation, Slovenia, Sweden, Switzerland, Tajikistan, Turkmenistan, Ukraine, United Kingdom and Uzbekistan. The European Commission was represented by the Statistical Office of the European Union (Eurostat) and the European Institute for

Gender Equality (EIGE). The United Nations Statistics Division (UNSD), the United Nations Office of High Commissioner for Human Rights (OHCHR), the United Nations Population Fund (UNFPA), the United Nations Industrial Development Organization (UNIDO), and the Organization for Economic Cooperation and Development (OECD) were also represented, as were Fida International, World Movement of Mothers, the Netherlands Interdisciplinary Demographic Institute (NIDI) and Hacettepe University.

II. Organization of the meeting

2. Ms. Cristina Freguja (Italy) was elected as Chair of the meeting and Ms. Lena Bernhardt (Sweden) was elected as Vice-Chair.

3. The following substantive topics were discussed:

- (a) Gender equality in the life course;
- (b) Experiences in collecting and using gender indicators for policymaking;
 - i) National experiences
 - ii) International experiences
- (c) Gender segregation in education and employment and its relationship with the gender pay gap;
- (d) Gender analysis of census data: lessons learned from the 2010 round of censuses;
- (e) Gender differences on sub-national level;
- (f) Time use surveys;
- (g) Well-being of men and women, including issues related to health and lifestyles;
- (h) Emerging issues in gender statistics;
- (i) Information session;
- (j) Future work.

4. The following participants acted as Discussants: for sub-session (a) Anna Rita Manca (EIGE), for sub-session (b)(i) Ms. Helen Cahill-Molony (Ireland), for sub-session (b)(ii) Ms. Annemette Olsen (Denmark), for sub-session (c) Ms. Yafit Alfandari (Israel), for sub-session (e) Ms. Katja Branger, (Switzerland), for sub-session (f) Ms. Gaëlle Ferrant (OECD), and for sub-session (g) Mr. Giorgi Kalakashvili (Georgia).

5. The discussion at the meeting was based on invited and supporting papers. The papers are available on the UNECE website at the following address:

<http://www.unece.org/stats/documents/2014.03.gender.html>

III. Summary of the discussion

A. Gender equality in the life course

The discussion was based on the presentation by UNECE and papers by the Netherlands Interdisciplinary Demographic Institute and Switzerland. UNECE explained the framework of the Generations and Gender Programme that consists of the Generations and Gender

Surveys and contextual database. The Generations and Gender Surveys are large-scale longitudinal panel studies that cover the topics of fertility, partnership, transition to adulthood, economic activity and the different intergenerational and gender relationships. Data from these surveys as well as access to the contextual database are available free of charge for registered users.

The paper from the Netherlands Interdisciplinary Demographic Institute looked into the question of gender inequalities over the life course by using data from the Generations and Gender Programme. Life course approach is crucial in understanding gender equality in the occurrence, timing, and sequence of demographic events, the interlinking of different life domains and the relationships between family members. The presenter also stressed the importance of having cross-nationally comparable longitudinal data in order to analyse gender inequalities over the life course.

The presentation by Switzerland described the challenges that the national statistics office is having in developing harmonized national statistics on childcare in Switzerland. The current situation in Switzerland shows that grandparents provide the greatest share of extra-family childcare. It is nevertheless difficult to be measured by the official statistics due to the different regulations between cantons in Switzerland and incomplete data provision on childcare.

In the discussion that followed, it was noted that gender inequalities within the household can be impacted by the characteristics of a household as well as by birth of a child, education and employment. Also the legal framework, policies and institutions within a country can change gender inequalities. For example, paternity leave can contribute to greater gender equality, since men would be more likely to take up childcare responsibilities.

The importance of finding synergies in the work on gender inequalities between policymakers and statisticians was highlighted. Participants also stressed the importance of measuring individuals' happiness over the life course, especially in relation to different economic indicators.

B. Experiences in collecting and using gender indicators for policymaking

1. National experiences

The discussion was based on papers by Israel, Netherlands, Sweden and United Kingdom. Israel presented the Women's Economic Resilience Index comprises five dimensions: work, empowerment, human capital, entrepreneurship and gender pay gap. The results showed lower levels of women's economic resilience in Israel compared to OECD average.

