

# **Gender Statistics: are there new challenges for Europe?**

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## **Background**

Strategies to improve the production, presentation and dissemination of statistics reflecting the realities of women and men have been developed and are applied in many European countries. There is considerable variation in timing and strategies among the member countries, with countries that have pioneered the development of the field of gender statistics, differing from those that have established their gender statistics programmes only in the last 10-15 years. Furthermore, in the former transition countries gender concerns were largely been absent from the national policy-making agendas and macro economic policies on which the transition process was built did not require gender-sensitive data.

With the considerable progress that has been achieved to date, and in some countries, particularly those that experienced the transition, it is argued that data are regularly produced and disseminated by sex and that gender is not one of the main concerns. In the old tradition women had always had a prominent role in the work environment more than in the West. But although the situation may appear satisfactory, the paper argues that there is still the need to invest in gender statistics in the wide Europe. New challenges are in converting into regular programmes of data collection what is now based on ad-hoc initiatives (such as the measurement of time-use and domestic violence) and in developing instruments for gender analysis that go beyond the traditional aspects of women and men participation in the society. There is a need to scrape the surface and for example look at quality of employment and access to the labour market rather than to measure only employment and unemployment. A lot still needs to be done to further standardize indicators, establish links between official statistics and policies, and to engender the production and dissemination of statistics particularly in those areas where there is little tradition of gendered analysis such as business statistics, transport and communication statistics. A question that gender statisticians will also need to answer in the near future is how to measure gender disparities in a multi-cultural environment.

## **1. The Collection and Analysis of data: The achievements and the challenges of the Beijing Platform for Action**

The [Beijing Platform for Action](#)<sup>2</sup> (PoA) in its Strategic objective H.3 “*Generate and disseminate gender-disaggregated data and information for planning and evaluation*” (see Annex 1) played an important role in increasing awareness in

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<sup>2</sup> *Platform for Action and the Beijing Declaration*, Chapter 4, United Nations New York 1996.

national, regional and international organizations of the need to develop systems of gender statistics to monitor changes in the situation of women as against that of men. The actions listed under para 206 of the PoA identified the objectives to be pursued by national statistical offices in their role to improve the availability and use of gender statistics.

### **What is gender statistics**

Gender statistics are statistics that adequately reflect the situation of women and men in all policy areas - they allow for a systematic study of gender differentials and gender issues.

A gender issue is any issue or concern determined by *gender*-based and/or *sex*-based differences between women and men. Gender issues are all aspects and concerns of how women and men interrelate, their differences in access to and use of resources, their activities, and how they react to changes, interventions, and policies.

Producing statistics that adequately reflect gender issues implies that all statistics are produced taking into consideration the different socio-economic realities women and men face in society. This means that all data - both those on individuals as well as those not directly related to individuals - are collected, compiled, and analysed, taking into consideration that gender-based factors influence women and men differently - this can be called the *gender mainstreaming of statistics*.

The impact on women and men needs to be considered in every step of statistical production and in all statistical fields. Concepts and methods used in data collection need to be adequately formulated to ensure that they reflect existing gender concerns and differentials. Additionally, social and cultural factors must be taken into consideration as they can result in gender-based biases in data collection, analysis, and presentation.

Source: ECE Gender Statistics Web-site (<http://www.unecce.org/stats/gender/web/>)

### **Why gender statistics is important?**

Gender statistics is important for at least three reasons. Firstly, it raises public awareness on the plight and prevailing conditions of women and men. It provides policy makers with sufficient baseline information to institute favourable changes to existing policies affecting women and men differently. Finally, it provides an unbiased source of information to monitor the actual and real effects of government's policies and programs on the lives of women and men.

Looking at some of these actions, what follows attempts to describe what has been achieved in Europe since 1995 and what still need to be developed or improved.

PoA Objectives:

- para (a) *Ensure that statistics related to individuals are collected, compiled, analyzed and presented by sex and age and reflect the problems, issues and questions related to women and men in society*

- para (b) *Collect, compile, analyse and present on a regular basis data disaggregated by age, sex, socio-economic and other relevant indicators, including number of dependents, for utilization in policy and programme planning and implementation*

Since 1995, there is a growing concern to collect sex-disaggregated data and gender issues are often taken into account in the collection of social and demographic statistics. However, the process of mainstreaming gender into the entire process of production, analysis and dissemination of official statistics has not yet been completed. Challenges still remain in the production of sex-disaggregated data and in the collection and analysis of issues related to women and men in society.

