



Online Discussion on gender statistics for policy-makers

Report

05 June 2017

Online discussion date:
23 May 2017

Submitted to:
EIGE

Submitted by:
ICF

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I. Introduction

The online discussion that was held on 23 May 2017 explored how **EIGE's Gender Statistics Database** (the database) can support policy work in the area of gender equality. The discussion focused on providing policy-makers with an overview of how the database can be useful for their work, and identifying policy-makers' needs and expectations when it comes to using statistical evidence in policy-making.

The online discussion was hosted on EIGE's **EuroGender** platform. The European Network on Gender Equality (EuroGender) is a secure environment for specialists from a variety of gender equality areas, enabling them to share knowledge, best practices and resources.

The discussion facilitated by representatives of EIGE and ICF brought together representatives of governmental agencies, European and international organisations, academia, research institutes and independent experts / consultants.

About EIGE

The European Institute for Gender Equality (EIGE) acts as a knowledge centre on gender equality aiming to support the EU and its Member States in their efforts to promote gender equality, to fight discrimination based on sex and to raise awareness about gender equality issues.

1. Background

EIGE's Gender Statistics Database is aimed at coordinating, centralising and disseminating research data and statistics on gender equality in Europe. As a policy-monitoring tool, it also supports better informed policy-making at EU and Member State levels.

Policy-makers are EIGE's main stakeholders and, therefore, a primary target user group of EIGE's Gender Statistics Database. However, many policy-makers are not necessarily statistical experts and it is therefore important that they are

able to access the necessary data in an easy and user-friendly manner. Additionally, in order to ensure that EIGE's Gender Statistics Database is a one-stop source for gender statistics data in Europe, it is necessary to understand what data sources and indicators policy-makers use and need, as well as the challenges they face when using gender statistics in policy documents.

This online discussion aimed to explore how the database can support policy work, as well as better understand policy-makers' needs and expectations, in order to make the database useful for policy-makers in the area of gender equality.

EIGE's Gender Statistics Database

Is a one-stop source to gender statistics data facilitating structured and user-friendly access to statistical information that is relevant to gender equality. Developed by EIGE and publicly launched in February 2016, the database has data on over 2,000 indicators.

2. Discussion's structure

The online discussion was organised in three sessions. These sessions allowed participants to explore the database, as well as share their experiences of using gender

statistics to inform evidence-based policy-making. The discussion was facilitated around the following set of general questions:

EIGE's Gender Statistics Database – a rich and centralised source of data on gender equality to support policy-makers

- How did you find navigating and browsing through the tree structure? Would you like to suggest any improvements to the database structure?
- When you searched the database, which indicator(s) were you expecting to find there? Were you able to easily and quickly find the data you needed?
- Do you think that the database should consider expanding its content with new statistical sources? Which new types of data would you recommend?
- How does the scope of the database fit your area of work? Would you consider using it as a tool for policy monitoring and analysis?

How could the database support your policy work?

- When it comes to the design, monitoring and/or evaluation of gender sensitive policies:
 - How relevant do you find the use of statistics?
 - Which themes and indicators do you consider most useful?
- Have you ever used **EIGE's Gender Statistics Database** to support your work? With which purpose? Which other statistical sources/tools do you use?
- What challenges do you face when using gender statistics in your policy documents?
- How would you prefer to be kept informed about updates on the database: newsletter / social media / EuroGender workspace?

Latest figures on women and men in decision making

- How easy was it for you to find, filter and download data?
- What did you notice first while looking at the page with a particular indicator? Which type of data presentation (chart, table) was most user-friendly to you?
- How important did you find being able to share and download data in different formats? Which format do you find most useful?
- Which additional areas of decision-making could be considered for data collection and included in the database?

3. Overview of participants

Twenty people participated in the online discussion. Between them, they made over one hundred sixty contributions to the various points of the debate. The participants were drawn from fifteen different countries (Belgium, Cyprus, Estonia, France, Greece, Italy, Lebanon, Malta, Norway, Romania, Slovakia, Spain, United Kingdom, Lithuania and United States) and were representatives of governmental agencies, European and international organisations, academia, research institutes and independent experts / consultants.

The discussion was conducted in English.

II. Key messages from the discussion

The online discussion explored how EIGE’s Gender Statistics Database can support policy work in the area of gender equality. Participants were asked to explore the database, its browsing structure and available indicators, and provide feedback on their first impressions and general user experience. The conclusions presented in this section will be structured around the key issues raised during the discussion: functionality; scope; and usability.

1. Functionality

Throughout the online discussion participants were asked to explore the database, its browsing structure and functions, as well as to manipulate and download the data in different formats. Overall, participants expressed positive opinions regarding the presentation style, graphics and navigation, which was considered intuitive and straightforward. Participants appreciated the wide range of chart types available for users to choose, as well as the metadata available. One participant reported that they experienced a slow speed in visualising the query they requested, and this issue will be looked into.

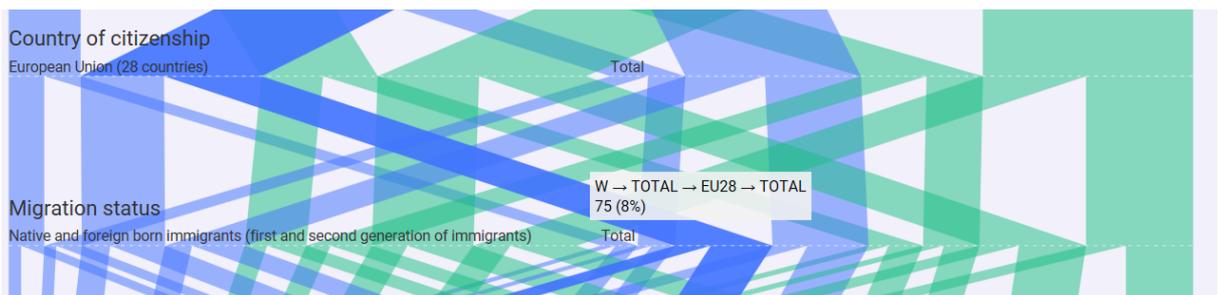
“I also really appreciate the explanations about the indicators provided in the metadata sections, including definitions of the statistical concepts! Very helpful.”

[Representative of an international not-for-profit association]

Through these exercises participants raised several observations and recommendations regarding the functionality of the database (see [Annex I](#) for detailed responses):

