

**Enhancing data collection and analysis for
women's economic empowerment**

Draft Note

WOMEN'S ECONOMIC EMPOWERMENT

This draft note and elements exchanged at the 2018 edition of the MENA-OECD Women's Economic Empowerment Forum (WEEF), as well as additional research, will guide the preparation of an analytical report on ways to overcome the scarcity of gender data and identify the strategic data collection needs of the region, with a view to developing and reinforcing domestic capacity and skills.

Objective of the session

- In line with WEEF objectives, the decision of October 2017 meeting was to work together to identify the strategic data collection needs to assess women's economic empowerment (WEE) and provide support for development and collection of gender data in MENA
- This session presents:
 - Outcome of preliminary analysis of the status of data and statistics on WEE in selected MENA countries - Egypt, Morocco and Tunisia.
 - Identifies the main challenges in collecting and analysing gender data in these countries as it relates to reporting on progress against regional and international commitments, e.g. UN gender indicators, Agenda 2030 Sustainable Development Goals (SDGs).
 - Recommendations for discussion.
- The primary focus data relative to the OECD perspective of "women's economic empowerment": the participation of women in the economy as employees and entrepreneurs.



Importance of gender statistics and data

- Evidence that WEE is associated with higher per capita income, faster economic growth, and stronger national competitiveness.
- Adoption of UN Agenda 2030 and other international commitments (e.g. Africa Agenda 2063, Cairo Declaration on Post-2015 Development in Arab countries).
- Gender-specific data collection and analysis will enable the shaping of more effective and targeted policies to reduce gender gaps.



Much support available to help countries develop gender statistics

- UN Women and Arab League push for adoption of gender-disaggregated statistics to support development priorities.
- ESCWA National Gender Statistics Programme in Arab Countries (conceptual framework, regional gender database).
- UN Statistics Division support to assist countries in establishing national reporting platforms for SDG indicators, and development of Gender Statistics Programmes.
- SDG requirements offer an opportunity for countries to address gaps in monitoring and reporting on gender equality indicators, including those on economic empowerment.



Summary of status of WEE statistics and data in Egypt, Morocco, and Tunisia (1)

- NSOs in the three countries produce and supply gender-disaggregated employment statistics largely based on international standards for labour statistics
 - Limitations in providing gender statistics on informal employment, proportion of employed working part-time, and average hours spent on paid and unpaid work.
 - INS in Tunisia less likely to publically report on gender-disaggregated data for a number of indicators.
- Gender statistics on business ownership are instead more difficult to compile because they require the identification of the owner(s) of a business – a type of information which is typically not available in business statistics.
- The NSOs in Egypt and Morocco produce regular statistical reports on the socio-economic situation of women and men. CAPMAS: “Women and Men in Egypt” (2011, 2014)
 - HCP: “Moroccan Women in Figures: (2008-2014, 2016)



Summary of status of WEE statistics and data... (2)

- The NSOs in Morocco and Tunisia have taken the appropriate steps to assess the quantity, quality and sources of gender equality statistics (conducted an inventory, taken stock of the availability of data and determined data gaps as a first step in examining the state of affairs. This is not evident in Egypt.
- None of the NSOs has established Gender Statistics Units (a recommendation of the UN agencies). For NSOs of OECD countries it is also rare to have such a Unit.
- The HCP in Morocco has a gender portal but the data and indicators presented are very incomplete.
 - Excludes the range of available gender data related to labour force participation and employment indicators; for the 10 indicators on the site, most of the data cells are unpopulated or data is irregularly reported.
- Egypt's CAPMAS does not have a gender data portal.
 - The National Council for Women (NCW) has been given the mandate to launch an Egyptian Women Observatory in cooperation with CAPMAS, but not yet fully operationalised and several information and data gaps have been noted in order to monitor implementation of the targets and indicators in the national empowerment of women strategy.
- Tunisia's National Statistics Institute (INS) makes no reference to gender indicators on its website.
 - CREDIF website has an extensive database of gender indicators but is difficult to navigate.
 - The INS could co-operate with CREDIF on a project to migrate data from the CREDIF database into a gender data portal on the INS website.
- Gender Observatory projects underway in Egypt and Tunisia – in need of further development.



