



*This project was funded by the European Union's Rights, Equality and Citizenship Programme (REC 2014-2020).*

# Improving Equality Data Collection in Belgium

## *IEDCB*



**FINAL CONFERENCE**

**18/06/2021**

**WELKOM!**

**SLOTCONFERENTIE  
“IMPROVING  
EQUALITY DATA IN  
BELGIUM”**

**18 JUNI, ONLINE  
CONFERENTIE**

**BIENVENUE!**

**CONFÉRENCE DE  
CLÔTURE  
« IMPROVING  
EQUALITY DATA IN  
BELGIUM »**

**18 JUIN, CONFÉRENCE EN  
LIGNE**

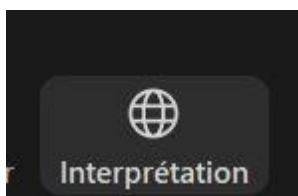
**WELCOME!**

**CLOSING  
CONFERENCE  
“IMPROVING  
EQUALITY DATA IN  
BELGIUM”**

**18 JUNE, ONLINE  
CONFERENCE**

## SIMULTAANVERTALING

- NAAR HET NEDERLANDS
- VIA ZOOM



## TRADUCTION SIMULTANÉE

- VERS LE FRANÇAIS
- VIA ZOOM

## SIMULTANEOUS TRANSLATION

- TO ENGLISH
- ON ZOOM



# PRAKTISCH

- MICROFOON EN CAMERA AUTOMATISCH GEDEMPT
- ZOOM CHAT **ENKEL** VOOR TECHNISCHE PROBLEMEN
- VRAGEN EN OPMERKINGEN OVER HET PROJECT: EEN Q&A-ZONE ZAL WORDEN GEOPEND OP ZOOM DIRECT NA DE PRESENTATIE



# PRATIQUE

- MICROPHONE ET CAMÉRA AUTOMATIQUEMENT COUPÉS
- CHAT DU ZOOM **UNIQUEMENT** POUR LES PROBLÈMES TECHNIQUES
- QUESTIONS ET COMMENTAIRES SUR LE PROJET : ESPACE Q&A SUR ZOOM APRÈS LA PRÉSENTATION



# PRACTICAL

- MICROPHONE AND CAMERA ARE AUTOMATICALLY MUTED
- ZOOM CHAT FOR TECHNICAL ISSUES **ONLY**
- QUESTIONS AND COMMENTS ON THE PROJECT : Q&A SPACE ON ZOOM AFTER THE PRESENTATION



**VIDEO OPGENOMEN EN LIVE UITGEZONDEN OP YOUTUBE**

**VIDÉO ENREGISTRÉE ET RETRANSCRITE EN LIVE SUR YOUTUBE**

**VIDEO RECORDED AND BROADCASTED LIVE ON YOUTUBE**



**#IEDCB**  
**#equalitydata**



## PROGRAMMA

9.30-10.50 :

- Welkomstwoord
- Voorstelling & Presentatie IEDCB-project

10.50 - 11.00 : Pauze

11.00 – 11.30 : Q&A

11.30 – 12.30 : Reflecties van het maatschappelijke middenveld

12.30 – 13.00 : Conclusie & slotwoord

## PROGRAMME

9.30-10.50 :

- Discours de bienvenue
- Introduction & Présentation du projet IEDCB

10.50 - 11.00 : Pause

11.00 – 11.30 : Q&A

11.30 – 12.30 : Réflexions de la société civile

12.30 – 13.00 : Conclusion et discours de clôture

## PROGRAM

9.30-10.50 :

- Opening speech
- Introduction & Presentation of the IEDCB-project

10.50 - 11.00 : Break

11.00 – 11.30 : Q&A

11.30 – 12.30 : Reflexions from the civil society

12.30 – 13.00 : Conclusions and closing speech

# Presentation outline

1. Introduction
2. Data hub
3. Gaps
4. Operationalisation
5. Recommendations

## Definition of « equality data »

***All useful data that can describe and analyse equality or inequality***

*Source : Guidelines on improving the collection and use of equality data, 2018*

*Author : Subgroup on Equality Data, High Level Group on Non-discrimination, Equality and Diversity*



