

SUMMARY ON THE WORK SESSION ON GENDER STATISTICS

During the three working days, several important areas on gender statistics were discussed. Presentations and discussions were relevant for our work on gender statistics; several ideas can be included in the gender pay gap project in Estonia.

Wednesday, 19.03.2014

1. Opening addresses, adaption of the agenda and election of offices.

No comments made for the proposed agenda. Ms. Cristina Freguja (Italy) was elected as Chair of the meeting and MS. Lena Bernhardt (Sweden) was elected as Vice-Chair.

2. Gender equality in the life course: presentations by UNECE, the Netherlands Interdisciplinary Demographic Institute and Switzerland. Discussant: Anna Rita Manca, EIGE.

At first, the presentation "Gender equality over the life course: insights from the Generations and Gender Programme" by the Netherlands Interdisciplinary Demographic Institute was given. Presentation was prepared by Anne H. Gauthier and Tom Emery. In this presentation, the gender inequalities over the life course was examined by using data from the Generations and Gender Programme (GGP) which is a collection of longitudinal surveys that have been carried out in 17 member states of the UNECE. The presentation was organized around three main topics: (1) gender equality in the occurrence, timing, and sequence of demographic events; (2) gender equality in the interlinking of different life domains; and (3) gender equality in the relationships between family members.

Then, the presentation "Grandparents make a considerable contribution to childcare in Switzerland – the challenges facing national statistics on extra-family childcare" by Swiss Federal Statistical Office (prepared by Katja Branger) was given. Summary of that presentation: various circles in the economy, science and politics have repeatedly called for better data as basis for the planning and management of needs-based childcare provision. The Federal Statistical Office (FSO) is responsible for this and faces the challenge of gradually developing national statistics on childcare. The availability of data on the uptake of extra-family childcare can be described as good whereas data on the provision of childcare is incomplete. The general circumstances in a federal country such as Switzerland – cantons are primarily responsible for the provision of childcare – make it more complicated, but preliminary, provisional results are available.

3. Experience in collecting and using gender indicators for policy making. National experience: presentations by Israel, the Netherlands, Sweden and the United Kingdom. Discussant: Helen Cahill-Molony, Central Statistics Office, Ireland. International experience: presentations by Italy (Chair of the Task Force on Indicators of Gender Equality), Eurostat, EIGE and OECD. Discussant: Annemette Olsen, Statistics Denmark.

National experience

The first presentation was given by Israel, Central Bureau of Statistics: "Women's Economic Resilience Index", about the new index they have calculated. Under the auspices of the 2013 Herzliya Conference in Israel, Women's Economic Resilience Index was developed to inform policy and strategic debates. Its aim is to delineate the components of the economic resilience of women in Israel, and how these change over time. Different components of the index reflect areas related to politics, education, work (employment and unemployment), equality in work and entrepreneurship.

This indicator exposes some major issues in the Israeli society like work discrimination by age and the women's glass ceiling. It also shows the lag of Israel in respect of the OECD countries in most of the dimensions of the index.

Then, the Statistics Netherlands presented the women's economic independence with the presentation "Economic independence of women in the Netherlands" (prepared by Marion van den Brakel). The presentation focused on that the Dutch policy emphasizes how important economic independence, especially of women, is. Financial dependence on others, such as a partner or the

government, makes them vulnerable in case they are left to their own devices. In the Netherlands about half of the women aged between 20 and 65 are economically independent: their income from work exceeds the social benefit level. Men have a share of three quarters. Although this is a rather small gender gap compared to other European countries, it should be further reduced according to the Dutch equal opportunity policy. In that presentation, the questions as who the economically dependent women in the Netherlands are, what is their motivation not to work or to work in small jobs, and is it possible to stimulate economic independence among them, even if their spouses make enough money to live well were raised and answered.

After that, Statistics Sweden introduced the indicators used for monitoring Gender Equality in Sweden. The presentation "Thematic area about gender equality – indicators used for monitoring the goal for gender equality" (prepared by Lena Bernhardt, Unit of Population Statistics, Population and Welfare Department) focused on the following: to follow up gender equality policies and the set objective, Statistics Sweden was assigned by the Government to produce a proposal for indicators of results linked to the goal for gender equality. The 88 indicators are available on Statistics Sweden's website via a portal. The Government Offices have chosen 26 indicators that are to be followed up each year in the budget proposition. Other indicators are used as a complement.