The analysis on economic independence of women in the Netherlands showed that there are more economically independent men than women mostly because a lot of women work part-time. Especially vulnerable are young women and women in the older age groups as well as married women without income who are dependent on their partner. To ensure greater economic independence of women, the government has introduced policies that aim at increasing the labour participation and working hours for women.

Sweden presented the indicators used for monitoring the goal for gender equality defined in their national policy document on gender equality. In total there are 26 indicators that aim to reach the policy goals of equal distribution of power and influence, economic equality, equal distribution of unpaid care and household work and to stop men's violence against women.

The United Kingdom presented a paper on challenges to measure equality and human rights. The framework to measure equality has been developed by the Equality and Human

Rights Commission. Among the challenges were mentioned the difficulty to combine equality and human rights issues into one measurement framework, data availability and the promotion of the framework for policy development and monitoring.

During the discussion session, the question of individual choices versus government imposed policy goals was discussed. For example, in the Netherlands many women prefer to spend their time with children over having a full time gainful work. At the same time, policymakers are working towards increasing the economic independence for Dutch women by increasing their economic activity. In Sweden, paid parental leave exist for both men and women. However, there is a large incentive for men to take parental leave since it cannot be transferred to women. It was also mentioned that lower participation in the labour market by older people is often an individual choice rather than lack of opportunities.

2. International experiences

The discussion was based on papers prepared by the Task Force on Indicators of Gender Equality, Eurostat, EIGE and OECD. The presentation on indicators of gender equality described the background and work carried out by the Task Force, the selection criteria for the indicators as well as issues that would require further work. The Chair of the Task Force informed that the currently selected indicators are grouped in eight domains based on the Beijing Platform for Action and categorized into 47 headline and 76 supporting indicators.

Eurostat presented its electronic publishing platform "Statistics Explained" and main findings from an article on gender statistics in European Union (EU) countries. The article presents a selection of indicators that are important in monitoring gender equality in the areas of education, labour market, earnings and health. In the article, all indicators are presented in relation to gender gaps in the same area. For example, gender gap in employment is presented in relation to the total employment rate of the same year.

The paper on Gender Equality Index developed by EIGE explained the contextual framework, methodology and main findings of the index for the 28 EU countries. The index measures gender gaps and consists of six core domains (work, money, knowledge, time, power, and health) and two additional domains (intersecting inequalities and violence) that are not included in the overall index. The current average score for EU countries is 54 (out of 100), showing that countries have gone only half way in achieving full equality between men and women.

OECD introduced its Social Institutions and Gender Index (SIGI) and the experience in collecting and using gender indicators for policymaking. SIGI measures discrimination against women in social institutions, thus trying to capture discriminatory social institutions. The goal of the index for policymaking is to show that it is possible to measure gender equality in social institutions, to highlight the need to collect data on country-specific aspects of discriminatory social institutions as well as to measure policy impact over time.

The discussion on international experiences drew attention to the advantages and disadvantages of having a composite index as a tool for policy making. Indices are good in making clear and simple messages for policymakers; however, they are not always transparent and easy to understand. The advantage of each index is the possibility for disaggregation at specific domain or indicator level.

The need to have more data at the sub-national level was highlighted. OECD in this regard provides technical support and organizes workshops on SIGI in order to understand the local social context and obtain data at the sub-national level. EIGE encourages EU member states to build their own Gender Equality Index at the sub-national level based on the conceptual framework of the national level index.

C. Gender segregation in education and employment and its relationship with the gender pay gap

The discussion was based on papers prepared by Canada, Estonia, Ireland and UNECE. Canada presented the different factors contributing to the narrowing of the gender pay gap over the period of 20 years and the different measurement issues surrounding the gender pay gap (GPG). The gap decreased by 7.6 percentage points between 1988 and 2008 in Canada. Factors contributing to this development were related to changes in composition of labour market and ways how the labour market compensates workers.

