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Quarante-neuvième réunion plénière
(Genève, 11-13 juin 2001)

Rapport de la réunion de travail de la CEE sur les statistiques
différenciées en fonction du sexe, tenue en octobre 2000

Établi par le secrétariat

1. La réunion de travail sur les statistiques différenciées en fonction du sexe s'est tenue à Orvieto (Italie) du 11 au 13 octobre 2000, à l'invitation de l'Institut national italien de statistique (ISTAT) et avec le concours de la commune d'Orvieto.
2. La réunion a été déclarée ouverte par Mme Viviana Egidi, Directrice du Service de statistiques de la population et du territoire d'ISTAT, et Mme Delia La Rocca, chef de Département, Ministère italien de l'égalité des chances.
3. Plus de 70 représentants des pays indiqués ci-après ont participé à la réunion : Albanie, Arménie, Autriche, Azerbaïdjan, Bélarus, Canada, Danemark, Espagne, États-Unis, Fédération de Russie, Finlande, France, Géorgie, Islande, Italie, Kazakhstan, Kirghizistan, Lettonie, Lituanie, Norvège, Ouzbékistan, Pays-Bas, Pologne, Portugal, République de Moldova, Roumanie, Royaume-Uni, Suède, Suisse, Tadjikistan, Turkménistan et Ukraine. Ont également participé à la réunion des représentants de l'Union européenne, de même que du Bureau international du Travail (BIT), du Programme des Nations Unies pour le développement (PNUD), de la Commission économique des Nations Unies pour l'Amérique latine et les Caraïbes (CEPALC), de la Division de statistique de l'ONU, de la Division de la promotion de la femme de l'ONU et du Comité inter-États de statistique de la Communauté d'États indépendants (CEI-STAT).

4. L'ordre du jour provisoire (document de travail No INF.3) a été adopté. Mme Victoria Velkoff (États-Unis) a présidé la réunion.

5. Sur la base des 26 communications présentées, les participants ont examiné les questions de fond suivantes :

- i) Détermination des questions nationales prioritaires ayant trait aux différences entre les sexes et statistiques requises pour l'application et l'évaluation des politiques et programmes;
- ii) Indicateurs reflétant la distinction hommes-femmes et indices plus généraux d'égalité entre les sexes;
- iii) Différences entre les sexes dans l'éducation scolaire et extrascolaire, l'utilisation des technologies nouvelles et l'accès à celles-ci. Conséquences pour l'accès au marché du travail, la carrière et les gains;
- iv) Aspects du vieillissement des populations touchant aux différences entre les sexes, qu'il s'agisse de la santé, des besoins et responsabilités en matière de soins, de la participation économique ou du revenu;
- v) Rôle des femmes et des hommes dans les processus de prise de décisions : évolution de leur participation à la vie politique, au monde des affaires et à d'autres niveaux dans des fonctions permettant d'exercer une influence dans la sphère publique;
- vi) Proposition de site Web régional et résultats de l'atelier sur les statistiques différenciées en fonction du sexe utilisées pour le suivi de l'application des politiques.

6. Les participants ont recommandé que la Conférence organise dans deux ans une nouvelle réunion de travail sur les statistiques différenciées en fonction du sexe, qui examinera les sujets suivants :

- i) Conséquences différentes selon le sexe des changements sur le plan macroéconomique et des décisions prises par les pouvoirs publics; utilisation d'enquêtes institutionnelles (de conjoncture) et de registres pour mesurer la place respective des hommes et des femmes dans le développement économique;
- ii) Indicateurs de l'égalité entre les sexes aux niveaux national, régional et local; formulation d'une démarche sexospécifique en statistique afin d'établir des ensembles réalistes d'indicateurs, en prêtant un intérêt particulier à leur comparabilité sur le plan international et à leur intérêt pratique, ainsi qu'aux efforts communs des statisticiens et des décideurs;
- iii) Les mentalités, normes et valeurs considérées comme des facteurs de nature à faire évoluer l'inégalité entre les sexes et questions apparentées de mesure et de méthodologie;

- iv) Maintien d'un équilibre entre les responsabilités professionnelles et familiales à différentes étapes de l'existence; enquêtes sur les budgets-temps, la population active, etc., utilisées comme moyens d'observation.

