Gender statistics: from statistical neutrality to policy making

UNECE Work Session on Gender Statistics
Mai 2019
Sylvie Durrer, Director, Federal Office for Gender Equality
Gender statistics are defined as statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life.

Gender statistics are defined by the sum of the following characteristics:

- data are collected and presented **disaggregated by sex** as a primary and overall classification;
- data reflect **gender issues**;
- data are based on concepts and definitions that adequately reflect the **diversity** of women and men and capture **all aspects of their lives**;
- data collection methods take into account stereotypes and social and cultural factors that may induce **gender biases**.
“It's 2019, yet women are more likely to get injured in a car crash. Partly because male crash test dummies are the standard. And even when a female dummy is being used, it’s often with a scaled-down dummy. As a result, most cars are safer for men.” https://forsman.co/work/volvo/eva
The UNECE “Gender Responsive Standards Initiative” aims to:

• strengthen the use of standards and technical regulations as powerful tools to attain SDG 5 (Achieve Gender Equality and Empower all Women and Girls),
• integrate a gender lens in the development of both standards and technical regulations,
• elaborate gender indicators and criteria that could be used in standards development.
Art. 8 Equality before the law

3 Men and women shall have equal rights. The law shall ensure their equality, *both in law and in practice*, most particularly in the family, in education, and in the workplace. Men and women shall have the right to *equal pay for work of equal value*. 
Gender equality, an important economic and social issue

Bern 22 September 2018
20’000 women and men asking for gender pay equality

14 June 2019 – Women’s strike
Figure 4: Thinking of your experiences at work: Have you ever felt disadvantaged because of your gender in the following situations? (by gender, multiple answers possible, N=1850–1852)

- Received lower salary
  - Men: 5.1%
  - Women: 40.4%
- Allocated specific tasks
  - Men: 9.8%
  - Women: 21.4%
- Sexual harassment
  - Men: 1.9%
  - Women: 17.4%
At least eight out of ten working persons in Switzerland perceive general pay inequality to the disadvantage of women.
Gender pay gap in Switzerland
Private and Public sector (median)

Private sector

Public sector

Source: OFS – Enquête suisse sur la structure des salaires (ESS) © OFS 2018
Many figures, campaigns, calls for action

FSO 2010

…7.7 billion Swiss francs…
All companies with **100 and more FTE** (= 43% of the labour force) are obliged to carry out an analysis every 4 years.

The method used must be compliant with **scientific and legal norms**.

The Federal Council provides employers with a **standard analysis tool free of charge** (*analysis based on existing data – www.logib.ch*).

This analysis has to be reviewed by an approved **independent 3rd party** (eg an audit firm).

The results must be **communicated** to the **employees** and **shareholders** where applicable.

If the results are satisfactory, the analysis doesn’t have to be repeated.
Equal Pay International Coalition

• The Equal Pay International Coalition (EPIC) is the only multi-stakeholder partnership working to reduce the gender pay gap at the global, regional and national levels.
• The EPIC Steering Committee is currently chaired by Switzerland with members including Canada, Germany, Iceland, Jordan, New Zealand, Panama, South Africa, ILO, OECD, UN Women, the International Trade Union Confederation, the International Organisation of Employers.
• By joining EPIC, stakeholders demonstrate their commitment to achieving Sustainable Development Goal SDG 8.5 and gain access to an invaluable network of support and expertise.
Need of comprehensive national data

• In the context of gender pay gap, some issues that have to be addressed:
  • Public and private sector
  • Explained and unexplained part
  • Economic branche
  • Level of education
  • Skill level
  • Professional position
  • Full and part-time employment
  • Age, origin, family status
  • Formal and informal sectors
  • Pension gap
Importance of EPIC for Switzerland

- Fulfill our commitments (Constitution, CEDAW, ILO 100)
- Support an international dynamic and the achievement of SDGs
- Ensure justice for women and facilitate their economic empowerment in the short and long terms, in Switzerland as well as in other countries
- Contribute to fair competition between companies, both at the national and global levels
- Identify and share good practices

For Switzerland, social partnership and multilateralism are essential values.
On the way to gender equality
Thank you for your attention!

ebg@ebg.admin.ch
www.ebg.admin.ch
@EBG_BFEG_UFU