



# Capturing intersectional and multiple discrimination in data collection

European Institute for Gender Equality (EIGE)  
Irene Rioboo | October 2023 | Brussels

# European Institute for Gender Equality

## Autonomous body of the EU:

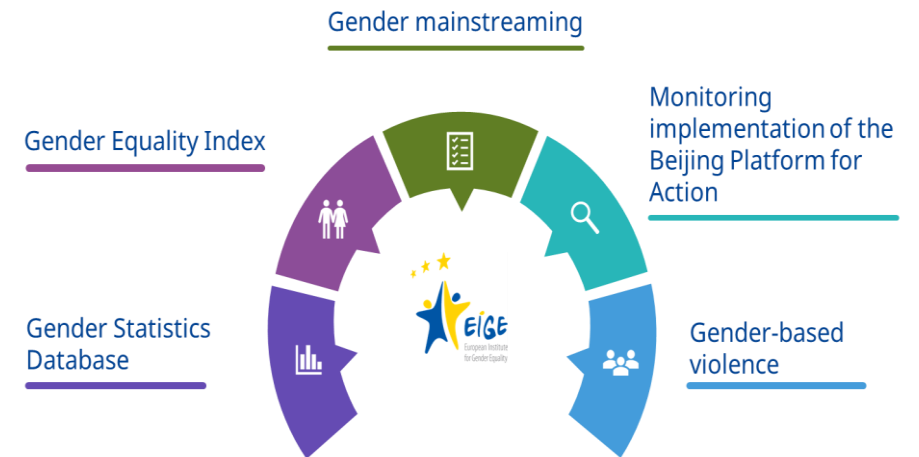
- Contribute to and strengthen the promotion of gender equality
- Fight against discrimination based on sex
- Raise awareness of gender equality



## Stakeholders:

- Member States
- European Union institutions and agencies
- International organisations
- Civil society organisations, Social partners

## Working areas:



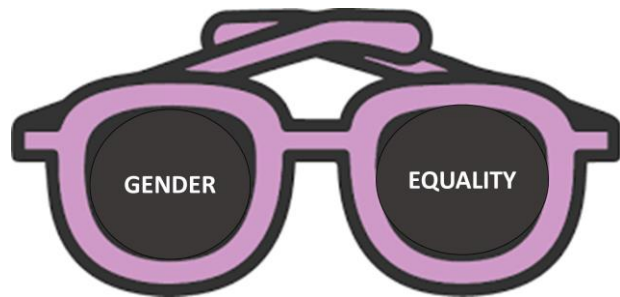
# Key definitions

**Sex:** biological category that defines humans as female or male.

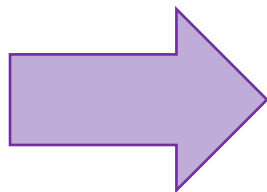
**Gender:** system of social attributes and opportunities associated with being female and male and to the relationships between women and men and girls and boys, as well as to the relations between women and those between men.



**Aim** to identify, understand and redress inequalities between **women and men in all their diversity** based on gender roles