7. De l'avis général, il est un domaine où il est urgent d'approfondir la recherche méthodologique : la violence à l'égard des femmes et la traite des femmes. Cela dit, plutôt que d'en faire l'un des thèmes des travaux futurs, il a été proposé de consacrer toute une réunion à l'examen des moyens d'avancer dans ce domaine auquel s'intéressent plusieurs organisations internationales. Le secrétariat a donc accepté d'étudier les possibilités d'organiser une réunion de concert avec d'autres organisations qui s'emploient à combattre la violence à l'égard des femmes, par exemple l'OMS, la Division de la promotion de la femme, l'UNICRI, etc.

8. Pour la prochaine réunion recommandée par les participants, il a été décidé d'encourager les pays à coopérer et présenter des contributions communes et à utiliser des données longitudinales.

9. Les participants ont remercié le secrétariat d'avoir préparé la nouvelle édition de la publication intitulée "Women and Men in Europe and North America 2000", qui avait pu voir le jour grâce au soutien financier du Bureau of the Census des États-Unis.

10. Le secrétariat a présenté en détail le nouveau projet de création d'un site Web régional de diffusion de statistiques différenciées en fonction du sexe pour suivre les évolutions, qui avait été lancé à des fins de suivi et d'évaluation comparative lors de l'atelier sur les statistiques différenciées en fonction du sexe que la CEE et le PNUD avaient organisé ensemble à Orvieto, les 9 et 10 octobre 2000. Ce site permettrait de suivre l'évolution de la situation et donnerait le moyen d'améliorer dans leur ensemble la production et l'utilisation des statistiques différenciées en fonction du sexe aux niveaux à la fois national et international. Hormis une liste commune d'indicateurs à définir d'un commun accord, il diffuserait des informations sur les politiques ainsi que des lignes directrices et des normes pour la définition des concepts et des classifications. Il est envisagé de créer un site analogue en russe. Le site mettra à profit les multiples travaux déjà effectués dans les pays et les organisations internationales ainsi que la vaste base de données issue des deux publications de la CEE relatives aux statistiques différenciées en fonction du sexe.

11. Au cours du débat qui a suivi, les participants se sont déclarés très intéressés et favorables à la création de ce site qui serait à leur avis un instrument très utile pour suivre les progrès accomplis en direction des objectifs fixés dans le Programme d'action de Beijing ainsi que pour encourager l'utilisation des statistiques différenciées en fonction du sexe et l'harmonisation des données. Après en avoir débattu, ils ont déterminé les activités à entreprendre et les dispositifs à mettre en place pour la création de ce site. Une équipe spéciale de producteurs et utilisateurs intéressés d'un petit nombre de pays allait être constituée pour travailler avec le secrétariat et les organisations internationales intéressées afin d'établir sous leur forme définitive la structure et le contenu de ce site. Les participants ont recommandé de poursuivre la réalisation de ce projet selon les plans établis et ont encouragé le secrétariat à réunir les fonds et les compétences nécessaires pour le mener à bien et aider les pays en transition qui avaient besoin d'une assistance à créer leur propre site sur les questions de parité entre hommes et femmes.

12. Les participants ont recommandé que le projet qui allait être mis au point par cette équipe spéciale soit débattu dans le cadre d'un atelier organisé à l'intention des pays et organisations participant à la réalisation du projet. Cet atelier devrait si possible avoir lieu au printemps 2001.

13. Le secrétariat a informé les participants qu'une version révisée du contenu et de la structure du site, qui reprendrait les modifications proposées au cours du débat, serait affichée en novembre sur la page Web de la CEE pour que l'on puisse y apporter de nouvelles observations. Les pays étaient invités à en étudier toutes les parties en détail et à faire connaître leurs points de vue, s'agissant en particulier des indicateurs qu'il était proposé d'inscrire sur la liste commune.

14. La réunion a également recommandé que la Conférence apporte un soutien sans réserve à la réalisation de ce projet de site régional et encourage les pays à y participer. Il faut également que la Conférence tienne compte du fait que les infrastructures nécessaires pour produire et diffuser des statistiques et analyses des spécificités de chaque sexe à prendre en compte pour définir la politique à suivre diffèrent largement d'un pays à l'autre et étudie les moyens d'aider ceux qui en ont le plus besoin.