### **1.1. Are all data sex-disaggregated?**

Gender issues exist in all spheres of society and are relevant to the production of statistics in all fields. They should therefore intervene at every step of the production process. In reality not all statistics where sex disaggregation would be relatively straightforward are in effect produced or analyzed with gender breakdowns. Statistics that have been traditionally developed into the economic areas such as business, transport, agriculture and services are in many countries still approached in a gender-blind manner. Business registers for example, may not include information on the sex of the owner or managers of the enterprise. Agriculture surveys and censuses do not often record the sex of the land's owner. These gaps limit the scope of studies undertaken to monitor women and men in leading positions since they prevent a gender analysis in those areas where gender disparities could be wider.

An area that is still particularly difficult to analyze for the lack of sex-disaggregated data is Entrepreneurship. There is an increasing awareness of the importance of women entrepreneurs as an important group that may respond differently from men entrepreneurs to political and economical changes. And although it has been recognized that women's entrepreneurship is an important untapped source of economic growth<sup>3</sup>, it is still difficult in some countries to collect sex-disaggregated data particularly for small and medium enterprises (SME). An analysis done by ECE on the status of statistics on women and men's entrepreneurship<sup>4</sup> revealed that the main obstacles is the lack of sex-disaggregated data on owners and managers of enterprises<sup>5</sup>. Many national registers such as business, tax, insurance registers and chambers of commerce where information on the "demography" of business is collected, do not record or disseminate the sex of the concerned person. Therefore, if data has become available on the sex distribution of

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<sup>3</sup> *Issues related to statistics on women's entrepreneurship*, Paper prepared by the Secretariat of the OECD Workshop on Firm level statistics, 26-27 November 2001 (see <http://www.oecd.org/dataoecd/11/12/2668264.pdf>).

<sup>4</sup> Giovannelli C., Gunnsteinsdottir H., Me A. (2003), *The Status of Statistics on Women and Men's Entrepreneurship in the UNECE Region*, paper presented at the OECD Workshop on Improving Statistics on SME's and Entrepreneurship, Paris 17-19 September 2003 (see <http://www.oecd.org/dataoecd/2/36/9252934.pdf>).

<sup>5</sup> According to a survey conducted by ECE on the availability of sex-disaggregated data on entrepreneurship only 13 countries (of the 39 countries that replied) had statistical data on the number and/or percentage of enterprises owned or managed by women and men.

self-employed (collected through labour force surveys), reliable data on achieved sales, employment, growth, and survival according to the sex of the entrepreneur is still missing for the majority of countries<sup>6</sup>.

Issues related to the improvement of the availability of data on women and men entrepreneurship has been highlighted in important fora such as the 2003 ILO International Conference of Labour Statisticians and the OECD workshop on improving statistics on SMEs and entrepreneurship held in Paris from 17-19 September 2003 (as a part of the Bologna process)<sup>7</sup>. These two meetings have initiated a process that has brought to the attention of statisticians and policy makers the need to integrate gender into business registers and statistics. However, it was also emphasized the difficulties persist due to the reluctance of statisticians involved in business statistics to jeopardize the data collection because providing “information disaggregated by sex may lead to refusal to respond to the survey given the increased response burden”<sup>8</sup>. Additional complications arise when attempting the mainstreaming of gender into registrations created for administrative purposes such as tax and insurance records and chambers of commerce. These are maintained by administrations outside the national statistical offices, which do not immediately see the advantage of adding sex into the records.

## **1.2. The roles of women and men in society: need for improved statistics**

The production of gender statistics requires more than just collecting official data disaggregated by sex. Concepts and methods used in every stage should adequately reflect any gender-based biases in social norms, attitudes and economic life, to correctly evaluate the contribution of women and men to the society. Engendering statistics therefore goes beyond the mainstreaming of sex into the normal process of data collection and dissemination. It looks into those areas where additional data collection or analysis is required in order to highlight unbalanced roles or inequalities. Some of these areas, probably the most relevant for Europe, were identified in the Beijing PoA: full contribution of women and men to the economy, more comprehensive knowledge of all forms of work and employment, poverty, and violence against women.

### ***Time use statistics***

PoA Objectives:

- (g) *Develop an international classification of activities for time-use statistics that is sensitive to the differences between women and men in remunerated and unremunerated work, and collect data disaggregated by sex*

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<sup>6</sup> Delmar F. (2003), *Women Entrepreneurship: Assessing Data Availability and Future Needs*, paper presented at the OECD Workshop on Improving Statistics on SME's and Entrepreneurship, Paris 17-19 September 2003 (see <http://www.oecd.org/dataoecd/50/48/14723090.pdf>).

<sup>7</sup> [http://www.oecd.org/document/38/0,2340,en\\_2649\\_34233\\_2789222\\_1\\_1\\_1\\_1,00.html](http://www.oecd.org/document/38/0,2340,en_2649_34233_2789222_1_1_1_1,00.html)

<sup>8</sup> *Final Report of the 17<sup>th</sup> International Conference of Labour Statisticians*, Geneva 24 November to 3 December 2003, page 9, (see <http://www.ilo.org/public/english/bureau/stat/download/17thicls/final.pdf>).