**Gender equality  
lens**



**Intersectional lens**



“

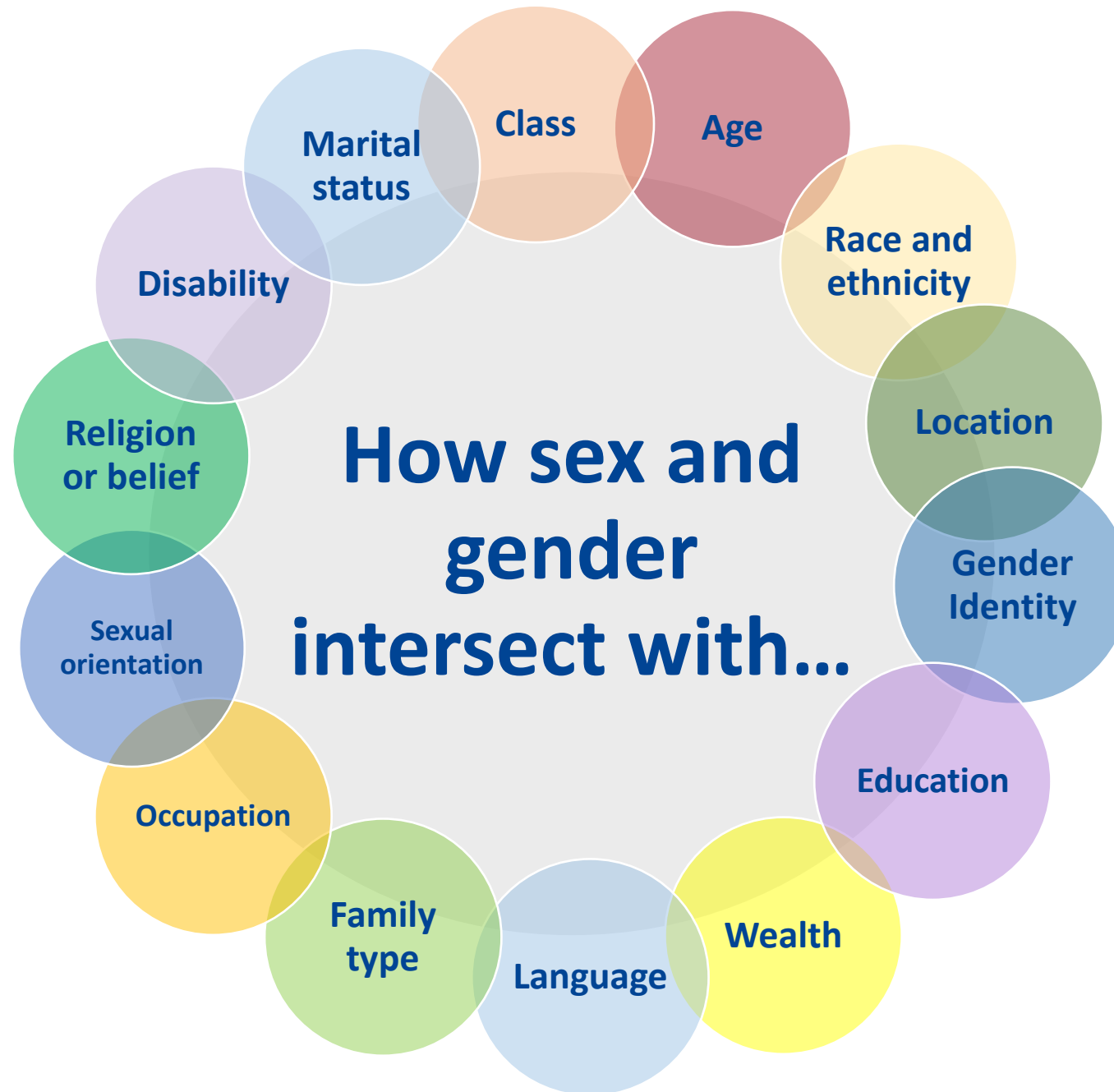
***Sexism isn't a one-size-fits-all phenomenon. It doesn't happen to black and white women the same way.***

Kimberle Williams Crenshaw

# Intersectionality



Analytical tool for studying, understanding and responding to the ways in which **sex and gender intersect with other personal characteristics/identities**, and how these intersections contribute to unique experiences of discrimination



# Why is important to measure them?

What is measured becomes visible

What is visible can be monitored

... and it can be improved

Monitoring intersectionalities  
increases the chances to make  
gender equality a reality for all,  
**leaving no one behind!**



# Additive vs. intersecting inequalities

**Additive multiple discrimination** happens when an individual belongs to several (at least two) groups that suffer different discriminatory practices.

**Intersectional discrimination** takes place when the indivisible combination of two or more social characteristics creates a situation that is not equal to the sum of discriminations on separate grounds.



## Risk of poverty or social exclusion (%) by age and sex in EU27, 2021 - I

Age\Sex	TOTAL	Men	Women
TOTAL (16 years or over)	21.2	20.0	22.4
16 to 64 years	21.8	21.0	22.5
65 years or over	19.5	16.2	22.1