Meeting the gender data requirements of UN structures, Agenda 2030 and Agenda 2063

- Several gaps remain for Egypt, Morocco and Tunisia in the production of data for the **UN Minimum Set of Gender Indicators** under indicators for “Economic structures, participation in productive activities, and access to resources” (most closely aligned with WEE indicators)
 - Data for all three countries is reported for only 6 of the 19 indicators
 - Empty cells for 8 of the 19 indicators associated with WEE
 - Inadequate or incomplete data for a few other indicators
- Gaps exist in meeting data requirements for **SDG 5, 8 and 9** indicators (related to WEE)
 - Empty cells for 6 of the 12 selected indicators, and incomplete or inadequate data for at least 2 other indicators
- Data reporting on the **Africa Agenda 2063** indicators is not publically available, but likely that the three MENA countries would have difficulty providing data on a number of the indicators associated with women’s economic empowerment.



Ability to participate in the OECD Gender Data Portal

- MENA countries do not currently participate in supplying gender statistics on employment and entrepreneurship to the [OECD Gender Data Portal](#).
- The **OECD Gender Data Portal** includes selected indicators shedding light on gender inequalities in education, employment, entrepreneurship, health and development, showing how far we are from achieving gender equality and where actions are most needed. The data cover OECD member countries, as well as partner economies including Brazil, China, India, Indonesia, and South Africa.
- Appears that Egypt, Morocco and Tunisia could supply data on 8 of the 15 employment indicators and 9 of the 18 entrepreneurship indicators (e.g. missing data for gender gap in self-employment earning, share of sole-proprietor enterprises owned by women). See Annex



Challenges to production of gender data

- Improve coordination of gender data collection across different administrative authorities and in coordination with the national statistics authority
 - Whenever possible, meet international standards to ensure comparability:
 - Use of indicator concepts, definitions, data collection methodologies;
 - Timeliness of data production
 - Present and publically disseminate data
- Ensure progress in integrating gender perspective into traditional statistical tools (Censuses, surveys).
- Pressure to develop new tools and data collection instruments to produce comparable country-level data for certain SDG indicators.



Recommendations (1)

- Link administrative data sources related to business/enterprise, such as the Tax Authority and Business Registries, to official business statistics.
- Use the common business identifiers to collect data on the gender of the owner(s) in the business registers.
- Take advantage of the process of reforming the business registration system and/or developing a national business directory as a timely opportunity to integrate gender into the statistical profile of business registrants.
- At the country level, integrate “gender” into national surveys of enterprises/establishments by collecting information on gender of the owner(s)/senior management to identify women-owned/women-led enterprises.



Recommendations (2)

- Include comprehensive gender statistics databases on the websites of the national statistics offices.
- Egypt:
 - CAPMAS to design a gender statistics database on its website, working in co-operation with the National Council for Women (NCW).
 - NCW to fully operationalise the Egyptian Women Observatory, including a database of gender statistics and indicators.
- Morocco:
 - Expand the HCP Statistical Database under the “gender” statistics icon to include other gender data related to labour force participation and employment indicators.
- Tunisia:
 - Establish a gender statistics database on the INS website, working in co-operation with CREDIF.



Recommendations (3)

- Encourage Egypt, Morocco and Tunisia to develop a gender statistics programme.
 - Establish a national gender statistics technical committee with a view to enhancing capacity and improving the quality of sectoral data
 - Establish a Gender Statistics Unit in the NSOs responsible to ensure appropriate concern for gender issues in all other statistical fields
 - Establish gender statistics focal points in the relevant ministries.
 - Ensure production of accurate and unbiased gender data through careful selection and training of field workers responsible for gender data collection
- Develop a road map for the gender statistics programme
 - Review national obligations under international and regional instruments
 - Roadmap to include a definition of tasks, activities and outputs, given budget constraints.
- Continue to work with the international organisations offering support in improving gender statistics.



Discussion questions (1)

- How feasible would it be for countries to refine their business and establishment surveys and linkages between administrative data files to produce gender statistics on the percentage of businesses owned by women?
- What are the most impeding factors for Egypt, Morocco and Tunisia to fully develop a gender statistics programme as per the recommendation above?
- How feasible is it for the national statistical offices to launch a Gender Data Portal on their websites and to populate it with the statistical information, including on WEE in line with gender indicators of UN structures and the OECD Gender Data Portal? Difficulties? Supports needed to address new data requirements?



