



Policy Report

Advancing Women's Economic Empowerment Through Data Workshop

7 & 8 May 2019

Intercontinental Hotel
Valparaiso, Chile

Summary

Chile and Australia delivered a workshop in the margins of SOM2 to improve capacity of APEC economies to collect, analyse, interpret and apply gender data in their work. The workshop helped to identify key issues, gaps and opportunities for data collection and generate an understanding of the importance and challenges of producing and/or collecting gender sensitive data. The themes of the workshop support APEC's Women, SMEs and Inclusion priorities and the Policy Partnership for Women and the Economy (PPWE) 2019 Work Plan. The outcomes of this workshop will be used to develop a Good Practice Report on Gender Data which will be a key deliverable for Chile's Women and Inclusive growth priority for APEC 2019.

The workshop brought together 54 participants (80% female) from across the APEC region and 13 speakers (62% female) from international organisations, domestic agencies and the private sector. Participants and speakers were able to engage on substantive issues through three panel discussions and two group-based activities.

The workshop identified the following challenges requiring further reforms in APEC economies:

Lack of standards

- International standards for data collection among APEC economies need to be nurtured and improved to allow the collection of reliable and comparable data.
- In addition, consensus needs to be built on certain key concepts that make it difficult to obtain standardized and comparable data between economies (for example, there is no accepted definition of "gender", "femicide" and other terms).

Insufficient volume and granularity of data

- The volume of data available is not adequate to obtain representative results on the current situation of women in the economy (since data collection is expensive and not enough resources are allocated to it).
- In addition, the level of granularity of the existing data does not allow for an in-depth understanding at a local level and the specific challenges that each sector faces.

Information gaps

- There is no data to measure unconventional indicators such as the participation of women in the informal labor market.
- In addition, the indicators have been the same for years and have not been updated, which translates into information gaps (e.g.: cybersecurity).

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- There is not enough qualitative data to measure additional indicators and gain useful insights, such as women's perception of existing policies and / or initiatives.

Lack of temporal continuity

- There is a lack of temporal continuity in the available data, making it difficult to monitor the progress and / or status of women's integration into the economy. Greater efforts are required to collect real-time data on a permanent basis.
- Data should cover the complete lifecycle of women and girls
- In addition, the process of generating and collecting gender data is extremely slow, resulting in a temporary absence of data, making it difficult to take appropriate measures to address the existing gaps.

Absence of a system/entity in charge of consolidating the data

- In many economies, there is a lack of coordination between the different institutions in charge of producing, collecting and processing the existing data, resulting in gaps of information for a complete analysis.
- Domestic statistical offices need greater capacity to collect and analyse gender related data

Low reliability of existing data/sources

- Many times, there is not an entity in charge of supervising the source or methodology used for data collection, making it difficult to fully trust the results obtained.
- In addition, in some cases, the methodology implemented is not rigorous (e.g., the data collection is mainly done in urban areas, leaving aside rural areas).

Welcome Remarks & Keynote Address

The first set of welcoming remarks were delivered by **Felipe Munoz, Chile's Acting Undersecretary of the Ministry of Women and Gender Equality**. Mr. Munoz provided an overview of the women's inclusion issues that Chile has prioritised in its host year of APEC. This gender data workshop is one of the 4 key projects in support of Chile's priorities for APEC 2019 which include an Action Strategies Toolkit; Digital Literacy gender gap; and the Santiago Roadmap for women and inclusive growth. The ultimate purpose of these activities is to mainstream the integration of women in the global economy. Access to gender sensitive data allows better policy development to improve women's participation.

Australia's Ambassador to Chile, Robert Fergusson, provided Australia's perspective on the importance of gender equality in its foreign policy priorities. He raised important issues that women

currently face such as informal employment, violence, unpaid work etc and highlighted the importance of the collection and analysis of data as a key driver of change.

