Why measure?

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Irish Human Rights and Equality Commission, Dublin
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Stop and search rate per 1000 people, by ethnicity

- Disproportionality Black: White fell to just over 4x in 2013/14
- before rising again to nearly 10x in 2017/18
Outline

• What are equality data?
• What is the relationship between equality and human rights data?
• What can the collection and use of equality data achieve?
• Nine mechanisms and examples
• How can effective use be facilitated?
What are equality data?

“...any piece of information that is useful for the purposes of describing and analysing the state of equality.
The information may be quantitative or qualitative in nature.
It could include aggregate data that reflect inequalities or their causes or effects in society.”
What are equality data?

**Quantitative**
- Census and administrative data ('Big Data')
- Household surveys
- User surveys
- Complaints data
- Diversity monitoring

**Qualitative**
- Legal cases
- NGO case reports
- Consultation responses
- Expert testimony (including experts by experience)
What are equality data?

Outcomes for individuals and groups
... reflecting what they are able to be or do in central and important parts of their lives (health, work, family, security...) ...the degree to which they are empowered ...and how they experience it

Disaggregated by equality characteristics
[‘discrimination grounds’ ; ‘protected characteristics’]
...gender, ethnicity, disability, age, sexuality, religion/belief, social class...

Equality Measurement Framework - Burchardt and Vizard (2011)
in *Journal of Human Development and Capabilities*
What are human rights data?

UN OHCHR: for each article (e.g., right to life):

**Structure:** human rights commitments
- treaty ratifications
- constitutional provisions

**Process:** measures adopted to implement commitments
- positive laws and regulations
- institutions and policies

**Outcomes:** results achieved
- evidence of human rights having been effectively protected
- evidence of violations

Cander et al. (2011) Human Rights Measurement Framework for EHRC
Relationship between equality and human rights data

- Monitoring progress towards equality and human rights (substantive freedoms or capabilities)
- Influences (structures and processes)
- Outcomes (experiences of individuals and groups)
What can the collection and use of equality data achieve?

Develop equality and human rights monitoring framework → Use framework to monitor, assess and report on progress → Use framework to drive change → Achieve progress towards equality and human rights
Develop equality and human rights monitoring framework

Use framework to monitor, analyse and report on progress

Use reporting and analysis to drive change

Achieve progress towards equality and human rights

- Identify broad spectrum of equality and human rights concerns through consultative process
- Develop and specify appropriate indicators
- Identify and address information and data gaps

- Present systematic evidence on equality and human rights
- Evaluate progress over time
- Fulfil statutory and international reporting responsibilities
- Identify target equality and human rights concerns

- Promote development of the equality and human rights data infrastructure
- Promote knowledge and understanding of targeted equality and human rights concerns
- Promote public action to address targeted equality and human rights concerns
- Promote broader behavioural, attitudinal and organisational change on targeted concerns

- Data providers address information and data gaps
- More public, political and media awareness of targeted equality and human rights concerns
- Public authorities, bodies, inspectorates put more emphasis on targeted equality and human rights concerns
- Implementation of policy, legal and institutional measures that address equality and human rights protection gaps
- New cultures and practices become embedded within public and private organisations
- Changes occur in public attitudes, expectations and behaviour

- Fulfil statutory and international reporting responsibilities

- Present systematic evidence on equality and human rights
Nine mechanisms through which collection & use brings about change

#1: Feedback into better measurement and improvements in the data infrastructure

Example

Sexual orientation became part of core questionnaire in UK Annual Population Survey as a result of ONS Equality Data Review 2007, itself arising from recommendation of a measurement framework by the Cabinet Office Equalities Review
Nine mechanisms: #2
Giving **visibility and voice** to previously marginalised groups and concerns

**Example**

**Children with mental health needs** are one of the groups profiled by the Children’s Commissioner’s Office for England report on vulnerable children 2019

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Across a typical class of 30, 4 children will have a mental health issue

**but only 1 of them** will be accessing mental health services
Nine mechanisms: #3

Attention in public debate and within organisations (including governments) and by international bodies

Example BBC newsround coverage of launch of Ethnicity Facts and Figures website
Nine mechanisms: #4

Providing **raw materials** for campaigning and advocacy work by NGOs and public action

**Example**

Age UK - LSE video about support with **nutrition for elderly inpatients**, based on equality data analysis

https://www.youtube.com/watch?v=WHYUWYWwXc2M
Nine mechanisms: #5

**Accountability for public bodies** and organisations with statutory responsibilities

**Example**

**EHRC** inquiry into inequities in the support for legal redress provided to victims of **discrimination in the workplace**
Evidence for legal challenges and decisions

Example

Evidence on poverty among lone parents and victims of domestic abuse used in representations to High Court and Supreme Court by CPAG in challenging benefit cap.
Nine mechanisms: #7

Attitudinal change and behavioural change

Example: % saying sexual relationships between adults of the same sex are “not at all wrong”, Britain, 1983-2018

Source: BSA 36
Nine mechanisms: #8

**Changes in practices** within organisations and service providers

**Example**
Revealing lack of, and demand for, **accessible housing** prompting both state and market responses

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**The hidden housing market: a new perspective on the market case for accessible homes**

New research report by Habinteg and Papworth Trust highlights the hidden housing market for 1.8m disabled people.

The new findings clearly show the demand for accessible housing to rent and buy. Conducted by teams at the London School of Economics (LSE) and Ipsos Mori, this research uncovers a fresh view that challenges assumptions about the potential for disabled people to buy their own home. The report also sheds light on the wider appeal of homes that deliver higher quality accessible features.
Nine mechanisms: #9

Changes in policies at multiple layers of governance

Example Scottish Government

“Our assessment of the evidence base showed the extent to which child poverty and equality overlap, with strong age, gender, ethnicity and disability dimensions. Our Plan therefore has targeted its actions towards these families:
• Lone parent families, the large majority of which are headed by women.
• Families which include a disabled adult or child.
• Larger families.
• Minority ethnic families.
• Families with a child under one year old.
• Families where the mother is under 25 years of age.”
Facilitating effective use

Process of collecting and using equality and human rights data needs to be:

• inclusive and trust-enhancing
• collaborative
• open to challenge and revision
• conceptually well-grounded
• systematic
• sustained
• resourced
Questions and comments

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Publications from our programme of research on equality, capability and human rights:
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