- (i) *Conduct regular time-use studies to measure, in quantitative terms, unremunerated work, including recording those activities that are performed simultaneously with remunerated or other unremunerated activities*
- (ii) *Measure, in quantitative terms, unremunerated work that is outside national accounts and work to improve methods to assess and accurately reflect its value in satellite or other official accounts that are separate from but consistent with core national accounts*

Since 1995 various steps have been taken to improve the quality and availability of data to measure unremunerated work in national and international organizations. In response to the Beijing PoA, the United Nations Statistics Division drafted an International Classification of Activities for Time-Use<sup>9</sup>, Eurostat developed an activity classification to measure paid and unpaid work and some countries developed their own national classification. In parallel to these standardization efforts countries implemented an increasing number of time-use surveys.

The implementation of time-use surveys, however, is still an ad-hoc event in the majority of countries and the number of ECE countries that have recently carried out time-use surveys is limited (Annex 2 reports the time-use surveys carried out in the ECE region in the last nine years). The key role of time-use surveys in adequately measuring the participation of women and men in the economy is increasingly being recognized by policy makers but the magnitude of information provided by time-use surveys still need to be fully explored. Like income and expenditure surveys are key sources for the income-related economic statistics time-use surveys have the potential to become a major source in studying the social conditions of people. They can in fact collect information on<sup>10</sup>:

- Productive work, including the invisible part of the economy which needs to be integrated into a Government's decision-making (unpaid work and the amount undertaken and the extend to which this supports the economy and the general functioning of the society)
- paid employment, (the relationship between different uses of time and the factors which hinder or help people participation in the labour market and information on the categories of workers that are more difficult to measure)
- health (the amount of caring work done and the activities people perform that impact health status)
- income support (the use of time by recipients of social security benefits)
- education and training (how much has been undertaken and by whom)
- social networks

### ***Poverty and gender statistics***

PoA Objectives:

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<sup>9</sup> <http://millenniumindicators.un.org/unsd/methods/timeuse/tuaclass.htm>

<sup>10</sup> *Information about the Time-Use survey of New Zealand*

(<http://www.stats.govt.nz/domino/external/omni/omni.nsf/outputs/Time+Use+Survey>)

- (h) *Improve concepts and methods of data collection on the measurement of poverty among women and men, including their access to resources*

Whether monetary poverty affects women and men in a different way is still an open question in many countries. Conventional measurements of monetary poverty have been generally based on levels of income or consumption of households and the analysis of poverty from a gender perspective has always been limited by the lack of data on income/consumption at individual level. Studies on intra-household distribution and use of resources show that individuals within the household may have different preferences and may not pool their income. Moreover, assets controlled by women have in general a more positive and significant effect on expenditures for children than those controlled by men<sup>11</sup>. There are few and limited studies carried out to analyze if poverty (income/consumption) affects women and men differently and the main issue is the identification of indicators that could differentiate women and men within the concept of household. In some countries studies have used indicators based on the concept of head-of-household and compared for example number of poor households headed by women with number of poor households headed by men. However, often the meaning of head-of-household used in surveys or census is far from the leading role that women and men actually play in the households and indicators based on this concept are not very relevant to analyze gender disparities. Indicators have been suggested<sup>12</sup> on the base of single person households or single-parent households (with children). These indicators are particularly relevant for countries in Europe and North America where single-person households are numerous given the high number of elderly men and women (but particularly women) living alone. Examples of other indicators that can be measured from household-income data are female spouses with no own income in poor and non-poor households and poverty magnitude with and without the income contribution of female spouses<sup>13</sup>. Some European countries can produce income data by sex based on tax registers, but these are only few (note: there are two main problems. One is related to the taxation systems that often allow joint tax filing of spouses and prevent the recording of individual incomes. Another problem is related to the difficulties of linking income records with other social-economic characteristics available in other registers).

In general there are very few studies that analyze poverty by gender and even if the indicators listed above can be measured using household income data (widely available in all the Western countries) they are not very popular in international, regional, and national poverty studies. It can be concluded that a lot needs to be done still to mainstream gender into poverty analysis or to include poverty into gender studies<sup>14</sup>.

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<sup>11</sup> *The World's Women 2000 Trends and Statistics*, United Nations publication Sales No. E.00.XVII.14 page 125.

<sup>12</sup> Report of the UNECE-UNDP [Task Force](http://www.unece.org/stats/documents/2002/09/taskforce/inf.1.e.pdf) on Gender Statistics Website for Europe and North America, September 2002 (see <http://www.unece.org/stats/documents/2002/09/taskforce/inf.1.e.pdf>).