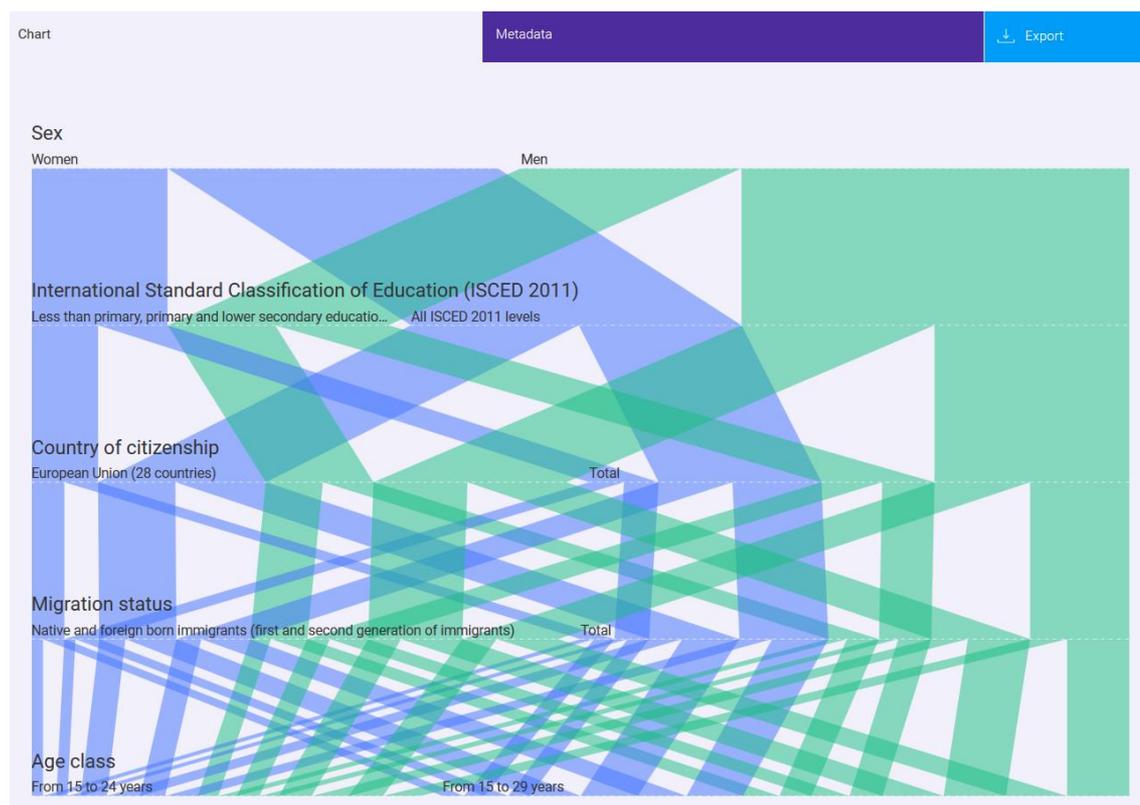
- **Breakdown chart:**
 - The majority of participants reported that they faced difficulties in understanding the **breakdown chart** and how to read it. Participants found the presentation of the breakdown chart confusing and not easy to follow. It was suggested that an explanation should be provided for the breakdown chart and how it works, as well as providing axis labels. Additionally, it was pointed out that when selecting a breakdown chart, users are only shown the codes of the variables selected, as opposed to the names. This means that users need to return to the metadata and note down the codes of the variables used. As a result, it was suggested that it would be useful to include a list of the variable codes on the same screen as the chart, or alternatively to present the full variable names instead of the codes.

Example 1: The use of codes in breakdown charts instead of labels was confusing for participants



- To address these points, a representative from EIGE explained that the breakdown chart can provide interesting visual information about the proportion of women and men related to a selected indication, as well as allowing the user to see a breakdown at every level of the indicator (e.g. sex, age, etc.). The EIGE representative highlighted that this chart works well with some combinations of criteria, and less so with more complex combinations. Nevertheless, despite these reported difficulties, one participant pointed out that the breakdown chart is the most “visually striking” and showing several indicators together, which was appreciated.

Example 2: A default breakdown chart is difficult to understand for users



Source: EIGE’s Gender Statistics Database, [Activity rate by sex, age, migration status, citizenship and educational attainment level in 2014](#).

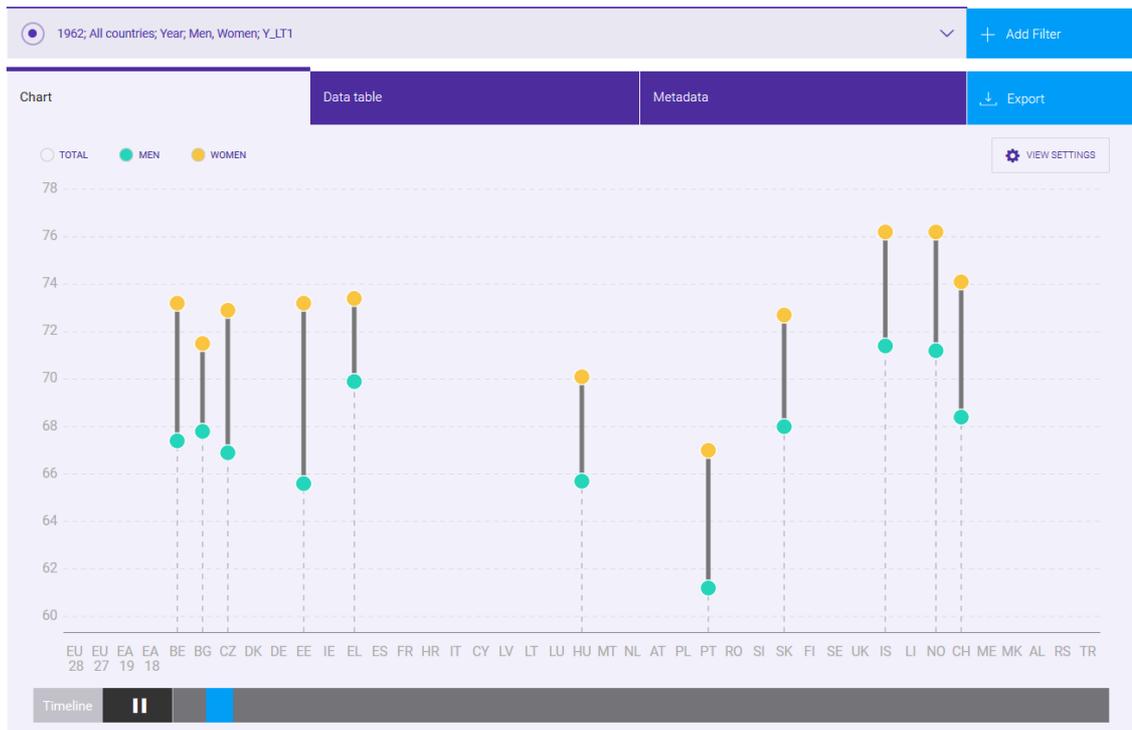
- **Map:**
 - Participants agreed that, with the exception of the breakdown chart, the database offers users a **range of chart options** to view selected data. It was generally agreed that all other charts are easy to understand and straightforward. One participant pointed out the map as being useful in **making quick and easy comparisons between countries**. Nevertheless, another participant suggested that they would like the possibility to view data for both women and men on the same map. An ICF representative reported that all maps in the database are histograms or symbol maps, and therefore present only one variable (women or men or total value) in segments. An EIGE representative also pointed out that these are heat maps which makes

it challenging to provide a break down by sex; but there is the option to see data for the total for women and men.

▪ **Viewing data over time:**

- A number of participants raised queries in regards to not being able to find the option to **view data over time**. An EIGE representative clarified that this option is indeed available and can be found by selecting the ‘line chart’ icon and then using the filter to select a particular country(ies).
- Participants also appreciated the **dynamic timeline**. However, it was suggested by a participant to indicate the years on the dynamic timeline, as they could not find this option. It was clarified that this option is indeed available – when a user places their cursor on the timeline, the year will pop up. Users can then click on the indicated year and the graph will display the data for that selected year. However, this option was not obvious to participants.

Example 3: An example of a dynamic timeline where participants could not easily find the year being shown



Source: Eurostat

Source: EIGE's Gender Statistics Database, [Life expectancy by age and sex](#)

- **Bar chart:** the majority of users expressed positive opinions regarding the ‘bar chart’ option.

“The other charts are straightforward – and I like the ‘bar chart’ presentation.”

[Independent consultant]

...

“...maps with a timeline, line charts and bar charts give the user lots of options.”

[Representative of an international organisation]

- **Browsing structure:**

- One participant suggested there should be a **complex search tool** available, from which users could choose the indicator they are looking for. A representative from EIGE reported that they have previously received such user feedback and are considering the development of a set of predefined queries. EIGE hopes to have the first ones available in the second half of 2017 and will consult the database group members in the process.

- Another participant expressed that the number of indicators available is too large to navigate through a **tree structure**. Despite the provision of the search function, this can also be complicated to use. This is due to the fact that not all users are native English speakers, and that it can sometimes be difficult to find a specific indicator using this function.

“Both for the thematic indicators and the others, in my view it would help if there would be a complex search tool from which you could choose the indicator you are looking for.”