Finally, the presentation "Challenges in measuring equality and human rights" by the United Kingdom, the Equality and Human Rights Commission (prepared by Dr Karen Hurrell, with the assistance of colleagues in the EHRC's Research and Information Directorate) was given. The United Kingdom's Equality and Human Rights Commission has a statutory remit to monitor equality and human rights in the British society and to report to the UK Parliament every five years. As a National Human Rights Institution it also has a role in monitoring international conventions. The Measurement Framework is being developed for both these purposes. This paper describes the development and population of the Framework to date, and considers continuing challenges.

International experience

The first presentation "Indicators of Gender Equality" was given by the representative of the Task Force on Indicators of Gender Equality. This presentation presented a set of 123 gender equality indicators recommended for use in member countries of the Conference of European Statisticians. The indicators are grouped in eight thematic domains inspired by the Beijing Platform for Action and categorized into headline (47 indicators) and supporting indicators (76). The proposals are based on the consideration of policy needs, existing indicator frameworks, relevance to the measurement of gender equality and international availability. Section I of the report includes the framework for indicator selection, section II presents the summary of the proposed indicators, and section III provides an overview of issues requiring further work.

Secondly, Eurostat gave the presentation (prepared by Piotr Ronkowski) about Eurostat's electronic publishing platform Statistics Explained and its article on gender statistics. Statistics Explained is an innovative electronic publishing platform and a gateway to Eurostat's statistical information. The article on gender statistics presents a selection of the indicators from areas such as education, labour market, earnings and health which are particularly important for monitoring gender equality. In the article, the indicators show gender gaps together with levels of development (e.g. gender employment gap with employment rate) at the EU level and across Member States. It is foreseen to publish the article in March/April 2014.

Then, EIGE, European Institute for Gender Equality introduced the Gender Equality Index with the presentation "The Gender Equality Index for the European Union: a robust tool for policymaking". The presentation was prepared by Laura de Bonfils, Anne Laure Humbert, Vīginta Ivaškaite-Tamošiune, Anna Rita Manca, Ligia Nobrega, Jolanta Reingarde, Irene Riobóo Lestón. The presentation discussed the experiences of the European Institute for Gender Equality (EIGE) in constructing the Gender Equality Index for the European Union. The first part described how devising a working definition for gender equality to monitor the effectiveness of policies to support the EU commitment has been carried out; consequently a sound methodological approach has been used in order to ensure reliability and robustness to the Gender Equality Index. Finally some results and policy conclusions were discussed.

Finally, OECD presented another index with the presentation „The SIGI's experience in collecting and using gender indicators for policymaking”, by Gaëlle Ferrant. This presentation described the experience with the Social Institutions and Gender Index (SIGI) in collecting and using gender indicators for policymaking. After the introduction, the second section of the presentation introduced the SIGI; the third presented the development-relevance of the SIGI, while the fourth section discussed the SIGI's role for policymaking. Finally, the fifth section presented the proposed modification for 2014, while the sixth did some conclusions.

Thursday, 20.03.2014.

4. Gender segregation in education and employment and its relationship with the gender pay gap: presentations by Canada, Estonia, Ireland and UNECE. Discussant: Yafit Alfandari, Central Bureau of Statistics, Israel.

This part started with the presentation “The narrowing gender pay gap: evidence from Canada“. The presentation was prepared by Marie Drolet. The Canadian results reveal significant differences between the female-male ratio in hourly wages and the ratio based on annual earnings. The wage ratio reveals that women have continued to make progress over the last 25 years while the earnings ratio has remained stagnant. Although men continue to earn more than women, the ratio of women’s wages to men’s improved by 7.6 percentage points between 1988 and 2008. The first main finding – that the growth in women’s wages (+11.5 per cent) outpaced that of men (+1.3 per cent) – suggests that the changing composition of the labour force and changes in how the labour market compensates workers played a role in reducing the gender wage gap. The second major finding – that the wages of men and women did not diverge as they aged as they had in the past – suggests that part of the improvement in the ratio is simply because the gap is smaller in newer cohorts than in older ones. These findings stress the importance of ‘starting off right’ since the wage gap at age 25-29 is a good predictor of the gap throughout a generation’s working life.