**Gender gap =  
2.4**

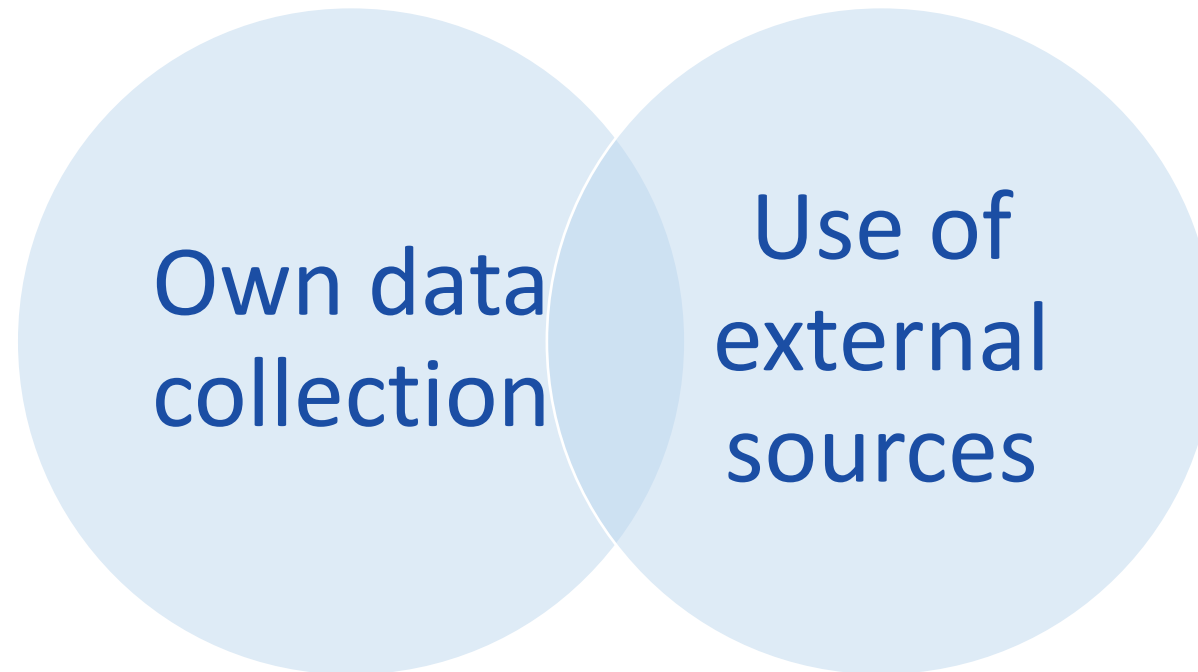
**Age gap =  
2.3**

## Risk of poverty or social exclusion (%) by age and sex in EU27, 2021 - II

Age\Sex	TOTAL	Men	Women	DIFFERENCE (Women-Men)
TOTAL (16 years or over)	21.2	20.0	22.4	2.4
16 to 64 years	21.8	21.0	22.5	<u>1.5</u>
65 years or over	19.5	16.2	22.1	<u>5.9</u>

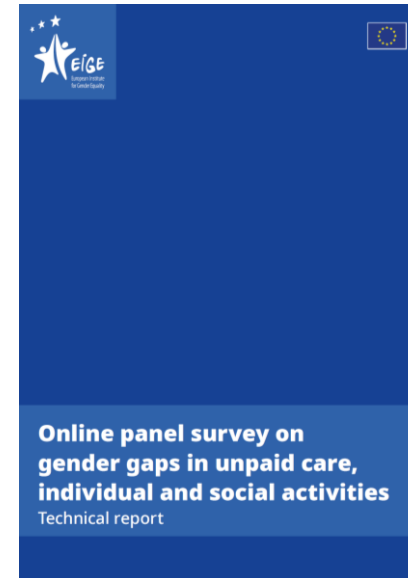
**Gender gap by  
age**

# Approach to data collection





# EIGE's surveys



- Sex
- Age
- Country of birth
- Education
- Health limitations
- Sexual orientation
- Gender identity
- Location
- Religion
- Ethnicity
- Family type
- Number of children
- Employment status
- Type of job
- Occupation
- Personal income

## CARE survey

### How would you describe yourself?

- Female
- Male
- In another way
- Prefer not to answer

## Violence against women survey

### Do you consider yourself in any of the following ways?

- Lesbian (gay woman) or bisexual: Yes / No / Prefer not to answer / Don't know
- Trans (e.g. transgender) or non-binary: Yes / No / Prefer not to answer / Don't know

## Violence against women survey

### What is your religion?

- I have no religion
- Christian (Catholic, Protestant, Orthodox, Evangelic, Old Catholic, etc.)
- Muslim (Shia, Sunni, Sufi, etc.)
- Jewish
- Hindu
- Sikh
- Buddhist
- Other Specify
- Don't want to answer
- *Don't know / Can't remember*

## Violence against women survey

### The following are terms that some people in this country use to describe their ethnic or cultural background. Which, if any, apply to you?