## An example of equality data sources



### Monitoring socioéconomique 2019 Marché du travail et origine

Measures participation in the labour market on the basis of people's origin

→ describes inequality on the labour market

# Objectives

## Overall

Strengthening the collection and use of equality data in Belgium

## Concretely: 3 products

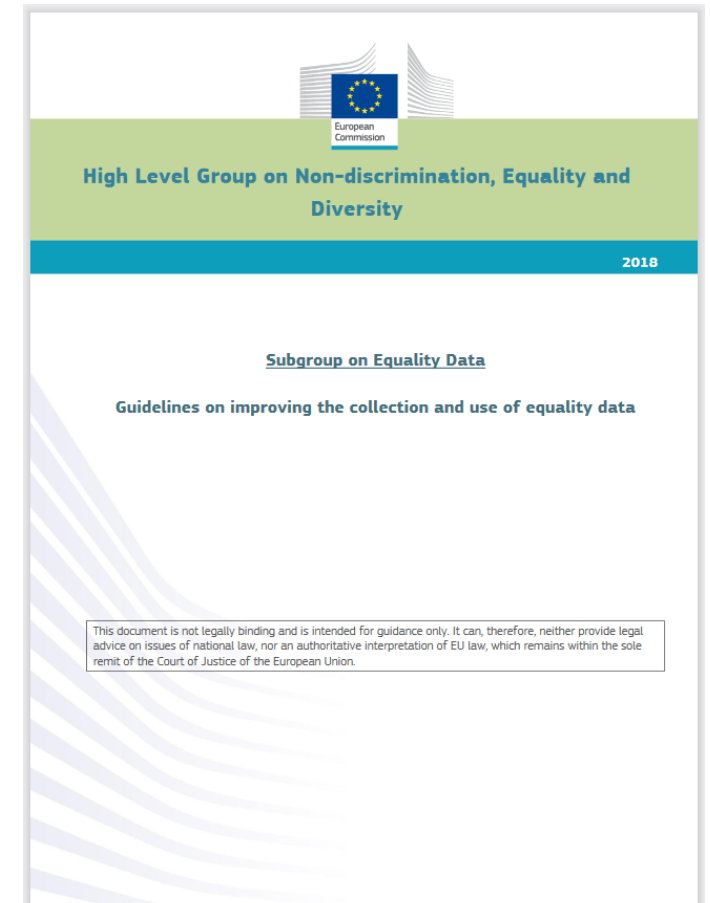
- 1) Inventory of equality data sources
- 1) Report on gaps and recommendations
- 2) Data hub centralising data sources

## Focus on 3 criteria

- 1) **'Racial' criteria: alleged race, skin colour, nationality, ancestry and national or ethnic origin**
- 2) **Religious and philosophical convictions**
- 3) **Sexual orientation, gender identity, gender expression and sex characteristics criteria**

# Methodology

- Source : *Guidelines on improving the collection and use of equality data*
- Tool : mapping tool
- Principle : participation
  - Advisory groups
  - Crowdsourcing
- Proactive source tracking



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- Source : *Guidelines on improving the collection and use of equality data*
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The screenshot shows a mapping tool interface with a spreadsheet. The spreadsheet has the following columns:

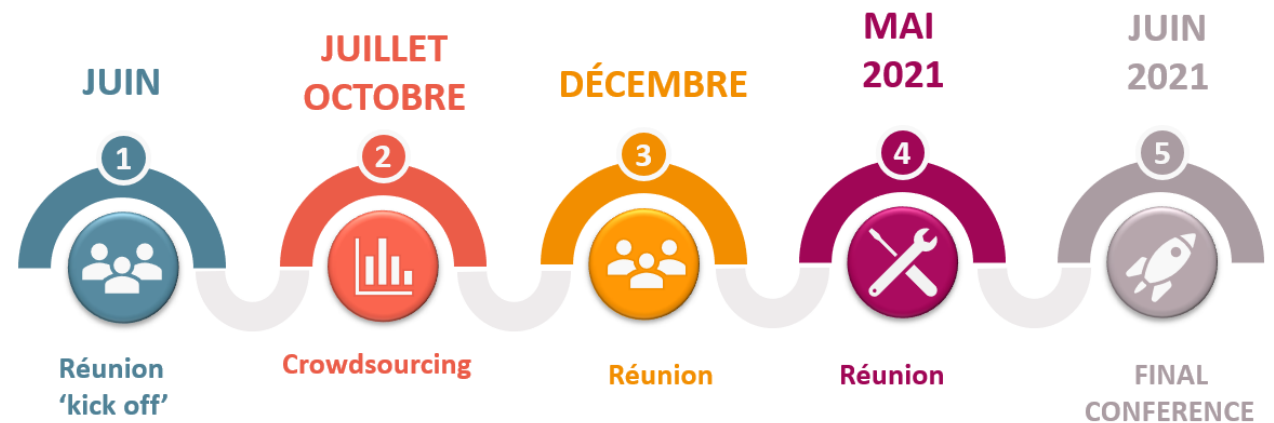
- GEGEVENSKENMERKEN - CARACTERISTIQUES DES DONNEES**
  - 1 - Soort data
  - 2 - Soort data
  - 3 - Soort data
  - Datum publicatie/laatste update
  - Geografische dekking
- DOMEIN - DOMAINES**
  - Werk
  - Onderwijs
  - gezondhe
  - Huisvestin
  - Justitie en politie
  - Media
  - Andere
- DISCRIMINATIECRITERIA - CRITERES DE DISCRIMINATION**
  - Nationalite
  - Huidskleur
  - Etnische origine/migratieachtergrond
  - Geloof / levensbeschouwing
  - Seksuele geaardheid
  - Sekskenmerken
  - Genderidentiteit
  - Genderexpressie
  - Wor
  - op
  - LES
  - disc
  - elle
  - ret

The spreadsheet contains several rows of data, including:

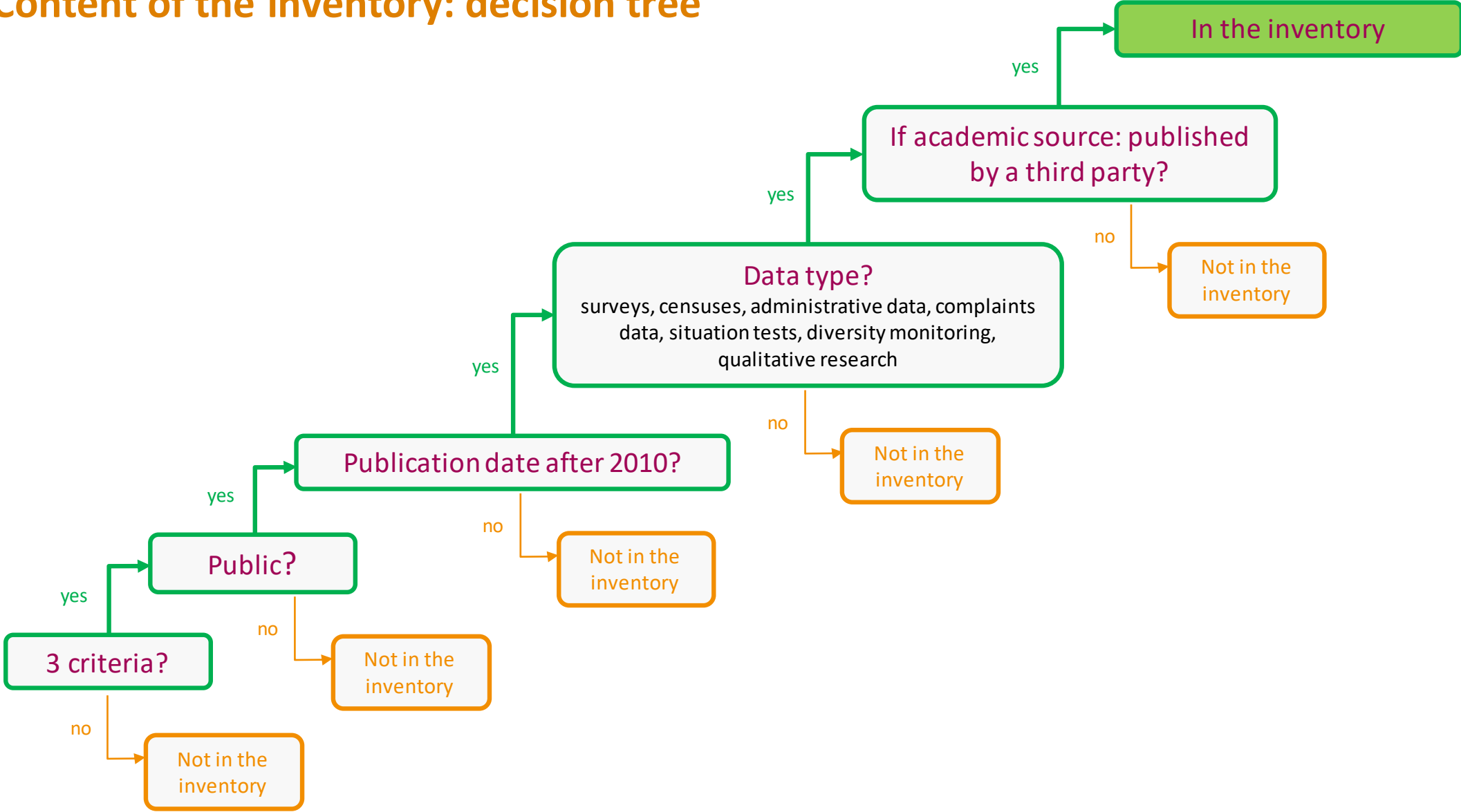
- Provincies in Cijfers
- Leerlinggegevens basisonderwijs
- Barometer voor Maatschappelijke Integratie
- Studies, statistieken en publicaties POD Maatschappelijke Integratie
- ANALYSE DES IMPACTES DE LA PREMIERE VAGUE DE LA CRISE DE LA COVID-19 SUR LES PERSONNES PRECARISES ET LES SERVICES SOCIAUX DE PREMIERE LIGNE EN REGION BRUXELLOISE ET EN WALLONIE
- Statistieken FVB onderwijs
- Kennis en opvattingen over interseks. Een enquête in Nederland en Vlaanderen
- Geat in Cijfers
- Geat in Cijfers 2020: Trends in werkbeveiliging
- Arrestat

# Methodologie

- Source : *Guidelines on improving the collection and use of equality data*
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  - Advisory groups
  - Crowdsourcing
- Proactive source tracking