<sup>13</sup> See the United Nations Economic Commission for Latin America and the Caribbean web-site on gender statistics: <http://www.eclac.org/mujer/proyectos/perfiles/default.htm>

<sup>14</sup> The lack of suitable indicators to measure poverty and gender was also emphasized by the UN Inter-Agency Expert Group Meeting on Millennium Development Goals indicators in the meetings in March 2004 (New York) and October 2004 (Geneva).

## ***Statistics on violence against women***

PoA Objectives:

- (h) *Develop improved gender-disaggregated and age-specific data on the victims and perpetrators of all forms of violence against women, such as domestic violence, sexual harassment, rape, incest and sexual abuse, and trafficking in women and girls, as well on violence by agents of the State*

“Gender-based violence or violence against women has been identified as a major public health and human rights problem throughout the world but lack of reliable data on the root causes, magnitude, and consequences of the problem has been a major obstacle in the search for solution”<sup>15</sup>. Violence against women (VAW) is probably the area in gender statistics where data are more scarce and quality is poorest. International organizations such as WHO and UNICRI embarked in projects to develop survey methodologies to be implemented in several countries in a standardized format to obtain estimates of the prevalence of VAW which would allow for inter-country comparison. However, these research-type of projects have often been implemented at local level and only in few countries were carried out within the framework of official statistics. New efforts should be directed toward the development of standard methodologies taking on board the work done already by the two organizations. The situation is that still very few countries can provide official estimates of VAW at national level. Countries should increase their efforts to raise awareness of the problem and the need to collect data and organizations at European level should developed standards to be implemented within the framework of official statistics to help the countries to design their own surveys or thinking if it would be possible to develop short modules to be included in on-going surveys.

## ***Labour statistics***

PoA Objectives:

- (e) *Improve data collection on the full contribution of women and men to the economy, including their participation in the informal sector(s)*
- (f) *Develop a more comprehensive knowledge of all forms of work and employment ...*

In the last decade many countries in Europe have consolidated the regular collection of data on employment and nowadays labour force surveys are carried out regularly on a quarterly or annual basis and provide gender data on employment and unemployment in a sustainable way. The traditional focus of these activities has mainly been on employment and unemployment but there is now a growing awareness that this is insufficient to look at the gender disparities in the work environment. The simple participation of women and men in the labour force measured as employment and unemployment does not tell anything about the nature and quality of employment where the inequalities may be higher. New aspects related

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<sup>15</sup> See WHO Web-site: [http://www.who.int/violence\\_injury\\_prevention/injury/definitions/def20/en/](http://www.who.int/violence_injury_prevention/injury/definitions/def20/en/)

for example to access to labour market, work conditions, type of contracts, earnings, and flexibility of working-time arrangements need to be explored.

The International Conference of Labour Statisticians has recently stressed some of the issues related to the inclusion of gender concerns into the production of labour statistics not only for promoting “gender equality but also for improving labour statistics themselves”<sup>16</sup>. A checklist of good practices for gender mainstreaming in labour statistics was also approved by the Conference (See Annex 3). One of the key element of the Conference’s output is the recognition that “when presenting statistics it is important **to cross-classify them according to personal and family circumstances**, but also to the institutional context (e.g. fiscal regulations), as well as the work environment (e.g. working time flexibility, childcare facilities etc.)”<sup>17</sup>.

Since 1999 ILO is also promoting the concept of decent work described as “*opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity*”<sup>18</sup> which includes six dimensions: (i) opportunity for work; (ii) productive work; (iii) freedom of choice of employment; (iv) equity in work; (v) security at work; and (vi) dignity at work. These aspects are particularly relevant for gender statistics since they identified areas where gender analysis is more needed.

There is experimental work in progress to identify indicators that could monitor decent work or quality of work. ILO has proposed a set of thirty indicators<sup>19</sup> and work is in progress in the region to review this list and make it more relevant for developed countries<sup>20</sup>. ILO has commissioned a paper on quality of work indicators in the EU where existing sources of data are reviewed. Preliminary results from this paper show that the European Community Household Panel is an under-exploited source of data for an analysis of women and men’s quality of work. The report also highlights the need for more data at European level on working time and the extent to which this is sufficiently flexible to enable women and men to reconcile employment with family and other responsibilities.

## **2. Organization of gender statistics programmes to mainstream gender into statistics**

The integration of gender into the production, dissemination and analysis of statistics has come a long way in the last twenty years. Gender statistics programmes have been built into national statistical offices and other statistical departments and there is an increased awareness of the importance to provide gender analysis for policy formulation and monitoring. However, these programmes have often been

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<sup>16</sup> *Final Report of the 17<sup>th</sup> International Conference of Labour Statisticians*, Geneva 24 November to 3 December 2003, page 9, (see <http://www.ilo.org/public/english/bureau/stat/download/17thicls/final.pdf>).

<sup>17</sup> See note 13.

<sup>18</sup> ILO, *Decent Work: Report of the Director General, International Labour Conference*, 87<sup>th</sup> Session. Geneva 1999.