Then came our presentation, “Improving the measurement of the gender pay gap in Estonia“. While our presentation focused on the Gender Pay Gap in Estonia which is highest in the EU and while there are no very clear explanations for that, we started with the video produced by the Ministry of Social Affairs and based on the collected stereotypes. Also, we gave an overview about the new project “Increased availability of gender pay gap statistics” which is a sub-project of the Norwegian support programme for 2009–2014 on “Promoting gender equality and work and family life balance”.

After that, Ireland gave the presentation “Gender Pay Gap and segregation in education, occupation and industry – evidence from Ireland”, prepared by Helen Cahill. The presentation discussed the gender disparities in subject choices in education at the second level and the third level, which in Ireland have an effect on occupational and industry segregation between women and men in the labour force. This presentation explored how the gender pay gap (GPG) may be influenced by this segregation and how the greater take up of part-time employment by females and their lower labour force participation rates may also be influencing the GPG.

Finally, UNECE presented „Data on gender pay gap by education level collected by UNECE“. In 2012, UNECE collected data on the gender pay gap by education level for the first time for its Gender Statistics Database. This presentation described the findings and discussed the relationship of men’s and women’s distribution by education level and the overall gender pay gap. The presentation also outlined the relevant definitions. It concluded that the breakdown of the gender pay gap by education level brings an important additional insight to gender differences in the labour market and can be useful for policymaking.

5. Gender analysis of census data: lessons learned from the 2010 round of censuses: presentation by Azerbaijan.

Under that point, the presentation about „Gender Statistics in Azerbaijan and Brief Analysis of the 2009 Population Census“ was given by Rza Allahverdiyev from the State Statistical Committee of Azerbaijan. The key developments in gender statistics in Azerbaijan were presented, including a set of gender statistics indicators. It also included an analysis of the 2009 census data on gender, age, educational attainment and sources of income.

6. Emerging issues in gender statistics: presentation by Italy.

The presentation done by Italy was included under this point. The presentation “The gender impact of the economic crisis“, given by Sara Demofonti, from the Italian National Institute of Statistics, discussed how the economic crisis has been affecting many countries all over the world since 2008, and has produced drastic changes and has had an impact upon many different aspects of finance and economy, such as actual and potential growth, the labour market, budgetary positions, and global imbalances. Whereas the causes of this worldwide crisis are by and large the same, its effects differ per state, and, what is more, also vary for men and women. The analysis took a look at the crisis from a gender perspective, focusing on the twenty-eight Member States of the European Union and the specific topic of the labour market.

7. Gender differences on sub-national level: presentations by Denmark, Republic of Moldova and Switzerland. Discussant: Katja Branger, Federal Statistical Office, Switzerland.

First came the presentation “Promotion of gender indicators in Danish Municipalities” by Statistics Denmark (prepared by Annemette Lindhardt Olsen). This presentation presented Statistics Denmark’s preliminary contemplations on developing indicators on gender equality at the

municipality level. It is meant to act as a means for discussion on how to create gender indicators and as to which indicators to select for the local analysis.

Then, the National Statistical Bureau of the Republic of Moldova made a presentation “Gender Differences on Sub-National Level in the Republic of Moldova” (prepared by Nina Chesnokova). This presentation presented information describing the roles of men and women in Moldova in demographic, social, economic and political areas, with details for five development regions of the country and, to the extent possible, for districts. The analysis results in a question of reliability of data on small areas which determines the topic for discussions and development of a set of indicators for monitoring at the sub-national level.

Finally, the presentation “Highly-Qualified Female Labour Force Potentials in the Greater Zurich Region”, prepared by Roman Page from the Statistics Canton of Zurich, Switzerland, was given. The Statistics Canton of Zurich’s experience was presented with the Structural Survey of the Federal Population Census 2011 carried out by the Swiss Federal Statistical Office (FSO) using the example of a study in order to identify highly-qualified (female) labour force potentials in the Greater Zurich Region.

8. Information session: information provided by UNECE, UNFPA and UNSD.

UNECE explained the gender statistics questionnaire which they use for updating data published on the UNECE database. With this questionnaire only the data which are not available in other international data sources should be collected. Estonia already completed the questionnaire and sent it to UNECE. Also, some published data and statistics about users of the database were presented.