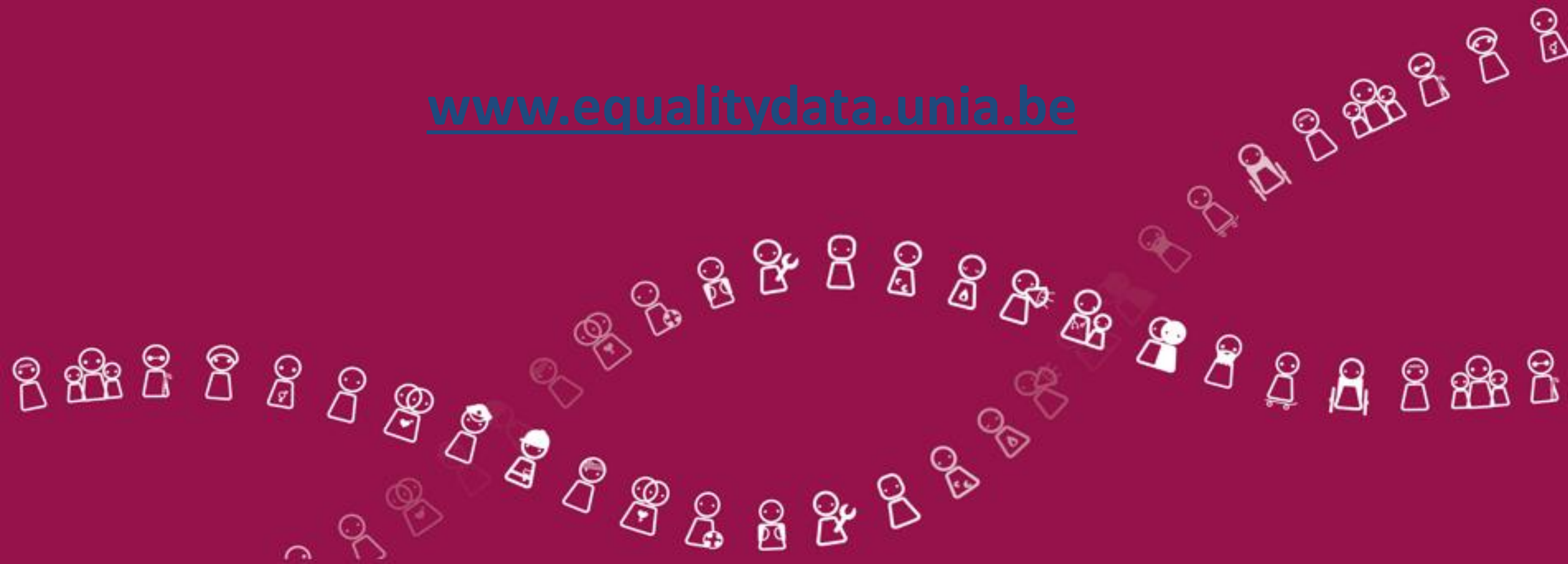
# Content of the inventory: decision tree



# Data on (in)equality & discrimination in Belgium

## Datahub Equality Data

[www.equalitydata.unia.be](http://www.equalitydata.unia.be)





# Gaps

Inventory: number of sources containing information on the criteria

Criteria	Number
Nationality	148
Skin color	24
Origin/migration history/descent/other 'racial' criteria	225
Religious/philosophical beliefs	65
Sexual orientation	51
Gender identity	38
Gender expression	13
Sexual characteristics	8

# Gaps - Criteria

**In general: too little data on sexual orientation, gender identity, gender expression and sex characteristics**

- **Need of data on the full spectrum of sexual orientations**
- **Gender identity: no data on name changes**
- **Sexual characteristics: participation of the persons concerned**

# Gaps - So-called 'racial' criteria, religious and philosophical beliefs

- Health sector
- Justice and police
- Roma and Travellers
- Religious and philosophical belief: data on discrimination, hate crime and hate speech
- Islamophobia and anti-Semitism

**INTERVIEW** KATRIEN VANTHOMME (VUB)

## Eerste golf trof vooral oudere mannen met migratieachtergrond

Tijdens de eerste coronagolf vielen tot ongeveer 70 procent meer doden bij mannen van middelbare leeftijd met Sub-Sahara-Afrikaanse roots.