- Roma or Traveller
- Black or of African descent
- Of Asian origin (e.g. from Vietnam, China, India)
- None of these apply to me/another ethnic or cultural background
- *Don't want to answer*
- *Don't know/Can't remember*



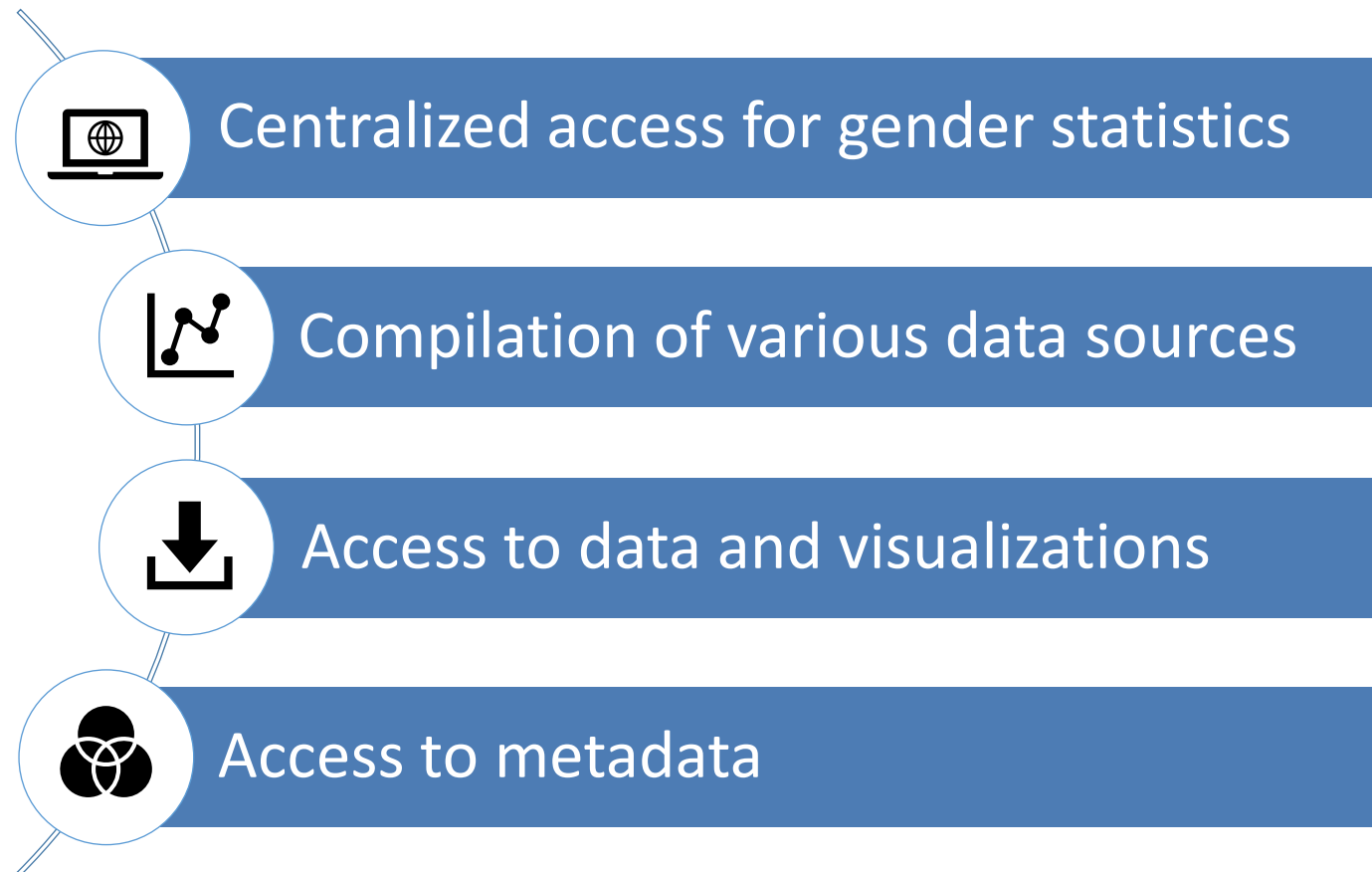
## Platform workers survey

**While providing services via online platforms, have you ever felt treated unfairly for any of the following reasons? Please select all that apply.**