Discussion questions (2)

- What are the major challenges in launching and operating a gender observatory that also acts as a repository of gender data? What co-operation with the national statistical office is essential to the successful implementation of a gender observatory?
 - Are there useful lessons from Tunisia's experience with the CREDIF Observatory of Gender Equal Opportunities and Egypt's experience with the Egyptian Women Observatory that would be useful to Morocco?
- To what degree would the national statistical offices in MENA countries be in a position to participate as a non-member in the OECD Gender Data Portal and provide data on many of the employment and entrepreneurship indicators?



Way forward

- Develop national roadmaps for Egypt, Morocco and Tunisia on how to supply gender statistics on employment and entrepreneurship to the OECD Gender Data Portal.
- Carry out a similar analysis for other MENA countries of the MENA-OECD Competitiveness Programme
- Include a gender session in the upcoming meeting on data collection and analysis for the MENA-OECD Competitiveness Programme which will take place in early 2019.



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Current status - gender statistics in Egypt, Morocco and Egypt (1)

| Feature | Egypt | Morocco | Tunisia |
|--|--|--|--|
| Comprehensive assessment of availability of gender statistics and data | Not evident | Completed compendium of available cross-government gender-sensitive statistics and sources in 2007, incl. on economic activity; revealed sex-disaggregation deficiencies in the statistical system. Unified information system on gender equality goals/objectives established in Ministry of Family, Solidarity, Equality and Social Development. | Review of availability of Tunisian national data aligned with UN structures carried out by UN Women and Institut National de Statistique (INS) in 2015. Identified statistical indicators for official gender indicators database with all of the necessary metadata to be hosted by the INS (not fully implemented as yet). |
| Production of gender-disaggregated labour and employment statistics | Complete. Published in CAPMAS Statistical Bulletin and Statistical Yearbook. | Haut-Commissariat du Plan (HCP) produces quality gender-disaggregated statistics on labour and employment indicators; published in Annuaire Statistique du Maroc. | INS publishes quarterly/annual statistics on labour/employment indicators; does not publically report gender-disaggregated data on a number of the indicators. |

Current status - gender statistics in Egypt, Morocco and Egypt (2)

| Feature | Egypt | Morocco | Tunisia |
|--|--|--|--|
| Production of gender statistics on business ownership | No data collected on sex of business owner(s) in business registration forms or Establishment Censuses | Limited. Annual business surveys only ask for percentage of salaried workers. | INS Répertoire National des Entreprises (RNE) captures data on sex of the manager of the business only. Can identify sex of owner for “Personnes Physiques”; limited gender analysis of business dynamics . |
| Gender statistics portal on national statistics office (NSO) website | None on CAPMAS website | HCP website has “gender statistics” icon but only includes 10 indicators, mostly related to women’s political participation; data is irregular and many cells unpopulated. | No reference to gender statistics or indicators on INS website. CREDIF website has a gender statistics directory including gender-disaggregated statistics from various Tunisian sources, but difficult to search through. |

Current status - gender statistics in Egypt, Morocco and Egypt (3)

| Feature | Egypt | Morocco | Tunisia |
|-------------------------------|--|--|---|
| Production of gender reports | “Women and Men in Egypt” (2011, 2014) | Annual reports on “Moroccan Women in Figures” (2008-2014, 2016) | None produced on regular basis and not by the INS. |
| Gender Statistics Unit in NSO | No | No. Other units work transversally as a group on production and analysis of gender statistics. | No |
| Women’s Observatory | National Council for Women (NCW) Egyptian Women Observatory Project underway | None | Observatory of Gender Equal Opportunities in CREDIF, but reports are periodic and largely outdated. |

