Fairness and Freedom

10 Dimensions of Equality

OPHI WORKSHOP 1
Missing Dimensions
29 May 2007
Background

- Commissioned by PM in March 2005
- Chaired By Trevor Phillips
- Interim Report in March 2006 and Final report in February 2007

- Aim: to investigate the causes of persistent inequality and discrimination in British society
Background

• Capabilities Approach to define and measure inequality

An equal society protects and promotes equal, real freedom and substantive opportunity to live in the ways people value and would choose, so that everyone can flourish.

An equal society recognises people’s different needs, situations and goals and removes the barriers that limit what people can do and can be.

• Which capabilities?
• How to measure the extent of inequality of capabilities?
Stage 1: Human rights-based list:
- ICCPR
- ICESCR

Stage 2: Refinement, with sub-dimensions

Stage 3: Deliberative Consultation:
1. spontaneous and unprompted ideas about capabilities
2. ideas/responses to human rights-based list

Stage 4: Final Refinement:
1. Principle of minimum core
An ideal world: things we need to have to flourish, plus:

1. Capability to have choice in general
2. Capability to enjoy the same capabilities, to the same degree, as others
Dimensions of Equality

1. **Longevity**, including avoiding premature mortality
2. **Physical security**, including freedom from violence
3. **Health**, including being able to attain highest standard of physical and mental health
4. **Education**, including being able to attain highest standard of knowledge, understanding and reasoning
5. **Standard of living**, including being able to live with independence, dignity and self-respect
6. **Productive and valued activities**, including being able to undertake paid work
7. **Individual, family and social life**, including develop as a person
8. **Participation, influence and voice**, including participation in decision-making and in the local community
10. **Legal security**, including equality and non-discrimination before the law
Outcomes

• Selected indicators within each dimension by gender, disability, ethnicity, age, religion and belief, sexual orientation and transgender, or combinations of these;
• Selected indicators across dimensions by gender, disability, ethnicity, age, religion and belief, sexual orientation and transgender

Autonomy

• Indicators of choice and control in obtaining the outcome within each dimension by gender, disability, ethnicity, age, religion and belief, sexual orientation and transgender

Process

• Indicators of unequal treatment and discriminatory practices
<table>
<thead>
<tr>
<th>Capability</th>
<th>Indicator suggested by CASE</th>
<th>Gender</th>
<th>Ethnicity</th>
<th>Disability</th>
<th>Age</th>
<th>Sexual orientation</th>
<th>Transgender</th>
<th>Religion/Belief</th>
</tr>
</thead>
<tbody>
<tr>
<td>Life</td>
<td>Life Expectancy</td>
<td>ONS</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Physical Security</td>
<td>Victimisation</td>
<td>BCS</td>
<td>BCS</td>
<td></td>
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</tr>
<tr>
<td>Health</td>
<td>Self-reported health status</td>
<td>HSfE</td>
<td>HSfE 2004</td>
<td></td>
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<td></td>
<td>NSSAL</td>
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</tr>
<tr>
<td>Education</td>
<td>Highest Educational Qualification</td>
<td>LFS/IHS</td>
<td>LFS/IHS</td>
<td>LFS/IHS</td>
<td>LFS/IHS</td>
<td>LFS/IHS</td>
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<tr>
<td>Standard of Living</td>
<td>Income</td>
<td>FRS</td>
<td>FRS</td>
<td>FRS</td>
<td>FRS</td>
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<td>FRS</td>
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</tr>
<tr>
<td>Productive &amp; Valued Activities</td>
<td>Occupational Status</td>
<td>LFS/IHS</td>
<td>LFS/IHS</td>
<td>LFS/IHS</td>
<td>LFS/IHS</td>
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</tr>
<tr>
<td>Individual, Family and Social life</td>
<td>Social isolation index</td>
<td>BHPS/HSfE</td>
<td>HSfE2004</td>
<td>BHPS/HSfE</td>
<td>BHPS/HSfE</td>
<td>BHPS/HSfE</td>
<td>BHPS/HSfE</td>
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<tr>
<td>Participation Influence and Voice</td>
<td>Civil Efficacy index</td>
<td>BSAS PFC</td>
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</tr>
<tr>
<td>Identity, expression and self-respect</td>
<td>Self Esteem</td>
<td>BHPS</td>
<td>BHPS</td>
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<td>BHPS</td>
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<tr>
<td>Legal Security</td>
<td>Confidence in CJS</td>
<td>BCS</td>
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<td>BCS</td>
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</tr>
</tbody>
</table>
1. Sexual orientation and transgender status
2. Non-household population
3. Autonomy
4. Classification across sources
5. Inconsistency across time (change in classification)
6. Inappropriate proxy measures
7. Sample size (ethnicity, religion and belief)
Conclusions

• Need to consider several dimensions
• Need to address important data gaps

But:
• ONS-led Review of Equalities data