<sup>19</sup> Anker, R., Chernyshev, I., Egger, Ph., Mehran, F. and Ritter, J., *Measuring Decent Work with Statistical Indicators*. Policy Integration Department, Statistical Development and Analysis, Working Paper No. 2. International Labour Office, Geneva, October 2002.

<sup>20</sup> A joint ECE-ILO-Eurostat meeting on quality of work is planned from 2-4 February 2005 in Geneva.

confined in areas related to the collection and dissemination of social and demographic statistics making it difficult to influence the inclusion of gender into other fields of statistics. Recognizing that gender is an issue related to all fields of statistics related directly or indirectly to individuals, it is important that gender be mainstreamed in all areas of statistics to make sure that data collection and dissemination take proper consideration of gender-related issues in all fields.

A key to success of gender mainstreaming is the *strategic positioning* of gender statistics programmes. From specialized areas, typically social and demographic, gender statistics programmes should move to where the overall planning of statistical programmes takes place, typically in the office of the chief statistician<sup>21</sup>. The presence of one department whose main task is the collection and analysis of gender statistics is NOT mainstreaming. That will only occur when everyone does gender statistics as an essential part of their work and the capacity to do it exists across the whole national statistical office. Important factors for this to happen are the commitment of top managers to the cause of gender statistics and the establishment of gender adviser offices reporting directly to the chief statistician. Objectives a gender statistics adviser office should be:

- to build good interactions with all departments irrespective of the field
- to help other subject-area specialists to develop a gender perspective with a view that any issue with a human involvement may affect women and men differently and therefore needs to be equipped with statistics by sex (see above session on sex-disaggregated data)
- to coordinate the development of standards related to the collection of gender-relevant topics
- to coordinate gender analysis

This process is consistent with the general UN definition of gender mainstreaming: “... the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, **in all areas and at all level** ...”<sup>22</sup>. Many countries and international organizations are adopting the strategy of centralizing the gender approach into institutions. OECD for example has appointed a Gender Coordinator in the General Secretariat “... to assist in integrating a gender perspective into the substantive work of the organization ...”<sup>23</sup>. In ECE the gender specialist also reports to the Executive Secretary.

### **3. Gender statistics in a multicultural society**

The definition of gender roles in a society mainly depends on social norms, cultural background, religious beliefs, and people attitudes. Gender statistics programmes are different in different countries and focus in those areas where gender disparities are higher according to the prevailing social and domestic environment where women and men live. In developed countries major concerns relate to issues

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<sup>21</sup> The advantage of having a unit to oversee the whole mainstreaming process was also emphasized at the 17<sup>th</sup> Conference of Labour Statisticians (see

<http://www.ilo.org/public/english/bureau/stat/download/17thicls/final.pdf> page 11).

<sup>22</sup> *The Report of the Economic and Social Council for 1997*, United Nations 1997.

<sup>23</sup> See [http://www.oecd.org/department/0,2688,en\\_2649\\_18518332\\_1\\_1\\_1\\_1\\_1,00.html](http://www.oecd.org/department/0,2688,en_2649_18518332_1_1_1_1_1,00.html)

such as the reconciliation of work and family responsibilities and the balanced representation of women and men in powerful positions, in developing countries issues are more related to basic social services, work participation, and stereotyped roles that women are expected to fulfil.

Due to the migration movements that the World is currently experiencing it is expected that in the near future people in Europe will live in a multi-cultural society. How much this will affect the role of women and men in Europe? How much this should change the way gender statistics are collected and analyzed? These are questions that are difficult to answer now, but that gender statisticians should be ready to address in the near future.

#### **4. Improving the dialogue between users and producers of gender statistics**

Gender statistics have a life only if used to monitor equal opportunities, to argue and convince policy makers of the need to change, or to advocate and inform programmers. Gender statistics is not an end by itself. Statistical data become meaningful to the extent that they are converted into usable and actionable information for policy decision<sup>24</sup> and therefore it is important that producers and users of gender statistics work very closely to assure the relevance of the information produced.

In the last 15 years the awareness about the need to strengthen the collaboration between users and producers of gender statistics has increased particularly when it comes to defining priorities and developing new methodologies in data collection<sup>25 26</sup>. However, there is still little consideration on the need to improve users' understanding of **how** to make an optimal use of gender statistics for policy formulation and monitoring. Statisticians need to be more proactive in promoting the application of gender analysis for informed decisions. This means to improve the knowledge and understanding of how to approach users including analytically reviewing users needs, encouraging users to be more pro-active in their requests for data and appreciating the value of statistics for their projects developments and monitoring.

Transforming statistics on gender for policy formulation and monitoring is a challenging task. Even if policy makers increasingly use statistics to support their decisions, there is still a lack of understanding of how best to use them to develop new policy programmes. This is particularly relevant in areas where statistics are becoming available only recently such as time-use data. These types of data are more often used for advocacy purposes than for formulating appropriate programmes.