[Representative of a European organisation]

- **Multi-variables:**

- Several participants suggested the database should **allow users to select multiple variables at a time**. Participants would appreciate having the option to select more than one indicator in the same table, in order to be able to quickly compare between filter elements (for example between different sources of information). EIGE has previously received such a request and is looking into this option for the next round of functionalities improvements. A first step would be to provide the availability of predefined queries. Nevertheless, an EIGE representative pointed out that because the database contains primary and secondary data from different providers, allowing for multi-variables is still a challenge. Another participant also pointed out that caution needs to be taken when combining information from different datasets and what types of data can be compared meaningfully.

- **Regional data:**

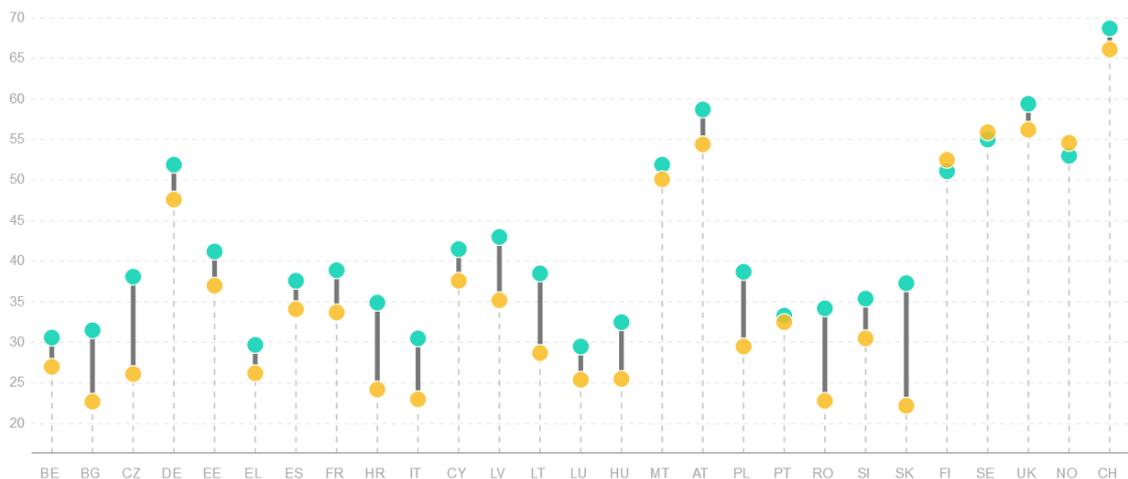
- It was suggested by participants that the database should **provide the option to view regional data**. They reported that even when a user searches and finds regional data (e.g. NUTS 2 and NUTS 3), when selecting

the chart the regional data disappears. As a result, it was recommended that EIGE should provide regional data when available. One participant provided the example of the European Commission’s [Urban Data Platform](#), which provides data at the city level. A representative from EIGE confirmed that currently the database allows limited comparisons across regions. They highlighted that this option is already available under the entry point of ‘Women and men in decision making’, where EIGE is the primary source of data. However, when it comes to data from other sources, such as Eurostat, this option needs to be improved and this is indeed something EIGE is already considering.

▪ **Download function:**

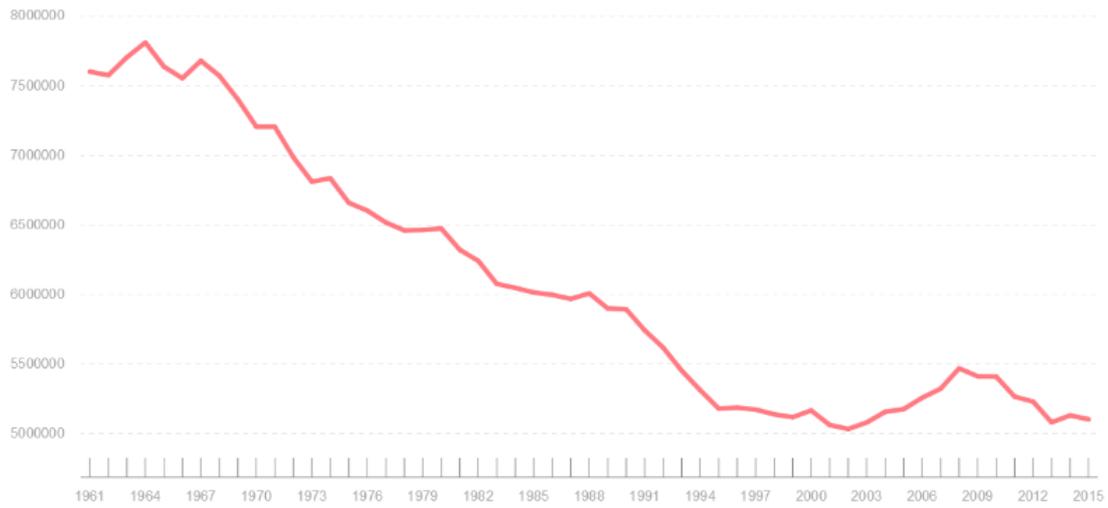
- Overall, the **download function was considered as easy to use**, offering users a variety of data formats and charts. One user appreciated the option to download data in CSV format so that it can be input directly into a statistical analysis software package. Nevertheless, some participants again pointed out that when downloading JPG and PNG files, the names of the variables should be included as well to indicate content, so that users do not have to return to the website to check what they have downloaded. Currently, the variable names are presented in abbreviated code form in the title but it was felt that, for someone who is not familiar with the names, this can make it difficult to remember later on. An EIGE representative stated that such labelling of the indicators is envisaged under upcoming upgrades of the database.

Example 4: An example of a bar chart downloaded in PNG format, where variable names are not displayed



Source: EIGE’s Gender Statistics Database, [Activity rate by sex, age, migration status, citizenship and education attainment](#)

Example 5: An example of a line chart downloaded in PNG format, where variable names are not displayed



Source: EIGE's Gender Statistics Database, [Total number of live births by mother's age and legal marital status](#)

2. Scope

In participants' view the scope and size of EIGE's Gender Statistics Database is extensive. Participants agreed that the number of indicators in the database (over 2,000) is impressive, as is the range of variables available.

Nevertheless, participants made suggestions of how to expand the scope of the database. One suggestion is to provide data on **small enterprises / businesses**, which could be included in the 'Business and finance' section of the 'Power and decision making' theme. It was argued that small

businesses often play a large part of economies in and outside of the EU, and including such data could provide an insight into how policies aimed at equal pay and gender equality play out in this sector. It was pointed out that there needs to be a better understanding of how the freelance and consultancy sectors and small businesses work from a gender perspective, and how taxation systems in different countries enable this – whether they are gender blind or potentially discriminatory because of how they are structured and/or when they were last reformed. Participants agreed that national and regional chambers of commerce could be good, and potentially innovative, sources of this type of data.

One participant observed that in a number of countries, there tends to be more women than men in public sector work, and increasingly in higher positions too, whereas in the private sector, fewer women make top management posts. This pattern impacts on gender gaps in pay – public sector pay is usually equal for women and men in equal positions and the relatively smaller gender gaps there reflect male dominance in top senior posts.

"I am impressed by the number of indicators and statistics that you have in the database!"

[Representative of academia]

...

"The amount of indicators that have been compiled and stored in one location is very impressive."

[Representative of an international organisation]

Nevertheless, this relative equality in pay concerns relatively low salaries compared to those in the private sector. When looking at the public and private sectors together, the gender pay gap is far greater. As a result of this, the participant called for **data on public and private sector employment** that allows users to tease out these sectoral differences, and which would strengthen the discussions on gender pay gaps.