15. La réunion a adopté ce rapport à sa séance de clôture.

16. Les documents présentés à la réunion de travail et à l'atelier organisé conjointement par la CEE et le PNUD peuvent être téléchargés à partir des adresses suivantes :

<http://www.unece.org/stats/documents/2000.10.gender.htm>

http://www.unece.org/stats/documents/2000.10.gender_workshop.htm

Annex

Summary of the main points discussed at the Work Session on Gender Statistics

Session I: Identification of national priority gender issues and the statistics needed for the implementation and evaluation of policies and programmes

Documentation: Working Papers Nos. 3, 9, 10, 11, 14, 16 and 17

1. In the first presentation (WP No. 3), Statistics **Finland** reported on the activities carried out in Finland in the field of gender statistics and indicators, which include: work on indicators on decision-making and on participation in working life; a postal sample survey on violence against women; the Gender Barometer launched in 1998; studies on gender equality in working life. Statistics **Canada** (WP No. 9), presented an overview from a gender perspective of policies and major programs of the federal government, with reference in particular to the policies which require statistical activities for their development, implementation and evaluation. In the presentation of the **Romanian** paper (WP No. 10) the meeting was told about the priority areas they had identified for the improvement of gender statistics as well as the national Plan of Action which has just been defined. The paper submitted by **Tajikistan** (WP No. 11) described the national machinery and various initiatives aimed at achieving gender equality. Other issues discussed in the paper include: the consequences of polygamy, discrimination against women, limited availability of statistical indicators by sex and limited accessibility of available gender statistics to the general public. In the presentation of the **Italian** paper (WP No. 14) a summary was given of the activities promoted by the National Statistical Institute in the field of gender statistics, which include a survey on sexual harassment and the use of time-use surveys to highlight gender differences. A proposal of a law on gender statistics was also being promoted and suggestions were put forward for similar legislation at the EU level.

2. The paper presented by Statistics **Sweden** (WP No. 16) dealt with some aspects of the production of gender statistics in Sweden, which has a relatively long tradition, and with the many programs of international cooperation. The gender statistics production process was also presented with the support of a flowchart. The last presentation by **France** (WP No. 17) gave an overview of some policies which have been promoted to enhance equality between men and women in various fields. As for the existing gender statistics, the meeting was told that a lot of information is available from various sources but data collection is neither regular nor coordinated. Among the many indicators available, a selection was deemed necessary to identify those having explanatory power.

3. During the discussion that followed the main issues raised were:

- Policies in fields like equality in employment or women's rights on contraception and reproductive behavior have strong implications on family life, which need to be monitored: for instance, the increased participation of women to paid work contributed to fertility reduction in those countries where part-time work is not easily obtainable and child care services are not developed (like in Italy or Spain);
- It would be desirable to statistically monitor all new policies, in order to evaluate their impact and inform policy-makers about the outcomes and about the possible need for corrections;
- In some countries (Canada and France) the goal of gender policies is full equality between men and women, while others prefer to set progressive and more realistic targets, depending on the current situation;

- When studying the division of labour between men and women, attention should be paid not only to market labour, which is traditionally male-dominated, but also to non-market labour;
- Concerning violence against women, some countries felt that because of the particular sensitiveness of the issue is not feasible to have a statistical survey on this. Others believed that this kind of survey can be carried out but that careful considerations had to be given to find the best methodology;
- The importance of factors driving gender equality was discussed: in France, for instance, the political will was considered to be at the base of the improvements, while in the case of Norway economic and social development as well as increasing education among women were considered the most important factors.

Session II: Gender sensitive indicators and broader gender equality indices

Documentation: Working Papers Nos. 4, 7 and 15

4. The first presentation by Statistic **Netherlands** (WP No. 4) discussed the utility of the Gender-related Development Index (GDI) used in the Human Development Report of the UNDP to assess gender inequality as an aspect of human development. The applicability of the GDI to countries in the ECE region was evaluated and discussed. The second presentation by Statistics **Norway** (WP No. 7), concerned the development of a regional gender equality index. The process of construction of the index and the problems met were described, as well as the main results obtained. The last presentation by Statistics **Sweden** (WP No. 15) also was about some work they had restarted on the construction of a gender equality index for regional and local comparison. A gender database with selected indicators available at the municipal and county level was being built, which will then be used to calculate gender equality indexes. Statistics Sweden was being paid by the local councils to do the work.