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<sup>24</sup> *Integrating Unpaid work into National Policies*, UNESCAP and UNDP 2003, United Nations publication Sales No. E.03.II.F.14.

<sup>25</sup> See for example: *Engendering Statistics, a Tool for Change*, B. Hedman, F. Perucci, P. Sundstrom, published by Statistics Sweden ISBN 91-618-0859-8, *Handbook for Promoting National Statistical Reports on Women and Men*, United Nations publication Sales No. E.97.XVII.10.

<sup>26</sup> In the UK for example the users of gender statistics create a group that formally advise the national statistical system in the collection and dissemination of gender statistics.

Recently the United Nations Economic and Social Commission for Asia and Pacific (ESCAP) in collaboration with UNDP produced a book on Integrating Unpaid Work into National Policies <sup>27</sup> where a framework for integrating unpaid work into national policies was presented. This includes:

- collection and analysis of time-use data
- valuation of time-use data
- situation assessment and analysis
- policy formulation
- advocacy for policy action

## **5. Tools to support gender statistics in the region: ECE activities**

### *ECE Gender Statistics Website and Database*

One of the tools to integrate statistics with policies is the [Website](#) that ECE in collaboration with the UNDP Regional Support Centre in Bratislava has developed on gender statistics. The main focus is on the production, dissemination and use of gender related data. In addition to statistics, this site elaborates on some of the main gender issues relevant to the UNECE region, and provides examples of policies and other initiatives within that context. This website also links these gender issues to statistical indicators framework developed by the UNECE/UNDP gender statistics [Task Force](#). Part of the Website is the [UNECE Gender Statistics Database](#) which was released in May 2003 to monitor the situation of women and men in all UNECE member countries, and to evaluate the effectiveness of policies. Data is available for the years 1980, 1990, 1995, and from 2000 onwards on an annual basis.

To ensure comparability, the data provided are in most cases in line with international standard definitions. However, for data not in line with international standard definitions, additional information about the data, or metadata, is provided. The framework used in the website and the database provides the basis for the development of gender statistics in the region to allow ECE countries to play a complementary role in the development and dissemination of engendered statistics. By the same token, it allows policy-makers and other users ready access to these data enabling them to monitor progress towards national and international goals and targets.

### *Assessment of the status of gender statistics in the CIS and SEE countries*

ECE in collaboration with the UNDP Regional Support Centre in Bratislava is carrying out an assessment of the status of gender statistics in the Commonwealth of Independent States (CIS) and South European Countries (SEE). The objectives of the assessment are:

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<sup>27</sup> See footnote 21.

- To assess the availability of gender statistics, and capacity of national statistical offices (NSOs) to produce and disseminate gender statistics.
- To review the assistance received by national statistical offices by national and international donors in the area of gender statistics

To reach these objectives ECE sent a questionnaire to gender focal points in national statistical offices (NSOs), requesting information about the extent to which, if at all, NSOs address gender statistics systematically, when it comes to the production and dissemination of gender statistics, including user-producer relationship. The questionnaire will help to get a picture of the main problems/issues facing NSOs and gender focal points in the production and dissemination of gender statistics, as well as the organisational approach to, and emphasis on gender statistics. The questionnaire will be complemented with three field studies in Ukraine, Serbia and Montenegro, and Azerbaijan. The data available in the ECE gender statistics database will also be evaluated and national publications will be reviewed to obtain at the extent it is possible a completed picture. It is expected that the results of the assessment will highlight the strengths of gender statistics in the two regions and the gaps that need to be addressed. It is planned to finalize the report by September 2004.

### ***Technical cooperation***

ECE continues its efforts to help countries to strengthen their capacities in producing, disseminating and analyzing gender-related data. In July 2004 a sub-regional workshop on gender statistics for Central Asian countries is planned in Turkmenistan in collaboration with the UNDP Regional Support Centre in Bratislava. The main objective of the workshop is to improve the production, presentation and use of statistics to monitor gender equality through:

An improved dialogue between users and producers of gender statistics that could contribute to:

- A better understanding of gender equality issues by staff of national statistical offices
- A better consideration of gender sensitive issues in the collection and dissemination of official statistics (going also beyond sex-disaggregated data)
- A better use of existing statistics and data sources and the development of additional statistics
- A better use of statistics for developing and monitoring gender equality policies

### ***Work sessions on gender statistics***

ECE will continue to offer to its member countries a forum where gender statistics experts can meet and discuss selected topics. Traditionally, meetings are held every two years and one is planned from 18-20 October 2004 in Geneva. Among the objectives of this meeting are:

- To strengthen the network of ECE gender statistics focal points in national statistical offices
- To strengthen the relations with users of gender statistics
- To identify selected areas where there is the need to initiate a process to identify and develop best practices or standard methodologies to be eventually approved by the Conference of European Statisticians.