Participants also raised a discussion around the **data available on gender-based violence**, and the **lack of data for men in this area**. This was considered problematic, as males can also be victims of gender-based violence (including domestic violence) and a gender balance needs to be kept in this topic. It was considered that important databases such as EIGE's should respond to this gap in information, in order to allow evidence-based arguments and advocacy processes to be built, to ensure that policies do not exclude this aspect of gender-based violence. In response to this, a representative from EIGE confirmed that on the follow-up of the EU-wide survey on violence against women from the European Fundamental Rights Agency, Eurostat is currently preparing a survey on gender-based violence. In this survey, Eurostat will collect information on violence against men as well. Once the collected data is published, EIGE will consider including this data in its Gender Statistics Database. Additionally, the EIGE representative highlighted that the database also provides data on gender-based violence from each Member State's administrative sources. However, these data are not displayed in the graphs as other types of data, but are presented in a separate Excel file for each country. The reason for this is that the existing data (based on administrative data in individual Member States) suffer from a series of problems (such as differences in the legal and operational definitions of the crimes and the methodologies used in recording their prevalence), which make comparisons between countries impossible.

"I believe the database should always expand on new available data sources."

[Representative of a European institution]

Participants of the online discussion identified several additional international and pan-European **data sources** which could be included in the database. These included the following:

- The International Men and Gender Equality Survey ([IMAGES](#)) – based on national surveys about men and women's opinions on Gender-based violence, sexual and reproductive health, unpaid work, domestic work, caregiving and parenthood. As of 2017, IMAGES studies had been carried out in the following countries: Bosnia and Herzegovina, Brazil, Chile, Croatia, Democratic Republic of Congo, India, Mexico, Mali, Moldova, Nigeria, Rwanda and South Africa. It was suggested that this data could feed into the database under the theme '**Men and Masculinities**', which currently does not include indicators or data. An EIGE representative stated that IMAGES is currently under consideration for additional data.
- OECD data
- World Economic Forum – data for the annual [Global Gender Gap Report](#)
- Survey of Health, Ageing and Retirement in Europe ([SHARE](#)) – a multidisciplinary and cross-national panel database of micro data on health, socio-economic status

and social and family networks of individuals aged 50 or older. SHARE covers 27 European countries¹ and Israel.

- Generations and Gender Programme ([GGP](#)) – a cross-national longitudinal survey conducted in European and non-European countries (AT, BE, BG, CZ, EE, FR, DE, HU, IT, LT, NL, PL, RO, SE, AU, GE, JP, NO, RU), that aims to improve understanding of public policy and programme interventions, which affect the relationships between generations and gender. Topics covered by the survey include fertility, partnership, transition to adulthood, economic activity, care duties and attitudes.

A representative from EIGE welcomed these suggestions. They reported that a reference framework for the database is EU policy priorities, and in order to serve EIGE's mandate of being a comprehensive source of data for gender statistics at the European level, their primary focus is on using European level data sources, e.g. Eurostat. Nevertheless, EIGE also considers other international sources, namely where the data collection under certain areas is scarce, e.g. gender-based violence. It was pointed out that EIGE is currently working on a measurement framework for intersecting inequalities as part of its work for the Gender Equality Index. As part of this, age is one of the key criteria to be considered and therefore the GGP has already been under their analysis, and they will also add the SHARE survey to this.

3. Usability

The majority of participants had a **basic familiarity** with EIGE's Gender Statistics Database. They expressed positive opinions regarding the database and generally see it as a very valuable tool for their work, stressing the importance of using data such as this to add credibility to their work. Participants provided examples of how they would, or have interacted with the database – these include the following:

- Using the database to explore gender inequality in academic teaching [representative from academia];
- Using the Gender Equality Index in a pan-European organization, for example for advocacy or lobbying activities [representative from an international not-for-profit association];
- Writing thematic reports [representatives from a national human rights institution, and a governmental agency];
- To see trends over time for indicators relating to violence and in comparison with other countries to determine which actions can be taken in dealing with these issues [representative from a non-governmental, not-for profit organisation];
- Monitoring and analysing policy impact – the more national data collection systems use common definitions, the better the database can serve this [independent consultant];
- Using the Gender Equality Index for an informative campaign [representative from a governmental agency].

It can be seen here that representatives from the governmental agencies have used the database for activities such as writing thematic reports and informing campaigns, whereas

¹ At the moment Croatia is not included in this survey.

consultants have used the database for monitoring and analysing policy impact. As for non-governmental / not-for-profit organisations, the database has been used for advocacy and lobbying activities, as well as analysing trends to understand what actions can be taken. In academia, the database has been used to inform teaching on gender inequality.

Nevertheless, many expressed that they are not fully aware of how to use the database to its full potential. Participants also reported **using other tools / data sources** to inform their work – these included national databases; Eurostat; [DevNet](#), and World Bank. One participant reported that due to the non-EU nature of their work, EIGE has not been their primary source of data.

Participants of the online discussion also pointed out some of the **key challenges they face when using gender equality data** in their work. One of these challenges related to not always having accurate and reliable statistics, especially from other regions and non-EU countries which often have limited capacity and a lack of resourcing for data collection. Nevertheless, it was pointed out by both a participant and an EIGE representative that providing global or region estimates outside of European countries is out of EIGE's scope. Another reported challenge is that not all data is being collected in a way that will allow easy statistical processing. An example of this is a lack of (systematic) disaggregation.

In the final session of the day, participants were asked how they would prefer to **be kept informed about updates** on the database. The **majority of participants suggested that a newsletter would be the option most accessible** to them, as the information will come to them directly. Participants provided recommendations for the type of messages which could be included in newsletters. One suggestion was to include examples of the types of questions which the database is being used to answer, or sample research using the indicators. Given some of the functionality issues raised throughout the online discussion, it was also suggested that the newsletter could provide tips on how to use the database – for example an explanation on how to use the breakdown chart type, or how to use the filters to customize charts, as well as the types of charts available. Other suggestions included providing a 'fact of the day' or a 'did you know that...' snippet of information, both in a newsletter and / or social media.

Other recommendations for keeping users informed included the **use of social media**, or the **creation of 'alerts'** which registered users receive whenever there is a specific development that could be valuable / of interest to them. This was seen as useful considering that time often limits users' opportunities to check various fora / workspaces. It was pointed out that such alerts could also require less staff time than a newsletter.

"I find the use of statistics very relevant. Data from the database are almost indisputable and are better perceived by people....With the increasing number of conspiracy theories and fake news in Slovakia, it is a must be to use tools like this."

[Representative of a national human rights institution]

...

"I find that the use of statistics is very valuable in getting a focus on realities, and hence, promoting and developing both policies and programmes."

[Independent consultant]

III. Conclusions and follow-up

This online discussion provided an opportunity for policy-makers to explore EIGE’s Gender Statistics Database and become familiarised with its different functionalities and indicators available. Participants were encouraged to provide feedback on their user experience, as well as suggestions on how the database could be improved. One of the main issues raised regarded the breakdown chart and the difficulty in understanding / using it. EIGE recognised that use of this chart is limited to a few criteria and will not suit complex combinations of indicators. Considering this, many participants suggested that an explanation should be provided to users on how to use this chart – either on the database and / or through promotional material such as newsletters. Other suggestions regarding the functionalities also included providing the option to select multiple variables at the same time, as well providing regional data. It was recognised that there are indeed challenges to this, but EIGE will consider these suggestions in future developments of the database.

The majority of participants in the online discussion were impressed by the extensive scope of the database. Suggestions were provided for additional sources of data which EIGE highly welcomed, as well as suggestions for other indicators / thematic areas which could be included and / or developed further. These included providing data on small enterprises and businesses, given their growing importance in economies, as well as providing data on public and private sector employment which could allow users to understand sectoral differences in regards to gender pay gaps. EIGE reported that the area of violence will benefit from Eurostat’s gender-based violence survey which is currently being prepared, and EIGE’s work on harmonising administrative data collection processes across Member States in the area of gender based violence.