The keynote address was delivered by **Papa Seck, Chief Statistician of UN Women**. He re-iterated the importance of statistics to adequately reflect differences between men and women in all areas of life and to capture the needs, opportunities and contributions of women and girls. Timely and accurate data is particularly important to generate evidenced based policies. Data on violence against women for example is almost 10 years old, which means that it can only be used to solve last decade's problems. The lack of data also leads to an under appreciation of women's contribution to the economy. For example, unpaid care work accounts for 10% to 39% of GDP yet only a few countries measure it.

Mr. Seck went on to identify some of the key challenges involved:

- *Funding*: Only 13% of countries have budgets dedicated to collecting gender statistics
- *Policy mismatch*: National policies and international standards are not always aligned. Critical data is often not regularly collected. Sectoral ministries can often lack gender sensitivity.
- *Skills mismatch*: Gender specialists and statisticians need to find common ground. If not collected properly, data can be biased or misleading

To move forward, Mr. Seck recommended that countries update laws on mandates to produce gender statistics. National gender policies must have strong monitoring frameworks and must be evidenced based. Part of gender budgets must be allocated to data collection and analysis and collaboration between the gender community and statisticians encouraged. Mr. Seck also highlighted some of the new challenges for which further methodological work is required. These include: big data, social media, cyber bullying, and gender climate inequality.

Mr. Seck concluded with a call to make data equality a reality, saying that without data equality there is no gender equality.

[Panel 1. Making progress in the economic integration of women in the APEC region: How far have we come? Challenges in gender statistics production, collection and periodic updating.](#)

The first session brought together speakers from the national statistical offices of **Chile, Philippines, Peru** and the **APEC Secretariat**.

There were three key themes that emerged from the discussion:

Missing data: Although the APEC Women and Economy Dashboard has over 95 indicators data on key issues is still missing. These include educational data on STEM graduates; women in positions of influence and other private sector data. In many economies domestic accounts do not adequately capture the contribution of women in trade and other sectors. Unpaid work is also scarcely measured. It was suggested that economies develop a satellite account for unpaid work by conducting use-of-time surveys.

Alternative data sources: Digital technologies have given rise to a range of new data sources and methodological tools for the analysis of large data sets. The digitisation of administrative records has created an important source of data that is not fully exploited. Big data analytics could be used to convert data into useful information for policy makers. This requires not only technical skills but also the right privacy framework. In many economies administrative records are considered confidential and are not available for analysis. Chile has taken a lead in allowing access to administrative records while ensuring privacy requirements are met.

Partnerships: Given the wide range of data sources now available there was a clear need identified for consultation and collaboration with the private sector, civil society and academia. These stakeholders can play an important role in data collection, analysis and policy production. An ecosystem approach is therefore needed to engage with all stakeholders.

Panel 2. Best practices for catalyzing gender equality. Improving gender sensitive data collection

The second panel discussed the issue of collecting gender sensitive data from an international as well as domestic perspective. **UN Women** and the **World Bank** focused on international statistical challenges and measuring legal impediments across economies respectively. **Canada** provided an overview of its use of administrative data and gender-based policy analysis tools while **Chile** provided examples of generating women's financial inclusion data from banking data.

UN Women outlined the statistical challenges facing economies on the production and usage of gender statistics. Currently four regional projects are underway to build capacity of domestic statistical offices to collect gender data. At the national level it is important to address the political and structural disablers within the domestic statistical system. Greater alignment is needed between policies and national development plans; greater co-ordination with line ministries; co-operation with treasury departments on gender budgeting; and using time use surveys and census data to fill data gaps.

The World Bank presented data it has collected across over 180 economies on the laws and regulations that limit women's entrepreneurship and employment. This data allows measurement of the gender data gap, assessment of progress and rates of change. In 15 APEC economies for which data exists, it reveals gaps in the provision of maternity leave, pay equality, discrimination by creditors and women's right to re-marry. The data allows the identification of good practice and creates an evidence base for reforms to laws that can improve conditions for women, families and communities.