### ***Millennium Development Goals and gender indicators***

In September 2000 147 heads of State and Government, and 189 nations in total, committed themselves in the [United Nations Millennium Declaration](#) to making the right to development a reality for everyone. To help track progress, the United Nations Secretariat and the specialized agencies of the UN system, defined a set of time-bound and measurable [goals and targets](#) for combating poverty, hunger, disease, illiteracy, environmental degradation and discrimination against women<sup>28</sup>. One of these targets is the **promotion of gender equality and empowerment of women**. International experts also selected relevant indicators to be used to assess progress over the period from 1990 to 2015, when targets are expected to be met. The Millennium Development Goals (MDG) have become an important framework for the work of the UN system toward development and the monitoring of the MDG is becoming very relevant in the field of human development indicators. Each year, the Secretary-General prepares a report on progress achieved towards implementing the MDG with the input of the UN Secretariat, specialized agencies and regional commissions including ECE. This report is based on data on 48 standard indicators, aggregated at global and regional levels. In developing countries UNDP leads the development of national MDG reports.

Within the framework of monitoring MDG, gender plays an important role, but efforts are under way to make it more prominent and more cross-sectional. Currently only four<sup>29</sup> of the 48 indicators are specifically related to the target on gender equality and empowerment of women. Indicators related to other targets (related for example to poverty, education, health, and unemployment) are not always gender-sensitive. A group that involves specialized agencies, the UN secretariat and regional commissions including ECE is working to improve the indicators to monitor the gender target and the other indicators related to other relevant targets. One of the issue that is under discussion is to have indicators on employment and family responsibility. The development of new standard indicators do not have only the advantage of improving the monitoring of MDG but also to guide countries into efforts to improve their gender data and analysis.

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<sup>28</sup> [See [Road Map towards the Implementation of the United Nations Millennium Declaration](#) ].

<sup>29</sup> Ratio of girls to boys in primary, secondary and tertiary education, ratio of literate women to men, 15-24 years old, share of women in wage employment in the non-agriculture sector, proportion of seats held by women in national parliament.

## Annex 1 Beijing Platform for Action

### *Strategic objective H.3. Generate and disseminate gender-disaggregated data and information for planning and evaluation*

#### Actions to be taken

**209.** By national, regional and international statistical services and relevant governmental and United Nations agencies, in cooperation with research and documentation organizations, in their respective areas of responsibility:

- (a) Ensure that statistics related to individuals are collected, compiled, analysed and presented by sex and age and reflect problems, issues and questions related to women and men in society;
- (b) Collect, compile, analyse and present on a regular basis data disaggregated by age, sex, socio-economic and other relevant indicators, including number of dependants, for utilization in policy and programme planning and implementation and to reflect problems and questions related to men and women in society;
- (c) Involve centres for women's studies and research organizations in developing and testing appropriate indicators and research methodologies to strengthen gender analysis, as well as in monitoring and evaluating the implementation of the goals of the Platform for Action;
- (d) Designate or appoint staff to strengthen gender-statistics programmes and ensure coordination, monitoring and linkage to all fields of statistical work, and prepare output that integrates statistics from the various subject areas;
- (e) Improve data collection on the full contribution of women and men to the economy, including their participation in the informal sector(s);
- (f) Develop a more comprehensive knowledge of all forms of work and employment by:
  - (i) Improving data collection on the unremunerated work which is already included in the United Nations System of National Accounts, such as in agriculture, particularly subsistence agriculture, and other types of non-market production activities;
  - (ii) Improving measurements that at present underestimate women's unemployment and underemployment in the labour market;
  - (iii) Developing methods, in the appropriate forums, for assessing the value, in quantitative terms, of unremunerated work that is outside national accounts, such as caring for dependants and preparing food, for possible reflection in satellite or other official accounts that may be produced separately from but are consistent with core national accounts, with a view to recognizing the economic contribution of women and making visible the unequal distribution of remunerated and unremunerated work between women and men;
- (g) Develop an international classification of activities for time-use statistics that is sensitive to the differences between women and men in remunerated and unremunerated work and collect data, disaggregated by sex. At the national level, subject to national constraints:

- (i) Conduct regular time-use studies to measure, in quantitative terms, unremunerated work, including recording those activities that are performed simultaneously with remunerated or other unremunerated activities;
- (ii) Measure, in quantitative terms, unremunerated work that is outside national accounts and work to improve methods to accurately reflect its value in satellite or other official accounts that are separate from but consistent with core national accounts;
- (h) Improve concepts and methods of data collection on the measurement of poverty among women and men, including their access to resources;
  - (i) Strengthen vital statistical systems and incorporate gender analysis into publications and research; give priority to gender differences in research design and in data collection and analysis in order to improve data on morbidity; and improve data collection on access to health services including access to comprehensive sexual and reproductive health services, maternal care and family planning, with special priority for adolescent mothers and for elder care;
  - (j) Develop improved gender-disaggregated and age-specific data on the victims and perpetrators of all forms of violence against women, such as domestic violence, sexual harassment, rape, incest and sexualabuse, and trafficking in women and girls, as well as on violence by the agents of the State;
  - (k) Improve concepts and methods of data collection on the participation of women and men with disabilities, including their access to resources.