Participants also highlighted some of the challenges faced when using gender statistics in policy-making, which primarily included not always having accurate and reliable statistics, especially from other regions and non-EU countries, and data often not being collected in a way that would allow easy statistical processing.

Overall, participants had a basic level of familiarity with the database, but recognised that this is a very valuable tool which can provide credibility to policy-making, enable observations in trends over time, allow monitoring and analysis of policy impact, and inform campaigns. The majority of participants agreed that receiving a newsletter would be the most accessible option for them to stay informed about the database – these could include interesting facts, sample studies, or tips on how to use the database. Other suggestions for keeping informed included the use of social media and ‘alerts’ to notify users of topics that are of interest to them.

Table 1: Overview of areas for improvement

Areas for improvement	Identified issues	Suggested improvements / next steps
Breakdown chart	<ul style="list-style-type: none"> ▪ Difficult to understand and interpret ▪ Variable names not displayed (only variable codes displayed) 	<p>The following options are possible to address these issues:</p> <ul style="list-style-type: none"> ▪ An extreme option would be to remove this chart type option ▪ Alternatively, we could limit number of variables shown on the default chart,

		<ul style="list-style-type: none"> ▪ e.g. only absolute numbers, not absolute numbers and percentages both at the same time ▪ Provide explanation on how it should be interpreted ▪ Provided axis labels ▪ Include a list of variable codes on same screen as the chart ▪ Present full variable names instead of codes
Map	<ul style="list-style-type: none"> ▪ Can only present one variable (total, women or men) at a time 	<ul style="list-style-type: none"> ▪ Provide the option to view data for both women and men on the same map
Dynamic timeline	<ul style="list-style-type: none"> ▪ The option to view selected years on the dynamic timeline is difficult to find / not intuitive 	<ul style="list-style-type: none"> ▪ Years should be displayed automatically on the dynamic timeline, without having to hover with cursor on blue bar
Browsing structure	<ul style="list-style-type: none"> ▪ Tree structure is difficult to navigate considering the large number of indicators available ▪ Search function is complicated to use 	<ul style="list-style-type: none"> ▪ Provide a complex search tool option, from which users could choose the specific indicator they're looking for ▪ Provide pre-defined queries to quickly access popular searches
Multi-variables	<ul style="list-style-type: none"> ▪ Users can only select one variable at a time 	<ul style="list-style-type: none"> ▪ Provide the option of selecting multiple variables at a time
Regional data	<ul style="list-style-type: none"> ▪ Lack of regional data 	<ul style="list-style-type: none"> ▪ Provide option to view regional data when available (as is the case for 'Women and men in decision making' dataset)
Downloading JPG/PNG files	<ul style="list-style-type: none"> ▪ Variable names are only presented in code form when downloading JPG/PNG – difficult to remember 	<ul style="list-style-type: none"> ▪ Names of variables should be included on downloaded JPG/PNG files to indicate the content
Provide data on small enterprises / businesses	<ul style="list-style-type: none"> ▪ Lack of data on small enterprises / businesses, which often play a large part of economies ▪ Need a better understanding of how freelance / consultancies / small businesses work from a gender perspective 	<ul style="list-style-type: none"> ▪ Provide data on small enterprises / businesses, which could be included in the 'Business and finance' section of the 'Power and decision making' theme ▪ National and regional chambers of commerce could be good / innovative sources of data
Provide data on private and public sector employment	<ul style="list-style-type: none"> ▪ Lack of data on gender pay gaps across the private and public sector 	<ul style="list-style-type: none"> ▪ Provide data on public and private sector employment, allowing users to understand sectoral differences in gender pay gaps and strengthen such discussions
Develop data on gender based violence	<ul style="list-style-type: none"> ▪ Lack of data for men in the area of gender based violence – a gender balance needs to be kept in this topic 	<ul style="list-style-type: none"> ▪ Include data on gender-based violence against men from Eurostat when available

<p>Include additional sources of data</p>	<ul style="list-style-type: none"> ▪ The database should always try to expand 	<ul style="list-style-type: none"> ▪ Include data on gender-based violence against men from other sources ▪ Improve administrative data collection processes on gender-based violence across EU Member States
<p>Promoting use of the database</p>	<ul style="list-style-type: none"> ▪ Lack of awareness of how to use the database to its full potential ▪ EIGE not a primary source of data for non-EU work ▪ Often policy-makers face challenge of data not being collected in a way that allows easy statistical processing 	<ul style="list-style-type: none"> ▪ Use additional data sources such as: IMAGES survey; OECD data; data for the annual Global Gender Gap Report (World Economic Forum); SHARE survey; GGP survey ▪ Newsletter is most accessible option for keeping users informed about the database ▪ Newsletter can include examples of types of questions the database is being used to answer / sample research using the indicators ▪ Newsletter could provide tips on how to use the database, e.g. explanation on how to use breakdown chart ▪ Newsletter could provide a 'fact of the day' / a 'did you know that...' snippet of information ▪ Use social media to keep users informed ▪ Create 'alerts' which registered users receive when there is a specific development of interest to them ▪ Recognized that providing global or region estimates outside of European countries is outside of EIGE's scope

Annex I. Transcript of the online discussion

Full transcript from the discussion can be found on EuroGender platform under the following link:

<http://eurogender.eige.europa.eu/online-discussions/online-discussion-gender-statistics-policy-makers>

Table 1.1. We would like to get an idea of your current familiarity with the database.

Jose Luis Burgos Fresno	I don't know very well the content of the EIGE's Gender Statistics Database, but as far as I know it is a fantastic tool and I'd like to thank the people who've been working on it to make it possible.
Katrine Steinfeld	Equinet mainly uses the Gender Equality Index, which we find very valuable.
Evelyn Bazalgette	I have dipped in occasionally, and see it as potentially very valuable, but I don't think that I have really grasped how to get the best of it!
Natália Juráková	I participated in EIGE's conference, where we were taught how to use the Gender Statistics Database. It is a very valuable tool for us.
Alexia Zalaf	I also don't know much about EIGE's Gender Statistics Database but from what I do understand about it, I think its basis and application will be very important in helping us move forward here in Cyprus.

Table 1.2. Task 1: What were your first impressions when browsing through the database?

Alexia Zalaf	I have a question regarding the "Have you heard about domestic violence?" question in the "Attitudes, perceptions and norms" thematic area. While the percentages are very high for both men and women (above 95%) and that's great, I still find it very surprising that there are even 5% of some samples that have reported to have never heard of domestic violence. I would have assumed that everyone would have at least heard of domestic violence. Was the question presented to them exactly as it is phrased above, or was it asked within the context of something else?
Katrine Steinfeld	I'm currently preparing a presentation on women's economic empowerment, and I'm looking at women's mean and median incomes in order to find some general figures to use in the presentation. I've selected 2016 as the year (as recent as possible), and the EU28 as my target group. When I try to apply these parameters I get a chart which shows me results for Finland only, where apparently women have more income than men for the period selected: http://eige.europa.eu/gender-statistics/dgs/indicator/ta_fineco_inc_toti... [...] Does that mean the database only has data available from Finland on this particular indicator? Because that's what it looks like from the metadata...
Maris Goldmanis	Hi, Katrine. Sometimes the data require a bit of tinkering (which future improvements to the interface should reduce). The main problem here is indeed the missing 2016 data. The easiest way to see what years are available for what countries is probably to use the "Line chart" instead of the "Bar chart" tab. Also, the dataset you selected provides breakdown by citizenship, which is distracting. In your case, I'd suggest using the basic indicator, "Mean and median income by age and sex".
Frank Elbers	I am impressed by the number of indicators and statistics that you have in the database!
Eva Fabry	Karolina, both for the Thematic indicators and the others, in my view it would help if there would be a complex search tool from which you could choose the indicator you are looking for. With the presentation of the indicators themselves we are fine and ECWT uses the database more and more.
Jose Luis Burgos Fresno	Done! First impressions: The graphical presentation of the indicators is fantastic, with the colour points, the cursor that allows you to see the values and the difference between women and men. Very intuitive.