1. Annex

Indicators for Employment and Entrepreneurship – OECD Gender Data Portal

| | Employment indicators | OECD data sources | Available country-level data source | | |
|---|--|--|--|--|--|
| | | | Egypt | Morocco | Tunisia |
| 1 | Gender wage gap | Various; EU Structure of Earnings Survey; Country labour force surveys, household surveys, tax and social security data | CAPMAS Labour Force Survey (data on average weekly wages in public and private sectors and industry) | No regular reporting by HCP; produced a study on gender wage gap based on data from three HCP surveys of the Standard of Living of Households covering trends from 1991-2007, showing males earned 27% more than men in cities and 37% more in rural areas (Doudich, 2011) | No regular reporting by the INS. Could develop baseline from INS Microenterprise Survey (1997, 2002, 2007 and 2012) (on gap in informal sector); and CRES survey on "Structure of wages in the private sector in Tunisia 2012 (formal sector). But INS would require formal survey methodology or data source for measuring the gender wage gap on national level. |
| 2 | Labour force participation rate by sex and age groups (15+, 15-64, and 15-24 years old) | Country labour force surveys | CAPMAS Labour Force Survey | HCP National Employment Survey | INS Population and Employment Survey |
| 3 | Employment/population ratio by sex and age group | Country Labour Force Statistics | CAPMAS Labour Force Survey | HCP National Employment Survey | INS Population and Employment Survey |
| 4 | Unemployment rate by sex and age group | Country Labour Force Statistics | CAPMAS Labour Force Survey | HCP National Employment Survey | INS Population and Employment Survey; National Observatory of Employment and Qualifications |
| 5 | Employment and unemployment rate by sex and age group, quarterly data | OECD Short-term Labour Market Statistics from countries that compile labour statistics from sample household surveys on monthly or quarterly basis | CAPMAS Labour Force Survey | HCP National Employment Survey | INS Population and Employment Survey |
| 6 | Share of employed in part-time employment, by sex and age group (working less than 30 hours a week only because could not find full-time work) | Country Labour Force Statistics | CAPMAS Labour Force Survey would have data on part-time work but definition may not comply with that of the OECD; however, ILOSTAT has data by sex for 2017* | The HCP survey on activity, employment and unemployment includes data on part-time work but definition may not comply with that of the OECD; however, ILOSTAT has data by sex for 2012* | INS – uses different definition of part-time and would have to change its definition to comply with OECD; however, ILOSTAT has data by sex for 2010* |
| 7 | Share of employed in involuntary part-time employment, by sex and age group | Country Labour Force Statistics | Not available | Not available | Not available |
| 8 | Full time equivalent employment rates, by sex | National labour force surveys | Not available | Not available | Not available |

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|----|--|--|---|---|---|
| 9 | Share of employed in temporary employment, by sex and age group (with temporary of fixed-term contracts) | Country Labour Force Statistics | Not available | Not available | Not available |
| 10 | Share of employed who are managers, by sex | ILO ILOSTAT database | CAPMAS Labour Force Survey | HCP National Employment Survey | INS Population and Employment Survey |
| 11 | Female share of seats on boards of the largest publicly listed companies | Different data survey sources; no annual data (every 3 years) | Not available | Not available | Not available |
| 12 | Distribution of employment by aggregate sector and sex | ILOSTAT database and OECD Annual Labour Force Statistics | CAPMAS Labour Force Survey | HCP National Employment Survey | INS Population and Employment Survey (could be available) |
| 13 | Time spent in unpaid, paid and total work, by sex | OECD estimates based on national time-use surveys; irregular data; 'latest' year varies considerably | | HCP Time Budget Survey 2011-2012 | INS Time Budget Survey of Women and Men 2005-2006 |
| 14 | Expected years in retirement by sex | OECD estimates based on national labour force surveys; Europe Labour Force Survey data | Could be available from country source | Could be available from country source | Could be available from country source |
| 15 | Length of maternity leave, parental leave and paid father-specific leave (in weeks) | Data from OECD Family Database | Maternity leave - World Bank based on data from MENA countries; parental and paid father leave from country sources | Maternity leave - World Bank based on data from MENA countries; parental and paid father leave from country sources | Maternity leave - World Bank based on data from MENA countries; parental and paid father leave from country sources |
| 16 | Enrolment rates in pre-primary education or primary school, children aged 3 to 5 years old | Estimates from OECD Education Database since 2013 | Not available | Not available | Not available |

| Entrepreneurship indicators | | Available country-level data source | | | |
|-----------------------------|--|--|----------------------------|--------------------------------|---|
| | | OECD data sources | Egypt | Morocco | Tunisia |
| 1 | Share of sole-proprietor enterprises owned by women (different definitions of "sole-proprietor enterprise" across countries can limit comparability of data) | Only 15 countries report data; irregular, not much reporting since 2010. | Not available | Not available | National Business Directory (could be available) |
| 2 | Gender gap in self-employment earnings | Different sources depending on the country (e.g. Income Surveys); only OECD countries reported | Not available | Not available | Not available |
| 3 | Share of employed who are employers, by sex | Country labour force surveys (annual) | CAPMAS Labour Force Survey | HCP National Employment Survey | INS Population and Employment Survey (could be available) |
| 4 | Share of employed who are own-account workers (without employees), by sex | Country labour force surveys (annual) | CAPMAS Labour Force Survey | HCP National Employment Survey | INS Population and Employment Survey (could be available) |
| 5 | Share of women inventors | OECD estimates based on data from PatStat Database | Not available | Not available | Not available |
| 6 | Preferences for self-employment, by sex | FlashBarometer survey (2012 was last time data was reported) | Not available | Not available | Not available |