**210. By Governments:**

- (a) Ensure the regular production of a statistical publication on gender that presents and interprets topical data on women and men in a form suitable for a wide range of non-technical users;
- (b) Ensure that producers and users of statistics in each country regularly review the adequacy of the official statistical system and its coverage of gender issues, and prepare a plan for needed improvements, where necessary;
- (c) Develop and encourage the development of quantitative and qualitative studies by research organizations, trade unions, employers, the private sector and non-governmental organizations on the sharing of power and influence in society, including the number of women and men in senior decision-making positions in both the public and private sectors;
- (d) Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects.

**211. By the United Nations:**

- (a) Promote the development of methods to find better ways to collect, collate and analyse data that may relate to the human rights of women, including violence against women for use by all relevant United Nations bodies;
- (b) Promote the further development of statistical methods to improve data that relate to women in economic, social, cultural and political development;
- (c) Prepare a new issue of The World's Women at regular five-year intervals and distribute it widely;
- (d) Assist countries, upon request, in the development of gender policies and programmes;

(e) Ensure that the relevant reports, data and publications of the Statistical Division of the United Nations Secretariat and INSTRAW on progress at the national and international levels are transmitted to the Commission on the Status of Women on a regular and coordinated fashion.

**212.** By multilateral development institutions and bilateral donors:

Encourage and support the development of national capacity in developing countries and in countries with economies in transition by providing resources and technical assistance so that countries can fully measure the work done by women and men, including both remunerated and unremunerated work, and, where appropriate, use satellite or other official accounts for unremunerated work.

**Annex 2**  
**Time Use Surveys carried out in the ECE region in the past 9 years**

| <b>Country</b>  | <b>Year</b> |
|-----------------|-------------|
| Albania         | 1996        |
| Austria         | 1992        |
| Belgium         | 1999        |
| Bulgaria        | 2001-02     |
| Canada          | 1998        |
| Czechoslovakia  | 1990        |
| Denmark         | 2001        |
| Estonia         | 1999-2000   |
| Finland         | 1999-2000   |
| France          | 1998-99     |
| Germany         | 2001-02     |
| Greece          | 1997        |
| Hungary         | 1999-2000   |
| Ireland         | 1996        |
| Israel          | 1991-92     |
| Italy           | 2002-03     |
| Latvia          | 1996        |
| Lithuania       | 1997        |
| Luxembourg      | 1996        |
| Macedonia       | 1996        |
| The Netherlands | 2000        |
| Norway          | 2000-01     |
| Poland          | 2001        |
| Portugal        | 2001-2003   |
| Romania         | 2001        |
| Russia          | 1999        |
| Slovak Republic | 1996        |
| Slovenia        | 2000-01     |
| Spain           | 2002-03     |
| Sweden          | 2000-01     |
| Switzerland     | 2003        |
| Turkey          | 1996        |
| United Kingdom  | 2001        |
| USA             | 2003        |

*Source: United Nations Statistics Division*

## Annex 4

### Check list of good practices for gender mainstreaming in labour statistics

- Labour statistics should satisfy the requirements listed in the checklist, not only to address gender concerns, but also to understand better the real situation of the labour market.
- Political will is essential for producing statistics in general, and engendered statistics especially. It is needed at all levels, within the various data collection agencies and all agencies which do not produce statistics but which have administrative information that can be used by statistical agencies.
- It is important to specify at least a list of subject matters among the topics to be covered. These could be similar to the ones identified by the Office in the General Report with some modifications that include statistics that portray the life cycle or life course approach, lifelong learning and the arrangement of working time, including part-time work. A change of wording was proposed, to convey the idea that incorporating gender into labour statistics is at the core of all statistics that are produced.
- All measurement methodologies are valuable for producing labour statistics that are gender mainstreamed. These statistics should be produced as frequently and as timely as regular labour statistics and should be part of regular publications. Among the possible sources, time-use surveys stand out as essential, in particular for the improved measurement of informal jobs and non-SNA activities.
- When presenting the statistics, it is important to cross-classify them according to personal and family circumstances, but also according to the institutional context (e.g. fiscal regulations) as well as the work environment (e.g. working-time flexibility, childcare facilities, etc.).

*Source: Final Report of the 17<sup>th</sup> Conference of Labour Statisticians*