Alexia Zalaf	Yes overall I would also say that database is impressive in scope and size. I also like the presentation style, I feel it is easy to navigate.
Evelyn Bazalgette	Like Alexia, I looked at violence. Earlier, Karolina referred to gender-based violence – whereas in fact, it appears that the focus is only on violence against women. This is something which is problematic, as males CAN also be victims of violence (including domestic violence), and I think that we really do need to keep a gender balance in this topic, too. Especially as there seems to be some "taboo" which discourages male victims from speaking up (seen as weak to be victim, especially of sexual GBV)
Jose Luis Burgos Fresno	Wow!!! How many indicators are there?
Alexia Zalaf	I agree with Evelyn. While reporting of domestic violence by male victims is very low in Cyprus, this may simply be a reflection of the lack of attention placed to males as victims. I also think we need to balance the literature a bit more despite the majority of victims inherently being females.
Evelyn Bazalgette	There are certainly an impressive range of variables into which one can dive! Although I've found myself frustrated by having to take them one by one, where I'd like to be able to compare rapidly between filter elements! (For example, between different sources of information). Is it possible to get multi-variables in a table?
Maris Goldmanis	Hi Evelyn, If I read your comment correctly, you are actually touching upon two separate issues, both of which are very interesting. The first ("comparing between filter elements" WITHIN a given dataset) is something that should be possible in the very near future---this is simply a matter of displaying the various dimensions of a dataset side-by-side. I've been advocating customizable, multidimensional tabular views of datasets for this very purpose. The second (combining information from different datasets) is more of a distant-future goal. The reason for this is that we have to be very careful on what types of data can be compared meaningfully, so we do not end up comparing apples to oranges. (To begin with, combining datasets containing different dimensions / criteria is also a non-trivial technological challenge, even if we do not consider the statistical intricacies.)
Katrine Steinfeld	I also really appreciate the explanations about the indicators provided in the metadata sections, including definitions of the statistical concepts! Very helpful. I found the charts very user friendly, but it was great to have the data tables as well since it helps clarify data availability, etc. And as mentioned further down, I think the explanations provided in the metadata are great. I agree with the comment made by someone else that it would be great if the filters could include more than one indicator at a time, though!
Jose Luis Burgos Fresno	Evelyn, In my humble opinion, the discussion on gender-based violence and domestic violence is something that goes beyond the technical aspects we can consider here. Anyway, I only can remember what the UN Declaration on the Elimination of Violence against Women said: "Gender-based Violence is any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivations of liberty, whether occurring in public or in private life." Domestic violence is something different. Anyway, you know that this is an old topic and a matter of multiple discussions.
Evelyn Bazalgette	When Jordan opened a special service for children to report on violence (about 8 years ago), there were actually more boys than girls who registered (and many of these were for sexually-related violence) - so I'm not sure that our assumption that most victims are "inherently female" - especially among children. Which is perhaps why I've become more concerned about GBV's focus being less restricted to women & girls. [...] Jose - I agree that it's an old issue in some ways - but if important databases do not respond to the gap in information, how can one build the fact-based arguments and advocacy processes needed to ensure that policies do not exclude this aspect of GBV? As matters stand, all too often people use GBV & VAW as interchangeable terms.
Alexia Zalaf	Evelyn yes you are right about child victims differing in demographics from adult victims, particularly in regards to gender. But this is perhaps a discussion for another time or another forum. I do think we are in agreement with each other regarding this issue.
Jose Luis Burgos Fresno	Evelyn, maybe the best option is to keep separate entries to "gender based violence" and "domestic violence". Anyway, as you know, the recollection of this kind of data depends on the legislation existing in every country.

Table 1.3. Task 2: How did you find navigating and browsing through the tree structure? Would you like to suggest any improvements to the database structure?

Evelyn Bazalgette	I like the tree structure as an entry point.
Jose Luis Burgos Fresno	2,000 indicators is a really large number. They are probably too much to navigate through a tree structure. I know there is a seeker too, but this can be complicated, considering that not everyone is native English and sometimes it can be difficult to find a specific indicator. Sorry, I have no solution for this.

Table 1.4. Task 2: When you searched the database, which indicator(s) were you expecting to find there? Were you able to easily and quickly find the data you needed?

Georgios Pateropoulos	Hi from Greece and the General Secretariat for Gender Equality. The statistics tool is very nice and helpful and in my opinion quite straightforward.
Evelyn Bazalgette	I'm having difficulty "reading" the breakdown chart!
Alexia Zalaf	I understand how the breakdown chart works and what it's supposed to show but the way it is presented is very confusing and I don't think it's easy to follow.
Jose Luis Burgos Fresno	Sorry. I have to leave you for a while. I'll try to re-connect later, but allow me a last question: When you find an indicator (and it's easy to do it), in the low part of the screen you can find the "timeline" cursor and you can select the year you desire. But is it possible to obtain the evolution throughout several years for one or several countries?
Alexia Zalaf	Yes the other charts are easy to understand. I like the map too as it's easy to make a quick comparison between countries.
Anna Rita Manca	I tried a different exercise, well actually because I am looking for regional data. My problem with the Gender Statistics Database is that even if you search and find regional data let's say at NUTS 3, when you go to the chart the regional detail disappears. Concretely this is the case for dispersion of regional employment rates of age group 15-64 by NUTS 3 regions (%): http://eige.europa.eu/gender-statistics/dgs/indicator/pa_emplsoc_empl_em...
Evelyn Bazalgette	Like Jose, (on previous visits to the database) I have wanted to compare over time - and not found how. Except by extracting each year then compiling for myself. [...] The other charts are straightforward - and I like the "bar chart" presentation. On the map - is there some reason why I only see the data for women? I like the presentation, but would like to see data for both women & men.
Georgios Pateropoulos	Hi Evelyn. If I am not wrong, if the data set is available, the comparison over time can be achieved by selecting line chart instead of bar chart. [...] By selecting Line Chart and ticking the boxes for Men and Women in the category 'Sex' you can have a helpful comparison men/women graph over time.
Alexia Zalaf	Karolina, yes I do find breakdown charts help me with my own analyses. I do think that in the case of this database it can be a bit daunting to see the breakdown chart with no explanation of how it works. Also, when you select one of the breakdowns it shows you the codes of the variables instead of the names. That means we need to go back to the metadata and make sure we note down the codes of the variables that interest us. It might be useful if, for the breakdown chart you included on the same screen a list of the variable codes, or the presented the full variable names instead of the codes.
Evelyn Bazalgette	I like the dynamic timeline - but would it be possible to indicate the years somehow?

Table 1.5. Task 2: Do you think that the database should consider expanding its content with new statistical sources? Which new types of data would you recommend?

Anna Rita Manca	I believe the database should always expand on new available data sources. As a start I would suggest: http://www.share-project.org/ and http://www.ggp-i.org/
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Table 1.6. Task 2: How does the scope of the database fit your area of work? Would you consider using it as a tool for policy monitoring and analysis?