5. The main points raised in the discussion were as follows:
- The availability of gender equality indicators and, in general, of gender statistics at the local (municipal and county) level was considered very important in many countries;
 - There was general agreement that indicators should take into account the situation of elderly people, both in countries with good social protection and in countries in transition where the situation of elderly people has deteriorated seriously in the past years;
 - It was stressed that one of the most critical aspects in the construction of the indexes is the weighting of the variables and in particular the careful choice of the weights;
 - The possibility of using disability-adjusted life expectancy (DALE) in the construction of the indexes instead of the life expectancy was discussed. WHO has for the first time this year calculated a comparable life expectancy that distinguishes years lived in disability. Similar measures are calculated by a number of countries but are not comparable because of using different disability scales.

Session III: Gender differences in formal and informal education, use and access to new technologies. Consequences for labour market access, career and earnings

Documentation: Working Papers Nos. 1 and 18

6. The first paper presented a study comparing gender differences in the transition from college to work in the **United States** (WP No. 1). The data presented show that women continue to earn less than men in first jobs out of college, even controlling for educational quality, experience, occupation

and industry. Although that there are signs that the fields of study are becoming less gender segregated, the labour market continues to be segregated. Moreover, women are more likely than men to accept job offers for lower paying and lower quality jobs. The second paper, submitted by **Italy** (WP No. 18), presented the results of a study on the differences among boys and girls in the access and use of new technologies for both cultural and recreational purposes, such as personal computers, videogames and video cassette recorders.

7. During the discussion on this topic, the following issues were raised:

- The results presented in the US study on the gender differences in the transition from college to work were considered very interesting and valid also in other countries;
- It was noted that in many countries, as was the case in the Scandinavian countries, women tend to seek jobs in the public sector, where the salary is on average lower but there are better conditions in case of maternity and it is easier to reconcile work and family needs;
- In relation to the study on the use of technology by boys and girls, it was suggested that future studies take in account the presence of siblings by sex and the education of mother and father separately as explanatory variables.

Session IV: Gender dimension of aging populations in terms of differences in health, care needs and responsibilities, economic participation and income

Documentation: Working Papers Nos. 5, 8, 12, 19, 20, 21, 22 and 23

8. The papers were presented in two sub-sessions. In the first sub-session the paper submitted by **Switzerland** (WP No. 23) described the living conditions of elderly people in that country, using data from the 1997 Health Survey. There appear to be important differences between elderly men and women, in many cases due to the fact that women live longer than men and therefore tend to be widowed and to live alone more often than men. The second paper, submitted by **Poland** (WP No. 8), focussed on the demographic and social diversification of the ageing process by gender, dealing with issues like: age structure of elderly males and females, evolution of life expectancy at old ages, health status, economic activity, marital status and the composition of households with old people. The presentation by **Italy** (WP No. 21) discussed perceived satisfaction with life of old people and compared this by gender, economic standing, health status, family, friends, leisure time and work. A clustering method was used to identify different typologies of behavior among old people. The last paper of the first sub-session, also by **Italy** (WP No. 22), focussed on age and gender differences in security perception. The security perception was analyzed in relation to individual characteristics, territorial context, frequency of crime, fear about crime and social disorder.

9. During the discussion which took place after the presentation of the papers, the following points emerged:

- It was underlined that more information is needed on the life conditions of old people, especially in transition countries where pensions are in general very low. The situation in these countries is particularly difficult for old women because they retire earlier and live longer than men; since pensions are calculated on the basis of the years of contributions and of the life expectancy at retirement age, pensions are substantially lower for women than for men;
- It was also noted with regret that in most transition countries the main source of information about old people is the census but that for financial reasons the censuses planned in 1999 have, in many countries, been postponed to 2002. With no new demographic and economic data available, it will be difficult to evaluate the social costs of the economic transition;

- Attention was drawn to the fact that most survey and studies about old people do not include people living in institutions. Since they are usually in worse conditions than the average, this may lead to the false impression that old people in general are doing better than they actually are;
- With reference to the study on security perception, it was suggested to investigate the impact of being victim of a crime on the other members of the victim's household; it was also suggested to study the role of the media, because in some countries the fear of crime is actually very high compared to the actual risk of being victim of crimes.