GPG in Estonia, as reported by the Statistics Estonia, is the highest in the EU. The largest part of the high GPG in Estonia cannot be explained with known and measurable background indicators, such as age, occupation or education. The Estonian paper concluded that better measurements of GPG are needed in order to understand the unexplained factors of differences in pay between men and women.

Evidence from Ireland on GPG and segregation in education, occupation and industry showed an existing link between gender segregation in education that is leading to some gender segregation in occupations and industry sectors. This observation, however, does not explain the GPG nor does the full-time and part-time employment status. Similarly to the Estonian case, also in Ireland large part of the GPG cannot be explained suggesting that further analysis is needed to fully explain the GPG in Ireland.

UNECE presented the results of the analysis on GPG by education level in countries of the region. The main methodological aspects were examined together with the results. Looking into the GPG in hourly wage rate by educational levels, the paper presented evidence that larger pay gaps exist for those with higher (tertiary) education.

The discussion on GPG highlighted the need for further analysis on the unexplained factors contributing to GPG. Discrimination and stereotypes were mentioned among the factors that could explain differences in pay. Other features of the unexplained GPG mentioned by Ireland were women's individual choice to work part-time or to take time out from labour force for child care and the choice to not apply for a promotion due to prioritization of family life.

Participants agreed that it is not sufficient to present GPG as a single indicator. Breakdowns of GPG by education, occupation, seniority are essential to understand gender differences in the labour market and the appropriate intervention areas for policy. Participants also pointed out the importance of looking into the pension gap between men and women.

D. Gender analysis of census data: lessons learned from the 2010 round of censuses

The discussion was based on a paper prepared by Azerbaijan. The paper introduced the results of the 2009 population census in Azerbaijan and their work towards improving gender statistics. Azerbaijan has developed a set of gender statistics indicators which include 310 indicators covering the various aspects of social and economic life. Results were also presented on educational attainment and sources of income for men and women.

E. Gender differences on sub-national level

The discussion was based on the papers prepared by Denmark, Republic of Moldova and Switzerland. Denmark presented their efforts in developing indicators on gender equality at the municipality level. The general focus areas with regards to gender equality in Denmark

are boys' dropout rates from school, segregated labour market and proportion of women in management. Currently, Statistics Denmark is investigating which indicators would be appropriate and useful to be collected by municipalities.

The Republic of Moldova gave a comprehensive overview on gender differences at the sub-national level with regards to labour market, business, households, health, education, social protection, crime and violence against women. The paper also examined the issues of data comparability and reliability.

The paper by Switzerland demonstrated the increasing demand for high-qualified female labour force in the Greater Zurich region. Possible solutions for the rising demand were mentioned the increase of the activity level for women working part-time and skilled personnel in retirement age.

Discussion evolved around the topic of data availability and reliability at the sub-national level. Difficulties in obtaining data from municipalities were mentioned. Lower level geographical areas included in surveys sometimes do not have large enough sample sizes to represent the region. The discussant suggested that combined regions or combined years could be used to deal with small sample sizes. In some countries data at the sub-national level are taken from registers.

F. Time-use surveys

The discussion was based on the invited papers by Finland, the Republic of Moldova and a presentation by UNSD on the Revision of the International Classification of Activities for Time Use Statistics (ICATUS).

Finland presented on changes in time use by women and men since the late 1980s. It was noted that in Finland over the last three decades the gender gap has narrowed with regards to gainful employment and domestic work and the total workload has decreased for both men and women.

The paper on the 2009 Time Use Survey in the Republic of Moldova addressed its methodology, including the methodological differences with the Harmonised European Time Use Surveys (HETUS) guidelines, and introduced the main results of the survey.

UNSD noted the importance of ICATUS for producing internationally comparable statistics on time use and introduced the main points of revision and future steps before endorsement of the new classification. The revised classification will take into account the feedback and comments received from experts and countries that used the classification and it will align with the ILO framework for work statistics. The classification aims to be used by both developed and developing countries.