Anna Rita Manca	Indeed I am using the database almost regularly and I find it a very useful tool. Some minor remarks go to the slow speed in visualizing the query requested. Something which will help with what I am currently doing is to have regional data at NUTS 2 or NUTS 3 when available. This feature does not seem available yet in the database. But this is just a comment to encourage you to keep going ahead with this project which I personally find of great value!!! GOOD JOB!
Alexia Zalaf	I would also use the database to see trends over time for the indicators relating to violence and perhaps in comparison with other countries to determine which actions can be taken in dealing with these issues.
Anna Rita Manca	Ciao Alex, it is my pleasure to participate in this online discussion! I do not mind having the menu up to the window :) Good job! [...] @ligia great, thank you! And with regard to the previous comment on regional data, I believe going regional will make a big, big difference when it is about understanding the deep drivers of the phenomenon we want to analyse. Check this out: http://urban.jrc.ec.europa.eu/?ind=popden&ru=fua&s=0&c=1&m=0&f=1&p=0&swL... It is at city level...but they are barely disaggregated by sex :(
Georgios Pateropoulos	We are already using it and intend to keep doing so (along with other official national DBs) in terms of our monthly thematic reports of the Observatory of the General Secretariat for Gender Equality (GSGE).
Evelyn Bazalgette	I got cut out for a while - don't know why! Thanks Ligia for the comment on breakdown charts. I find that this could be a useful tool in monitoring & analysing policy impact - and clearly, the more that national data collection systems use common definitions, the better the database can serve this. [...] Obviously, where national (and sub-national) data collection does not zoom in on certain information, we continue to have weak areas, e.g. in relation to labour stats - the "invisible" economy; distinguishing between unpaid, part-time, full-time work; & related to Gender Based Violence rather than the (primary) sub-groups VAW & VAG.

Table 2.1. What challenges do you face when using gender statistics in your policy documents?

Frank Elbers	I use the database mostly as a tool for my students to explore gender inequality (I teach a short academic course on gender and data). So not really policy work... However, would it be interesting to include data from OECD and also the World Economic Forum (their data for the annual Global Gender Gap Report)? Would you consider this? Also, I noticed that there are no indicators and data yet on men and masculinity. Will you be including data from the IMAGES survey studies in the near future, for example?
Evelyn Bazalgette	Frank - most of the indicators ARE gender (not only women! although the map doesn't give the figures for men that are in the other presentations), except in relation to violence/ "GBV" = VAW ... which is in fact closely linked to men & concepts of masculinity. The database also contributes to insights on men & time-use within the home - which is good. It is in the analysis, not the database that the emphasis often tends to be weak about men! (Although some of the profiles do sometimes mention gender gaps where men are falling below - e.g. in relation to higher education. And, as mentioned - the time indicator picks up gender roles, too.) [...]

The frustrating part with statistics is that, although often the raw data could allow gender analysis, disaggregation is still not being undertaken systematically by those processing the data. It also infuriates me when the "gender" statistics treat the female and the male populations separately - so the presentation doesn't allow reliable comparison between women & men.

Frank Elbers	Evelyn, I fully agree with you that in the analysis, not the database, the emphasis often tends to be weak about men. I was referring to the fact that the EIGE database has a theme "Men and Masculinities" that currently does not include indicators or data. The International Men and Gender Equality Survey (IMAGES) are based on national surveys about men and women's opinions on GBV, sexual and reproductive health, unpaid work, domestic work, caregiving and parenthood.
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Table 2.2.

When it comes to the design, monitoring and/or evaluation of gender sensitive policies:

How relevant do you find the use of statistics? Which themes and indicators do you consider most useful?

Have you ever used EIGE's Gender Statistics Database to support your work? With which purpose?

Which other statistical sources/tools do you use to support your work?

Natália Juráková	I use the database when need to get data on gender-based violence. Slovak National Centre for Human Rights prepares The Report on the observation of human rights including the principle of equal treatment in the Slovak Republic annually. I work on the chapter analyzing gender-based violence. I find the use of statistics very relevant. Data from database are almost indisputable and are better perceived by people. [...] I use some other tools to support my work as well. With increasing number of conspiracy theories and fake news in Slovakia, it is a must be to use tools like this. I use Eurostat and some local sources.
Andrew Smith	A couple of comments on the online tool. Firstly, the amount of indicators that have been compiled and stored in the one location is very impressive. Also, there are a wide range of chart types for the user to choose, which for those wanting to build complex tables and chart is a really nice feature.
Evelyn Bazalgette	Karolina - I use a very wide range of sources for statistics (NSOs, IPU, Devnet, WB, Eurostat, etc.), but much of my work concerns non-EU countries! So EIGE has been less of a primary resource.
Georgios Pateropoulos	The challenges we face when using gender equality data in our policy documents relate to not always having accurate and reliable statistics. Additionally, often, available data are not collected in a way that will allow a trouble-free further statistical processing (e.g. lack of disaggregation).
Evelyn Bazalgette	As a development consultant, with a wide range of fields in which I work, I would have difficulty in excluding any of the themes & indicators!! They are all potentially valuable in my work! Although in many (third world) countries, statistics are far from always reliable - and sometimes far from up to date, I find that use of statistics is very valuable in getting focus on realities, and hence, promoting & developing both policies and programmes.
Andrew Smith	For our work at UNSD there are often many challenges in collecting indicators from other regions and non-EU countries because of limited capacity and lack of resourcing for statistical collections. There may be some global or regional estimates that could be used for comparison purposes. However, this is probably beyond the scope of the EIGE database.
Alexandru Adela Georgiana	EIGE's Database is very useful in Romania too. I use statistics in my projects at school, in my voluntary work at a feminist NGO and also in my work at the Commission for Equal Opportunities in Chamber of Deputies here in Romania. Last time we used the information from gender index for an informative campaign.

[...]
 We used the information for a campaign named "why do we still need feminism in Romania (2016)". The statistics was relevant for the awareness-raise.

Table 2.3. How would you prefer to be kept informed about updates on the database: newsletter / social media / EuroGender workspace?

Alexandru Adela Georgiana	Do you intend to make a report only on Romania's situation? I saw the Gender (in)equality index and Romania is one of the Member States of the EU that doesn't perform as well as the other Members States of the EU regarding gender equality.
Natália Juráková	I would prefer newsletter and / or social media.
Alexia Zalaf	Regarding the updates on the database I think as many platforms or methods you use the better. It makes it more likely for you to reach more people. Personally I find newsletters more useful as it means the information is coming directly to me through the organisations / bodies I am most interested in and have subscribed to their updates.
Andrew Smith	My preference for updates is newsletter, maybe with some examples of the type of questions the tool is being used to answer, or the types of charts that can be produced. Some explanation in a newsletter on how to use the breakdown chart type, or using the filters to customize charts would be great.
Frank Elbers	A 'fact-of-the-day' or 'did-you-know-that' format could be interesting in both newsletter and social media. For example, 'did you know that in Latvia more than 51% of managers are female?' (true) or 'intimate partner violence is twice as high in country X than on average in EU Member States'? With a link to the database.
Evelyn Bazalgette	A newsletter is the most accessible for me if just one needs to be selected; time often limits my opportunities to check in on various for a / workspaces. But an 'alert' when there's a specific development could be as valuable, while perhaps requiring less staff work time than a newsletter.
Alexia Zalaf	I agree with Andrew's points above. Perhaps also include sample research using the indicators and new additions to the indicators.

Table 3.1. Tasks: What did you notice first while looking at the page with a particular indicator?

How easy was it for you to find, filter and download data?

Alexia Zalaf	Downloading the data was easy. I like how there is an option to download in CSV so it can be input directly into a statistical analysis software package, although this can also be done using the excel file. When downloading the JPEG I think it's important to include the names of the variables too so that you don't have to go back to the website to check what you downloaded. The names are in abbreviated code form on the title but for someone who is not familiar with the names this makes it difficult to remember later on. I would have had to rename the file with the full names to make sure I remember what I downloaded.
Andrew Smith	The download data option worked well, with lots of options for data format. I also found the metadata layout really nice. Also, maps with a timeline, line charts and bar charts give the user lots of options. How does the breakdown chart work?
Evelyn Bazalgette	I agree with Alexia - I try systematically to ensure that file names clearly indicate content! Filtering is straightforward. The download system is good, wide options. Axis labels on the breakdown chart might help grasp more easily?
Natália Juráková	Downloading was easy, I like the wide variety of data formats and charts. I would also like to know how does the breakdown chart work?
Andrew Smith	Thanks for the explanation on the breakdown diagram! I think I just had too many variables selected.

