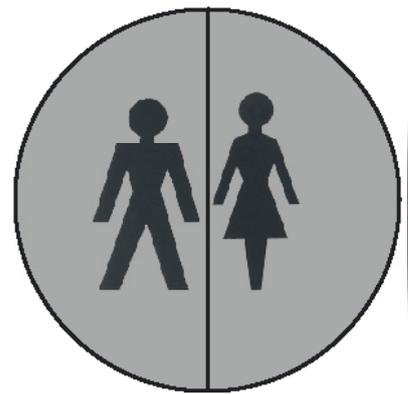


The necessity of sex-disaggregated statistics



”Statistics presented by sex means that girls and boys, women and men will become visible” (Statistics Sweden)

Reality today:

- How do the Swedish authorities live up to the statistical regulation?
- Well, only 30 % of them manage to perform satisfying sex-disaggregated statistics with gender analyses.

Stockholm County Council (SCC) is promoting *sex-disaggregated statistics* both within the own organisation and with an international approach. Our aim is to fulfil the regulation of the Swedish government (Article 14 of the Swedish Official Statistics Act) and the regulations of the EU and the United Nations (Articles §206 and §207 of the UN). *“Statistics on individuals should be collected, compiled, analysed and presented by sex, if no specific circumstances against it.”* (Article 14 of the Swedish Official Statistics Act)

In specific terms Stockholm County Council raises the questions of the impact of *gender identities* on living conditions and the identities connection to economical conditions. SCC gives the tools necessary to produce the deeper kind of analysis that an increased knowledge of gender-issues demands.

We consider individual-based statistics broken down by sex as a necessary tool to analyse the lives of people today and to draw the history of people of other days and in different places.

Today and historically the analysis of sex-disaggregated statistics show that the living conditions and patterns of men as a group, differ from the living conditions and patterns of women as a group. This tends to prove that women and men share different conditions in the turnings of life.

The definition of *gender* also includes other variables formed by socio-cultural contexts. According to the definition by the United Nations, gender is an overarching and fundamental variable that also can be applied to all other cross-cutting variables such as, *race, class, age, ethnicity, religion, sexual orientation, disability and locality*.

Most important in the definition of gender and in the analysis is the fundamental condition of *gender* as not being a stable state.

The structures of *Gender-roles* are changing over time and they differ between societies. There is a lot to be experienced still when it comes to gender-roles – one example is the effect of *gender* on an individual’s biological conditions.

What is the impact of *gender* specific identities? What we see in societies all over the world is that the socio-cultural context of that particular culture creates gender-identities for women and for men, girls and boys who live in that particular culture. This means that the socio-cultural context determines a specific *behaviour* expected from, and allowed for, a boy or a girl, a man or a woman. The context also ascribes *values* to men and women, boys and girls. Together the behaviour and the value form restrictions in the living conditions for the lives of women and men.

There are of course differences in-between men in a group and women in a group, and to find explanations to these differences, an intersectional perspective must be applied. Intersectionality means to consider the effects regarding both *race, class, age, ethnicity, religion, sexual orientation, disability and locality*.

Since differences in living conditions often are proved only by the

Gender – identities
- not a stable state

Gender – identities
- Restrictions in
living conditions

Intersectionality



variable of sex, there seldom are reasons to present men and women as non-sex group in statistics. An important source for knowledge is missed out by not controlling for the possible effect of sex.

Stockholm County Council promotes *sex-disaggregated statistics* to reveal men's and women's different conditions with a focus on organisational structures and processes. We provide analysis to fit policies to increase the efficiency and the production in the organisation and above all increase the satisfaction among the population.

Gender statistics will bring new knowledge of reality

- Increased knowledge gives higher rationality and efficiency, which implies economical revenues
- Increase the possibility to reach higher levels of satisfaction in regards to men's and women's different requirements and living conditions
- Monitor and evaluate our given policies
- Increase the need for further use of gender statistics

Rationality and efficiency through knowledge

Some examples of how rationality and efficiency will increase are the proven positive effects on efficiency and creativity of having both sexes represented on all levels of the organisations – *gender-roles* bring different experiences and knowledge to men and women and to have them both represented will widen the experience and knowledge of the working-group. (This also brings the insight of the positive impacts on a group mixed of many different backgrounds such as cultures and religions.)

Research papers show that women and men perform a better job when they are working in gender-mixed groups compared to groups segregated to one sex. Also the boards of private companies seem to perform a better, more stabile, economical result with at least two participating women (Stockholm School of Economics). In Sweden the sick-absence is proved to be lower for both sexes at work-places with an equal sex-distribution (at least 40 per cent present of the underrepresented sex), which naturally gives the company a higher productivity (Swedish Social Insurance Agency).

Living conditions, satisfaction and representation

The impact of the gender-roles on men's and women's lives brings different needs to men and women. To be able to reach the highest satisfaction among both women and men it is invaluable to have both women and men with their different experiences represented in management and organisations to adjust for their diverse needs.

Policies –
continuously
analysed and re-
vised

Rationality and
efficiency through
knowledge

Work for human
rights

Life-expectancy at birth

Ukraine
Men 63
Women 73

Latvia
Men 66
Women 77

Sweden
Men 78
Women 82

Given policies and resources

Today's policies most of them created in a *gender-blind* environment can not be considered to be gender-neutral. SCC claims today's policies must be continuously analysed and revised from a gender perspective to prevent a possible *gender-blindness*. Many of today's policies can also be accused of actually being formed in a male context, since men have had to a large extent the privilege to interpret the world until today. Policies may therefore be better fitted for men than for women. These policies need to be evaluated and revised. Policies are governing the distribution of common resources and gender statistics will increase the awareness of the effects of the policies and will reveal the distributions.

Continuously analysed sex-disaggregated statistics is a prerequisite to assure a fair and equal distribution of our common resources, ensuring democratic development and basic human rights.

Sources:

United Nations
Statistics Sweden
Swedish Social Insurance Agency
Stockholm School of Economics

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