In the discussion, the different gender roles within families were noted as an important factor to be captured by the time-use surveys. Although there is a great interest by media and researchers on the results of time-use surveys, there is also a strong need to advocate for the use of time-use surveys by policymakers. The UNECE Guidelines on the Harmonization of Time-use Surveys include a chapter on policy relevance, which provide the arguments on the indispensable role of time-use surveys in measuring unpaid work, well-being and gender equality. Participants highlighted the importance of international guidelines and mentioned the need to understand the differences between ICATUS and HETUS classifications.

G. Well-being of men and women, including issues related to health and lifestyles

The discussion was based on the paper presented by Belarus. Well-being in Belarus is measured by indicators covering the domains of labour market, educational resources, poverty, health, behaviour and lifestyles as well as indicators capturing the subjective well-being. The primary data sources for data on well-being in Belarus are population censuses, administrative data and sample household surveys. Belarus noted that there is no direct impact from economic well-being to the spiritual well-being of individuals.

In the discussion, countries shared their experience with regards to measuring subjective well-being. In the United Kingdom, well-being of men and women is measured by indicators on relationships, subjective health, personal finance and income, crime, education and skills. Showing the linkage between different indicators was noted as an important aspect in presenting the results of well-being for men and women.

Ethical concerns were raised by participants with regards to questions on alcohol use, smoking and violence against women. Concerns were also expressed with regards to the aggregation of well-being indicators in order to present the overall well-being of men and women. It was highlighted that policy interventions usually try to address the specific areas of concern, rather than the overall well-being of individuals.

H. Emerging issues in gender statistics

The discussion was based on the paper presented by Italy that examined the impact of the economic crisis on men and women across the 28 EU countries. The results of the analysis showed that since the beginning of the crisis in 2007 almost all EU countries have experienced a decrease in the employment rate and an increase in the unemployment rate, including long-term unemployment. According to the results presented, men have been more severely hit by the crisis than women.

Participants discussed the effects from economic crisis on men and women in their respective countries. Ireland, for example, reported that the early school leaving rates that are on average higher for males decreased during the recession. Overall, it was concluded that the impact of economic crisis has been higher on men.

I. Information session

UNECE provided information on the 2014 Gender Statistics Questionnaire and the results of the UNECE Statistics Database User Survey 2013. In the 2014 Gender Statistics Questionnaire, new elements were introduced in the metadata section in order to organize the existing and new metadata provided by countries. In addition, information on the primary source of data was introduced. The results from the Database User Survey showed that academics and researchers are the main users of the UNECE Statistics Database.

UNFPA presented their latest activities with regards to strengthening gender statistics in Eastern Europe and Central Asian countries. UNFPA is currently developing a training course on gender statistics that will be tailored to national needs. They also provide technical assistance to national statistical offices with regards to data collection and analysis.

UNSD provided an overview of the Global Gender Statistics Programme, including the minimum set of gender indicators. The Global Gender Statistics Programme has been

developed to improve global coherence, promote methodological development, build technical capacity and improve access to data and materials across all countries.

IV. Recommendations for future work

7. The meeting recommended organizing the next Work Session on Gender Statistics in March 2016. The following topics were suggested for the Session:

- (a) Gender pay gap;
- (b) Paid and unpaid work;
- (c) Work-life balance;
- (d) Gender-based violence, including human trafficking;
- (e) Effects of the economic crisis;
- (f) Gender indicators;
- (g) Gender differences on sub-national level;
- (h) Asset ownership;
- (i) Entrepreneurship;
- (j) Environment;
- (k) Power and decision-making in the household;
- (l) Health and lifestyles;
- (m) Gender issues among migrants and ethnic minorities;
- (n) Gender pension gap;
- (o) Information and communication technologies: access, content, patterns of use;
- (p) Gender stereotypes and attitudes
- (q) Linkage between time-use and happiness.

8. The meeting envisages that further work could be undertaken to support member countries' data collection and communication of the indicators developed by the UNECE Task Force on Indicators of Gender Equality. The Work Session recommends that:

- (a) The UNECE Gender Statistics Database is expanded to incorporate these indicators, starting with the proposed headline indicators;
- (b) Methodological work is undertaken for the measurement of power and decision-making in the household.

V. Adoption of the report

9. The meeting adopted parts I, II and IV of this report before it adjourned. Part III was added by the secretariat after the meeting.