- Your age (such as being too young or too old)
- Your skin colour
- Your nationality or ethnic origin
- Your sex or gender (such as being a woman or a man)
- Your body shape or weight
- Your religion or religious beliefs
- Your illness or disability
- Your language or accent
- Your sexual orientation (such as being gay, lesbian or bisexual) or gender identity
- Other
- None of the above
- Other – write in:



# Gender statistics database



eurostat 





# Browse Gender Statistics

🔍 **Filter:** Filter all indicators by typing 3 letters at least



EIGE surveys	▼	→
EU policies and strategies	▼	→
Thematic areas	▼	→
Beijing Platform for Action	▼	→
Gender Equality Index	▼	→
Women and men in decision-making	▼	→
Gender-based violence	▼	→
Gender mainstreaming	▼	→



∨ Employment rates →

∨ General indicators →

∨ Intersecting inequalities →

∨ By age group →

∨ By educational attainment →

∨ By citizenship and country of birth →

∨ Multiple intersections →

| Employment rates of young people not in education and training by sex, educational attainment level, years since completion of highest level of education and citizenship

| Employment rates of young people not in education and training by sex, educational attainment level, years since completion of highest level of education and country of birth

| Employment rates of young people not in education and training by sex, educational attainment level, years since completion of highest level of education and degree of urbanisation

| Employment rates by sex, age, educational attainment level and country of birth

| Employment rates by sex, age, educational attainment level and citizenship

| Employment rate by sex, age, migration status, citizenship and educational attainment level

| Employment rate of adults by sex, age groups, educational attainment level, number of children and age of youngest child (%)

# Eurostat's core social variables

Sex

Age in completed years

Partners living in the same household

Household size

Household type

Main activity status (self-defined)

Full- or part-time main job (self-defined)

Educational attainment level

Country of birth

Country of main citizenship

Country of birth of the father

Country of birth of the mother

Country of residence

Region of residence

Degree of urbanization

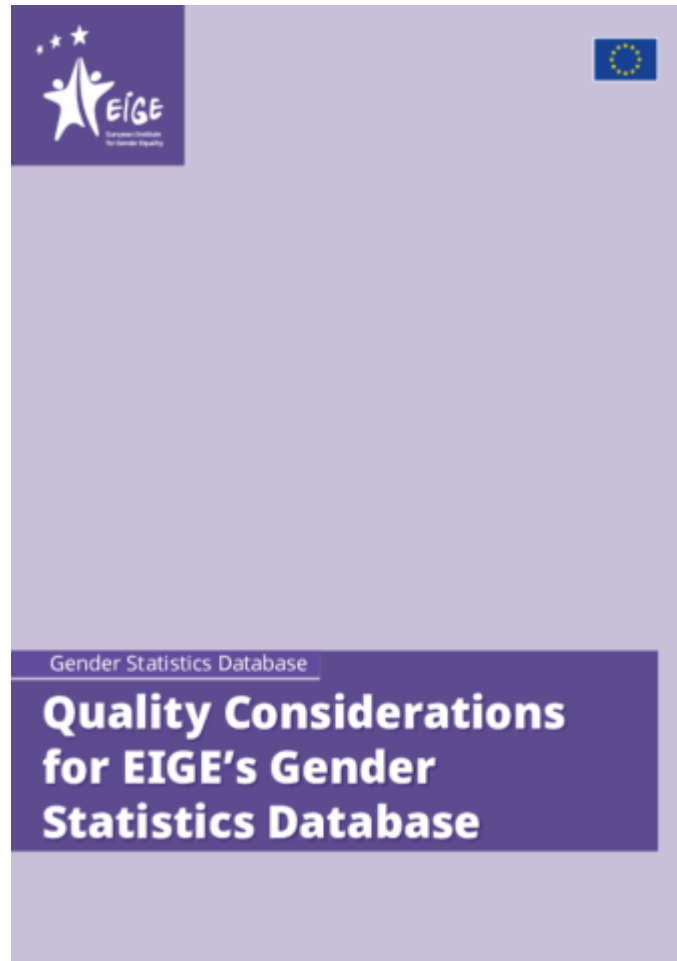
Status in employment in main job

Economic activity of the local unit for main job

Occupation in main job

Limitation in activities because of health problems

# Quality considerations for gender statistics database



These quality standards and considerations are under revision to be updated. The overall goal is to consider the latest conceptual approaches and public debates on equality data in general and gender statistics in particular.