Canada updated participants on the creation of the Centre for Gender, Diversity and Inclusion Statistics in 2018. The Centre has launched a data hub to bring together various existing data sources related to gender, diversity and inclusion into a single interactive tool. The Centre has also generated new indicators using administrative data, for example to track the gender composition of corporate boards. The Centre also promotes the use of the Gender Based Analysis Plus (GBA+) policy tool which is used to ensure that new policies have incorporated a gender lens. The tool requires a demonstration of how gender has been incorporated in policy design and ensures that policies would

not create further gaps in gender outcomes. Implementing GBA+ also comes with challenges. It is important for gender to be considered at the right point in the policy planning cycle to avoid a mere tokenistic treatment. It is also important to consider intersecting identities of race, disability, age etc are factored into the analysis.

Chile presented its approach to collecting and publishing gender-disaggregated financial inclusion data which is used to improve understanding women's inclusion and financial empowerment. The data is obtained from mandatory reporting by banks and financial institutions. The key pillars in place that support the collection of this data are the national identification; regulatory frameworks that require banks to provide this data which meeting privacy concerns; and public goals for the institution. This data has revealed that in Chile women pay slightly higher interest rates to men; save more than men; borrow more for mortgages; and have a lower delinquency rate.

Panel 3. Closing the gender gap: Public-private initiatives that promote women's leadership and economic participation through data

The final panel had speakers from government agencies, private sector consultants and international organisations all of whom work with firms to promote the equitable participation of women in the economy. **Australia's Workplace Gender Equality Agency** and **Chile's Gender Parity Taskforce** presented their respective approaches to collecting gender sensitive data from private businesses. The **International Trade Centre** and the **Inter-American Development Bank** provided an overview of projects underway to collect internationally comparable inclusion statistics. **Deloitte Australia** provided a consultant perspective of working with individual firms and international organisations on policies for gender inclusion and workplace harassment.

Australia and Chile shared their respective approaches to collecting gender disaggregated data on pay and equity conditions of the workforce. In both economies, government agencies work with private businesses to collect data in a standardised format that allows comparison across firms and industries. This data is then used to generate confidential reports for each company's board and management, allowing them to benchmark their position within their industry. In Australia's case aggregated and anonymised data is also released publicly. The data allows management to gain a better insight into gender gaps within their organisations and helps build the business case for reform. In Chile, the data covers companies that voluntarily participate in its Gender Parity Initiative while in Australia there are legislative requirements for companies with more than 100 employees to report on representation of men and women throughout the organisation. Furthermore, non-compliant companies are precluded from trading with the Australian Government under current procurement policies.

The International Trade Centre (ITC) highlighted the problematic lack of data on women participating in trade, particularly in SMEs. Where data is available through ad-hoc surveys, there is a lack of consistency across economies making international comparisons impossible. To address this gap the ITC has launched the She Trades Outlook policy tool which provides comparable indicators on trade and gender. Women traders are found to be affected by factors beyond trade policy such as gaps in skills and financing as well as cultural, socio-economic and legal barriers. The quantitative and qualitative data generated allows the identification of good practice which can guide policy makers.

The Inter-American Development Bank (IDB) provided an overview of the Gender Parity Initiative, a public-private partnership run in collaboration with the World Economic Forum (WEF) to promote the participation of women in the economy, representation in leadership roles and to reduce wage gaps between men and women. The program works with private companies to generate standardised data to measure these criteria. The program has been launched in Chile with plans to roll out in 3 more economies. The data allows countries to self-evaluate and identify gaps; create an action plan focused on key priorities; and benchmark progress.

Deloitte Australia shared experience from its consulting practice focused on diversity and inclusion. They stressed the importance of using data to influence decisions in the workplace that can make a meaningful impact on diversity. Its research shows that sexual harassment in the workplace often starts from a culture of incivility where people do not treat each other with respect. An inclusive culture on the other hand encourages people to speak up. The key challenge is to ask the right questions from the data and help leaders act in real time. Lead indicators such as incivility can be very useful in this regard. Real-time feedback will help leaders understand themselves and make real-time changes.