UNFPA talked about the plans to include gender statistics to improve the lives of women, why it is important to focus also on gender statistics, and introduced the indicators (21 indicators) included in the 2014–2017 strategic plan. Finally, the activities relevant for gender statistics were presented. Also, the guidelines how to produce gender statistics based on census data are publically available on the UNFPA website.

UNSD talked about the Global Gender Statistics Program, which is implemented by UNSD. This program includes several areas like international coordination, methods for promoting methodological developments, including new gender statistics manual, capacity building to strengthen the capacity for producing gender-relevant data and data management and dissemination to improve the access to data and materials. Also, the internationally agreed indicators to monitor the situation of gender equality were presented.

Friday, 21.03.2014

9. Well-being of men and women, including issues related to health and lifestyles: presentations by Belarus, the Republic of Moldova. Discussant: Giorgi Kalakashvili, National Statistical Office of Georgia

The National Statistical Committee of the Republic of Belarus gave the presentation “Well-being of men and women, including issues related to health and lifestyles” (prepared by Elena Kukharevich). Today the area of gender relations is an integral part of statistics and modern scientific studies. Well-being indicators addressing various gender-related dimensions play an important role in monitoring progress in human capital development. The presentation provided an overview of indicators of well-being of men and women in the Republic of Belarus. Key information sources are registers and household sample surveys. It is obvious that material well-being per se is not a complete and adequate characteristic of the overall personal well-being. It is the basis for satisfying material but also spiritual and social needs. To characterize well-being, indicators are used which are beyond conventional indicators of income, wealth and consumption and include those dimensions of quality of life which are not measured by money.

10. Time-use surveys: presentations by Finland, the Republic of Moldova and UNSD. Discussant: Gaëlle Ferrant, OECD

Statistics Finland gave the presentation “Are gendered differentials in time use evening out in Finland?” (prepared by Hannu Pääkkönen, Senior Researcher at Statistics Finland’s Population and Social Statistics Department). The presentation examined how the time women and men use for gainful and domestic work has developed since the late 1980s by means of Statistics Finland’s data concerning time use over a whole year. The presentation searched for answers to the following questions: Have the amounts of time men and women use for gainful and domestic work been converging over two decades? Has the segregation into women’s and men’s domestic work persisted? How does the total work load comprised of gainful work and domestic work divide between men and women? How are changes in total working time visible in experiencing sufficiency of time for men and women?

Then, the presentation “Time Use in Moldova” was given by the National Bureau of Statistics of the Republic of Moldova (the presentation was prepared by Elena Vatcarau). In 2009, the National Bureau of Statistics conducted a time-use survey in Moldova and this presentation described the key methodological elements and main results of the survey, which highlight gender differences in time use in Moldova.

Finally, the UNSD (United Nations Statistics Division) talked about “Revision of the International Classification of Activities for Time Use Statistics – ICATUS”. The trial version of the International Classification of Activities for Time-Use Statistics (ICATUS) is under revision taking into consideration the experiences from countries which adopted/adapted ICATUS for their data collection, tabulation and analysis. This revision will also ensure the consistency of the classification with other classifications and international standards, such as the new framework for work statistics. The new ICATUS will be reviewed by the Expert Group on International Classifications before it is presented to the Statistical Commission for endorsement.

11. Future work

UNECE introduced the plans for the future years:

1. Proposed topics for the 2016 UNECE Work Session on Gender Statistics: gender pay gap, paid and unpaid work, work-life balance, gender based violence (included trafficking), effects of the economic crisis, gender indicators, gender differences on the sub-national level, asset ownership, entrepreneurship, environment, power and decision-making in the household, health and lifestyles, gender issues among migrants and ethnic minorities, gender pension gap, information and communication technologies: access, content, patterns of use, gender stereotypes and attitudes, linkage between time-use and happiness. External experts will be included for the following topics: gender issues related to the environment, power and decision-making in the household.
2. The meeting envisages that future work could be undertaken to support member countries’ data collection and communication of the indicators developed by the UNECE Task Force on Indicators for Gender Equality. The Work Session recommended 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.

12. Adoption of the report

The meeting adopted the presented report.

13. Closing of the meeting

All papers are available on the UNECE website:

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