# Approach to data analysis:

## Example of the Gender Equality Index

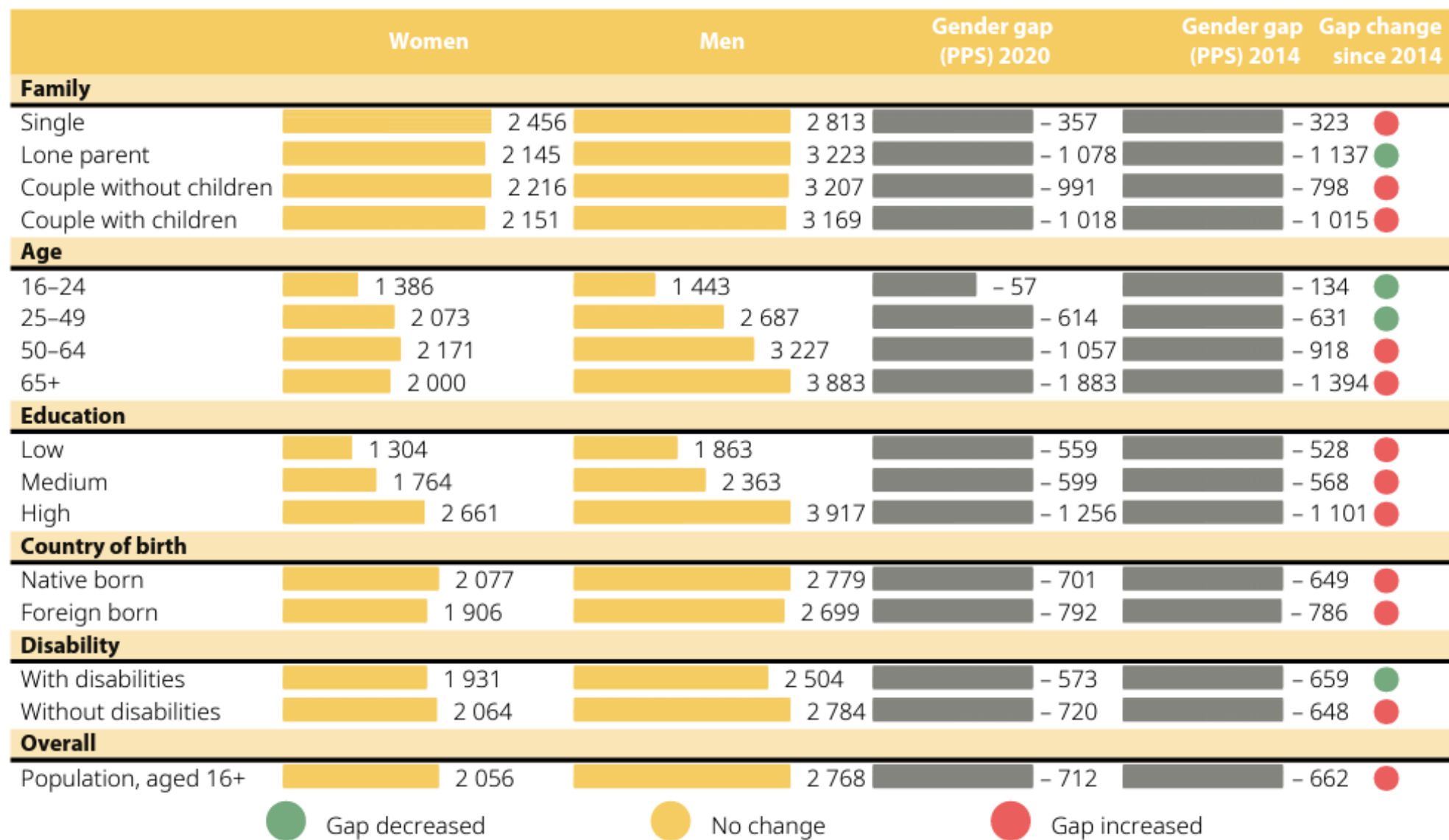




The domain of Intersecting inequalities adds a cross-cutting perspective to all domains of the Index (with the exception of the domain of power), to shed more light on multiple inequalities.