Table 3.2. Which type of data presentation (chart, table) was most user-friendly to you?

<p>Evelyn Bazalgette</p>	<p>I've not found how to choose the option to view data over time. [...] All I've found is the timeline bar below (discussed earlier) [...] Vytaute Vailionyte - ah! I was looking for an option matching the instruction, not a type of chart! OK. [...] I think the different presentations are all user friendly (except the breakdown chart, which needs more explanation although it is perhaps the most visually striking AND shows several responses together - which I like more) - but for different uses, different audiences.</p>
<p>Natália Juráková</p>	<p>Selecting the data for 2010 - 2015 was not very user friendly for me. After clicking on current year it still remained in the list of choices. I was confused and I did not know if I chose it or not. I ended up clicking on items over again. I would prefer if selected items were not a part of list of choices. Regarding presentation of data - it depends, but I prefer bar chart.</p>

Table 3.3. Are there any additional areas of decision making which are missing and could be considered for data collection and included in the database?

<p>Evelyn Bazalgette</p>	<p>I'd like to thank Frank Elbers for the link to IMAGES - that will also be useful & I've bookmarked it</p>
<p>Sarah Simpson</p>	<p>[...] Just to say that I find the system relatively easy to use but need to read through today's discussions re any questions I have that might have been answered. Re the session for the first part of this afternoon I am really excited by the EIGE's Gender Statistics Database - I can use it quite a lot and it saves me trawling through Eurostat initially because you have everything in one place, plus placeholders for other topics that interest me. THANK YOU EIGE! Also, thank you for holding this seminar and sorry for not taking full advantage of today. I hope to participate more fully in future sessions, and will read through today's exchange and play some more with the system.</p>
<p>Frank Elbers</p>	<p>Perhaps data on small businesses could be included in the 'Business and finance' sub-theme of the Power and decision making theme? Small businesses are often vibrant and large parts of economies in and outside of the EU and it could be interesting to see how policies aimed at equal pay and gender equality play out in this sector? [...] National and regional chambers of commerce could be good sources of this type of data on small enterprises.</p>
<p>Evelyn Bazalgette</p>	<p>Maris Goldmanis [...] that "customizable, multidimensional tabular views of datasets" sounds great! And yes, even datasets from a same organisation can mix types - without being clear about it!! Vytaute Vailionyte [...] it would be more in line with "gender database" if those data on GBV are included! At present, VAW & GBV are being used interchangeably, which leads to a real gender discrimination - and an invisibility of a problem which really does need light thrown upon it. And from an advocacy point of view, one can mobilise more male support for gender policies related to GBV when men are brought to identify with the issues arising from gender dimensions. I realise that at present the EU is not really differentiating between (S)GBV & VAW - which in fact is even more reason for trying to get a complete gender-sensitive picture of violence!</p>
<p>Sarah Simpson</p>	<p>I agree Frank, especially as we want to better understand how the world of free-lance, consultancy, small business is working from a gender perspective and how the taxation systems in different countries enable this, if they are gender blind or potentially discriminatory because of how they are structured and or when they were last reformed. And also agree national and regional chambers of commerce are likely to be good sources of data, plus potentially innovative.</p>
<p>Evelyn Bazalgette</p>	<p>Small enterprises is certainly an area of interest. And related - public and private sector employment. I've not explored this within EIGE, but have observed in a number of countries that women tend to be found more than men in public sector work - and increasingly in higher positions, too. Whereas in private sector, fewer women make top management posts. This pattern impacts on gender gaps in</p>

pay. Public sector pay is usually equal for women & men in equal positions - relatively smaller overall gender gaps there reflect male dominance in top senior posts. But the relative equality in pay there concerns relatively low salaries compared to private sector. When one looks at public & private together, the gender pay gap is far greater. So data that allows one to tease out the private / public differences would strengthen discussion on gender pay gaps.

Aap Toming

[...] I just wanted to share a lecture in which an esteemed professor summarizes some gender statistics and differences between men and women. <https://www.youtube.com/watch?v=LSXEHsYf8uQ>

I am hoping that this information will aid policy makers who come up with different ways to teach boys and girls in our education system since it's clear that boys seem to want a more kinetic and competition oriented approach. This is especially important since boys and young men have been falling behind women education-wise for dozens of years and there has been no effort to make changes to the education system for this disparity to be fixed. Different career choices between the sexes aren't a social construct but instead something biological as evidenced by Nordic countries where egalitarian principles have been enforced for a long time and has resulted in more women choosing professions classically associated with feminine traits and more men going for what is considered classically masculine. It would seem that if you remove all social pressures for the sexes to choose one profession or another, the biological differences between men and women actually magnify (since there are no other variables) and you have a society that is more divided than before. A paradox of equality policies.

Annex II. List of participants

Table A.1. List of participants of the online discussion on gender statistics for policy-makers

Name	Institution	Stakeholder type	Country
Maris Goldmanis	Royal Holloway, University of London	Other	United Kingdom
Jose Luis Burgos Fresno	Women's Institute	MS Institution - Ministry	Spain
Natália Juráková	Slovak National Centre for Human Rights	MS Institution - GE Mechanism	Slovakia
Katrine Steinfeld	Equinet – European Network of Equality Bodies	International Organisation	Belgium
Eva Fabry	European Centre for Women and Technology - ECWT	MS Institution - Other	Norway
Evelyn Bazalgette	Independent Consultant	Other	France
Romina Baldwin	Commission on Domestic Violence	MS Institution - GE Mechanism	Malta
Frank Elbers	Institute for Women's Studies in the Arab World, Lebanese American University - Visiting Fellow	Academia	Lebanon
Alexia Zalaf	Association for the Prevention and Handling of Violence in the Family	Other	Cyprus
Anna Rita Manca	Joint Research Centre (European Commission)	International Organisation	Italy
Georgios Pateropoulos	General Secretariat for Gender Equality	MS Institution - Ministry	Greece
Alexandru Adela Georgiana	National School of Political and Administrative Studies (Student) and Commission for Equal Opportunities, Chamber of Deputies (Intern)	Civil Society	Romania
Andrew Smith	United Nations	International Organisation	United States
Aap Toming	General M.D.	Academia	Estonia
Sarah Simpson	EquiACT	Other	France
Other registrants			
Mathieu Arbogast	CNRS	Academia	France

Melco Mallia	Commission on Domestic Violence	MS Institution - Ministry	Malta
Chinazo Mogbana	Belgian Ministry of Finance	MS Institution - Ministry	Belgium
Claudia Onnis	Formez PA (Italy's Presidency of the Council of Ministers – Department for Public Administration)	MS Institution - Ministry	Italy
Sara Demofonti	Italian National Institute of Statistics	Other	Italy
Bingul Durbas	Academic	Academia	United Kingdom
Felix Wohlgemuth	Social Innovation	Civil Society	Austria
Francesca Deidda	Student	Academia	Italy
Cristina Martelli	University of Florence (Professor)	Academia	Italy
Roza Dimova	Academia	Academia	Bulgaria
Miguel Lorente	Professor of Legal and Forensic Medicine. MD, PhD. University of Granada	Academia	Spain
Vera Fonseca	Stakeholders and Networking Officer	EU Entity	Portugal
Hildegard Van Hove	Institute for the equality of women and men	MS Institution - GE Mechanism	Belgium
Maria Karageorgou	Greek Ombudsman	MS Institution - GE Mechanism	Greece
Hosts			
Ligia Nobrega	EIGE	EU Entity	Lithuania
Vytautė Vailionytė	EIGE	EU Entity	Lithuania
Alexandrina Satnoianu	EIGE	EU Entity	Lithuania
Facilitators			
Karolina Jakubowska	ICF	Other	United Kingdom
Irina Ulcica	ICF	Other	United Kingdom