Anouk Torbeyns  
Donderdag 29 april 2021 om 3.25 uur



Een covid patiënt arriveert aan een Luiks ziekenhuis, maart 2020. © Bruno Fahy/belga

# Gaps – Data types

- **More discrimination tests**
- **More intersectionality**
- **Need of more coordination and research on operationalisation**
  - For example: origin, gender identity

## Gaps – Accessibility and knowledge

- **Knowledge of the legislation on the protection of personal data**
  - Need for clear information
  - Need for a clear framework and guidance for concrete applications, e.g. in universities and companies, ...
- **Need for public debate on how, what, why, and by whom?**

# Operationalisation

= how to measure an abstract concept through the use of indicators that represent it

*From reality to categories: a difficult transition*

→ *Complexity and fluidity of identities*

→ *Risk of essentialization*

# Self-definition

= data relating to personal characteristics are provided by the persons to whom the data relate

- Basic principle in the human rights-based approach to data
- Good practice: voluntary, multiple response and open category
- Co-constructed categories

## Several ways of doing self-definition:

- 1) Ask to position themselves among categories
- 2) Ask about experiences of discrimination
- 3) Do auto-hetero-perception



## External definition

= assigning the person to a particular category, based on the information available about them

- So-called "objective" method, but we should say factual: we collect "facts".
- Often no involvement of the groups concerned  
→ Risk that categories do not correspond to social reality

## Conclusion: no miracle solutions

- It is almost a case by case basis
- Both types can be used concurrently
- Involvement of relevant groups is important in all cases

# Recommendations

- 1) Use the data hub and help update it
- 2) Fill in the gaps
- 3) More attention for intersectionality
- 4) Minimum requirements for quality equality data
- 5) A consultative body on equality data

1

## Respect for privacy

Protection and  
opportunity

Need for clarity and  
more knowledge

**8 minimum conditions**

**1**  
**Respect for  
privacy**

**2**  
**Participation  
of the groups concerned**

**During all stages of data  
processing**

**8 minimum conditions**

**1**  
**Respect for  
privacy**

**2**  
**Participation  
of the groups  
concerned**

**3**  
**Precise purposes**

**Data as a mean, not as an end**

**Legitimate purpose**

8 minimum conditions

1  
Respect for  
privacy

2  
Participation  
of the groups  
concerned

3  
Precise purposes

4  
Appropriate methods

No "one size fits all"

Combination

**8 minimum conditions**

**1**  
**Respect for  
privacy**

**2**  
**Participation  
of the groups  
concerned**

**3**  
**Precise purposes**

**5**  
**Ensuring transparency**

**Explanation of  
purpose and method**

**Clear  
communication**

**4**  
**Appropriate  
methods**



**8 minimum conditions**

**1**  
**Respect for  
privacy**

**2**  
**Participation  
of the groups  
concerned**

**3**  
**Precise purposes**

**6**  
**Being accountable**

**4**  
**Appropriate  
methods**

**5**  
**Ensuring  
transparency**

**8 minimum conditions**

**1**  
**Respect for  
privacy**

**2**  
**Participation  
of the groups  
concerned**

**3**  
**Precise purposes**

**7**  
**Building and maintaining  
trust**

**4**  
**Appropriate  
methods**

**6**  
**Being  
accountable**

**5**  
**Ensuring  
transparency**

**8 minimum conditions**

**1**  
**Respect for  
privacy**

**2**  
**Participation  
of the groups  
concerned**

**3**  
**Precise purposes**

**8**  
**Self-definition as a goal**

**4**  
**Appropriate  
methods**

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**Building and  
maintaining trust**

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**1**  
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**8 minimal conditions**

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**Ensuring  
transparency**

**6**  
**Being  
accountable**

**7**  
**Building and  
maintaining trust**

**8**  
**Self-definition as  
a goal**

# Create a platform for dialogue on equality data

- To develop a coordinated and structural strategy
- Meeting point :
  - Data creators and users
  - Public institutions, academia and members of civil society
- Participation as a basic principle



BEDANKT!

Merci!

THANK YOU





# We have time for your questions!

## Please ask them in the Q&A



Gelijke Kansen  
Egalité des Chances  
Chancengleichheit  
Equal Opportunities



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UNI A

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