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|----|--|---|---|---|---|
| 7 | Feasibility of self-employment, by sex | FlashBarometer survey (2012 was last time data was reported) | Not available | Not available | Not available |
| 8 | Share of the population with account in a financial institution, by sex | World Bank Global Findex Database (surveys in 2011 and 2014) | Global Findex Database (2017 data for women – 27.0%; men – 38.7%) | Global Findex Database (2017 data for women – 16.8%; men 41.5%) | Global Findex Database (2017 data for women – 28.4%; men – 45.7%) |
| 9 | Share of the population who report borrowing money to start a business, by sex | World Bank Global Findex Database (surveys in 2011 and 2014) | Global Findex Database (2017 data for women – 3.0%; men – 4.8%) | Global Findex Database (2017 data for women – 1.8%; men 4.0%) | Global Findex Database (2017 data for women – 5.5%; men – 10.6%) |
| 10 | Share of self-employed in manufacturing or construction, by sex | Country Labour Force Surveys | CAPMAS labour Force Survey (could be available) | HCP National Employment Survey (could be available) | INS Population and Employment Survey (could be available) |
| 11 | Share of self-employed in services, by sex | Country Labour Force Surveys | CAPMAS labour Force Survey (could be available) | HCP National Employment Survey (could be available) | INS Population and Employment Survey (could be available) |
| 12 | Share of self-employed in the 20-29 year old population of employed, by sex | Country Labour Force Surveys | CAPMAS labour Force Survey | HCP National Employment Survey | INS Population and Employment Survey |
| 13 | Share of self-employed population of employed with foreign-citizenship, by sex | Country Labour Force Surveys | Not available | Not available | Not available |
| 14 | Share of self-employed in the population of employed with tertiary education, by sex | Country Labour Force Surveys | CAPMAS labour Force Survey | HCP National Employment Survey | INS Population and Employment Survey |
| 15 | Share of self-employed who are 20-29 years old, by sex | Country Labour Force Surveys | CAPMAS labour Force Survey | HCP National Employment Survey | INS Population and Employment Survey |
| 16 | Access to training and money to start a business | Gallup survey (2013 was last time) | Not available | Not available | Not available |
| 17 | Attitude towards entrepreneurial risk | Gallup survey (2013 was last time) | Not available | Not available | Not available |
| 18 | Current business status and outlook, by gender of management/ownership | OECD/World Bank Future of Business Survey – monthly Facebook survey of businesses, started in December 2017 | Not available | Not available | Not available |

Notes: The OECD Gender Data Portal reports indicator data mostly for OECD member countries. For certain indicators, data might be reported for countries such as Brazil, China, India, Russia, South Africa, and Indonesia. None of the MENA countries are covered.

*Data for “Employment by sex and weekly hours actually worked” is included in the ILOSTAT database for Egypt (2017 data), Morocco (2012 data), and Tunisia (2010 data), so possible to calculate the share of employed in part-time employment (less than 30 hours per week) by sex. See: https://www.ilo.org/ilostat/faces/oracle/webcenter/portalapp/pagehierarchy/Page27.jspx?subject=EMP&indicator=EMP_TEMP_SEX_HOW_NB&datasetCode=A&collectionCode=YI&_afLoop=1820990328987269&_afWindowMode=0&_afWindowId=wmossvwcj_54#!%40%40%3Findicator%3DEMP_TEMP_SEX_HOW_NB%26_afWindowId%3Dwmossvwcj_54%26subject%3DEMP%26_afLoop%3D1820990328987269%26datasetCode%3DA%26collectionCode%3DYI%26_afWindowMode%3D0%26_adf.ctrl-state%3Dwmossvwcj_167

Source: List of indicators from the OECD Gender Data Portal (<http://www.oecd.org/gender/data/>).