10. The second sub-session was opened with a paper presented by **Canada** (WP No. 5) and dedicated to the change in incomes of younger retired women and men in the past 30 years. The data presented show that the private pensions represents an increasing percentage of the total income for both young retired women and men, but the percentage of women receiving pensions and the average amounts are lower than those of men, due to their lower lifetime participation in the labour force. The paper presented by **Italy** (WP No. 20) focused on gender differences in health conditions of elderly people. Clear differences emerged between "young-olds" who are in fairly good health and relatively active, and "old-olds". Among the old-olds, in particular, women suffer from chronic illnesses earlier than men and live longer time with the debilitating effects of these pathologies. The paper presented by **Austria** (WP No. 12) discussed gender related differences regarding received and provided assistance among people aged 60 or more. Their data show that assistance is mainly provided by relatives. While old men can count both on their spouses or companions and on their daughters (including daughters-in-law), old women in most cases can rely only on their daughters. Data on assistance provided by seniors were also presented. The last paper was presented by **Italy** (WP No. 19) and discussed the profound changes in the informal support network following the social and demographic transformations which have taken place in Italy in the last decades. Women are still at the center of the informal support network, however, since they are increasingly integrated in the labour market, it is more and more difficult for them to take care of their small children and their old parents, therefore compensation mechanisms will need to be implemented.

11. The following main points were raised in the discussion:

- It was noted that when the health status of elderly people is studied, the so-called selection effect must be taken in account: for instance, only stronger men survive, therefore they may seem to be on average stronger than women;
- With reference to the study of informal support network, it was proposed to look at the relations between the informal and the formal support, to see how the availability of public services can modify the informal network and reduce the burden on women.

Session V: Role of women and men in decision-making processes: changes in their participation in political life, business and other influential positions in the public sphere

Documentation: Working Papers Nos. 2, 6 and 13

12. The first paper, submitted by **Albania** (WP No. 2), presented an overview of the role of women and men in decision-making positions in Albania. During the communist rule, about one third of members of the parliament were women, but in fact their influence in the public life was limited. After the end of the communist regime, the political arena and decision-making positions continue to be dominated by men and women's share has fallen in the parliament. The second paper, presented by **Finland** (WP No. 16) concerned the development of indicators to measure progress in women in decision-making positions. The available data show that the percentage of women is relatively high in government and municipal bodies (where a 40% quota provision has been set) and

in elective and political bodies, while still low in the private sector, in the universities and in other organisations. The last paper, presented by Statistic **Netherlands** (WP No. 13), was about a new tool they had created, the “Emancipation Monitor”. One of the themes which will be regularly explored there is the representation of women and men in political and social decision-making. The “thickness” of the glass ceiling impeding women to access to higher decision-making positions is examined by branch of industry and company size. It was found that there are substantial differences among various sectors and only in the education sector is the share of women in senior positions as high as the total share of women in that sector. The meeting was also told that they had plans of also measuring “attitudes” and the “process” by which inequality is established but that this would be more difficult to measure statistically.

13. In the discussion which followed, the following main points were highlighted:
- It was suggested that, when considering the decision-power of a job, the number of supervised people could be considered as an indicator of the responsibility associated with the position;
 - Progress is noticeable in many countries in the proportion of women who gain access to high positions with decision power, everywhere, however, top positions are still dominated by men;
 - The usefulness of quotas was discussed, as well as the selection of the sectors in which they should be adopted and their levels;
 - As for the role of women in the UN system, it was mentioned that the situation is monitored and progresses have been made in the past years; the goal in the UN is 50% of women in professional positions, but the time frame to reach this goal has been postponed several times.

Session VI: Regional website proposal and outcome of Workshop on Gender statistics for Policy monitoring

Documentation: Working Paper No. 30/Rev.1 (Project Web 1)

14. The expert group as well as the international organisations present welcomed the idea of the website and a lively discussion followed the presentation. There was general agreement that it would be very useful to have a tool for monitoring progress, however, it also was a very ambitious project and therefore dependent on outside funding and country collaboration. Since the website would contain other relevant information than gender statistics, it was important that the difference between gender statistics and gender issues was clearly explained. To avoid confusion, it was suggested to use different headings for the two.