**Figure 11. Mean monthly earnings by sex, family composition, age, education level, country of birth and disability (PPS, 16+, EU, 2020)**

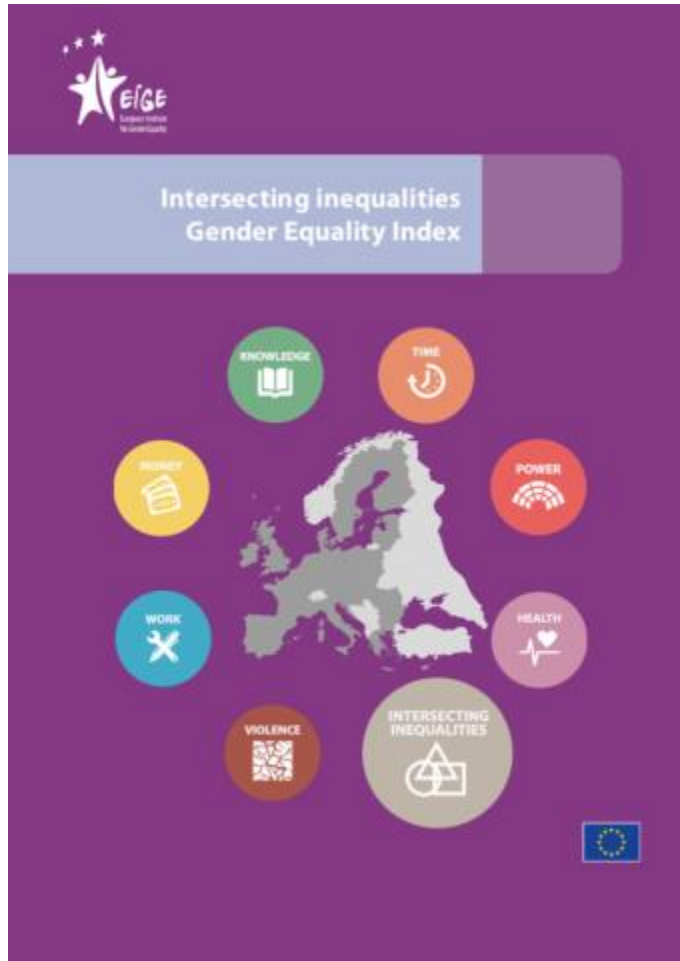


<b>Highlights of the Gender Equality Index 2020</b>	<b>11</b>
<b>Introduction</b>	<b>17</b>
<b>1. Gender equality in the EU at a glance</b>	<b>19</b>
1.1. Gender equality will be reached in over 60 years, at the current pace	19
1.2. Gender equality needs faster progress in all domains	21
1.3. Without gains in power, gender equality would barely be progressing	21
<b>2. Domain of work</b>	<b>25</b>
2.1. Increases in women's employment have not challenged gender segregation	26
2.2. Slow progress leaves women from vulnerable groups behind	29
2.3. Europe 2020 employment target unlikely to be achieved without increased employment of women	30
<b>3. Domain of money</b>	<b>32</b>
3.1. The pursuit of women's economic independence: nothing less than an uphill battle	33
3.2. Ending gender inequalities in earnings and pensions – the EU is decades away without targeted action	34
3.3. Grave risk of poverty is the harsh reality for older women and every second lone mother	36
<b>4. Domain of knowledge</b>	<b>38</b>
4.1. Stalled progress in the domain of knowledge	38
4.2. Women continue to gradually outpace men in educational attainment	39
4.3. Low engagement in adult learning and gender divide in educational choice remain major barriers	41
<b>5. Domain of time</b>	<b>44</b>
5.1. Gender equality in time use: some gains but not sufficient to offset overall stalling	45
5.2. Insufficient care infrastructure pushes women to fill the gaps	46
5.3. Gender, age and education affect workers' access to social activities	47
<b>6. Domain of power</b>	<b>49</b>
6.1. Halfway to gender equality in decision-making	49
6.2. Legislative action advances gender equality in politics	51
6.3. Progress on gender equality is most notable on company boards	52

**One message per domain is included in headings and highlights to ensure that the message is communicated effectively**



# Intersecting inequalities: Gender Equality Index



The current methodology applies to Index editions from 2017 onwards and is outlined in the separate EIGE's methodological report



“

***In God we trust. All others  
must bring data.***

W. Edwards Deming





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come in  
for a chat!



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