15. Several of the issues, still to be solved, were discussed. For instance, the funds the secretariat plans to raise to implement the project would they be sufficient to also help those countries needing assistance with their national website? While technical assistance and ad-hoc training were part of the project plans, the amount of funding would determine how much could be done in this aspect. It was suggested that use was made also of bi-lateral assistance through foreign aid to specific countries. Furthermore, the secretariat was encouraged to ask for expertise on loan from advanced national statistical offices.

16. It was also observed that the time frame of the project is quite extended and therefore the website would not be operational before a few years, however countries may need to exchange information in the short term; some possible solutions to this problem were proposed, including the establishment of a network of experts before the website is actually operational or the creation of a first “beta” version of the website to be tested by volunteers.

17. The balance between statistical information and policy content to be posted in the website was discussed. There are topics, for instance, which are considered policy priorities but for which the available statistical information is very limited: for these areas the website could be an opportunity to show publicly the need for more data.

18. It was underlined that both users and producers of statistics should be part of the network and that to have a mirror site in Russian would be essential for ensuring as wide a use as possible. It was also considered useful to have a meeting of countries interested in participating in the website, once the Ad Hoc task force had finalized the content and structure of the website.

19. It was agreed that for the exchange of statistical information the national statistical office would be the natural partner, while for the policy related information the best solution would be to have a focal point in each country, which could be either the UNDP gender focal point, where they exists, a government department or some office for gender equality, depending on the situation in the different countries.

20. The Regional Commission for Latin America and the Caribbean (ECLAC) expressed satisfaction with the proposed website which could help them in their own plans for creating something similar for their region. Once created, the linking of the two would be mutually interesting.

Session VII: Progress in the collection of national and international gender statistics

Documentation: Working Paper No. 24 and 29

21. The **United States** Bureau of the Census (WP No. 24) presented some general information about the 2000 population census, which will enable researchers and policy-makers to update the profile of women in the country at various geographical levels and to carry out in-depth analyses of gender issues. The **UN Division for the Advancement of Women** (WP No. 29) updated the meeting on the implementation of the recommendations on gender statistics and indicators agreed at the Fourth World Conference on Women (Beijing) and the "Beijing +5" Special Session of the General Assembly. These recommendations refer, among other things, to data collection and support to statistical offices through international cooperation. Selected statistical areas and issues have been identified, where further work is required: gender mainstreaming, women and economy (poverty), violence against women, health, education, women with disabilities, indigenous women. The commitment of the countries to progress in this field is testified by the very high number of national action plans and national reports submitted. The **International Labour Organisation (ILO)** reported on its program on advancing gender issues in labour statistics. The program is aimed at identifying key issues for the gender agenda and promoting work on concepts and definitions, measurement issues and data presentation. Future activities include a database on labour statistics with data available by sex but also by family composition; in addition, guidelines to incorporate gender issues in labour statistics should be presented to the next Conference of Labour Statisticians which will take place on 2003.

The representative of the **UN Economic Commission for Latin America and the Caribbean (ECLAC)** presented an overview of the activities promoted by the Commission. In addition to work in the field of data collection and analysis, efforts have been made to better integrate the use of gender statistics and indicators and sex-disaggregated data in the process of policy-making for gender equality. At this scope, a network has been set up to promote the dialogue among the various subjects involved: statisticians, academicians, NGOs, government, politicians and administrators. The **UN Statistical**

Division described briefly the various activities related to gender statistics. In the field of compilation and dissemination, the main products are the publication World's Women 2000 and the 4th version of the database on CD-Rom WISTAT, which contains data by sex on nine areas, including violence

against women, health, causes of death and decision-making. Among the activities in the field of development of methodologies, the recent work in the fields of time use surveys (which includes the development of a classification of daily activities suitable for developing countries) and disability statistics was described. A representative of the Women and Science Sector of the **European Commission** (DG Research) briefed the meeting on the situation about women and science in the EU. Women represents only a very small proportion of research and development personnel in all EU countries, therefore the research agenda is developed mainly by men and mostly for men. A report has been presented, called “Science policies in the European Union – Promoting excellence through mainstreaming gender equality”. In order to change the situation and promote gender equality in this sector, data by gender are required on research personnel and research activities at various levels. The representatives of **Portugal** and **Norway** also reported on the national progress in the production and dissemination of gender statistics and in the methodological developments of in this field.
