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Group of Experts on Gender Statistics

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Item 2 of the provisional agenda

**GENDER SENSITIZATION TRAINING FOR STATISTICIANS**

Capacity Building program on Engendering National Statistical Systems for a Knowledge-Based  
Policy Formulation in CIS and SEE countries.  
Project Proposal (2006-2009)\*

Note by secretariat and the World Bank Institute

**I. BACKGROUND**

1. Between 1999 and 2005, UNDP RSC Bratislava, the Statistical Division of UNECE, and the World Bank Institute Poverty Reduction division (WBIPR) have worked together to promote the mainstreaming of gender into the production process and dissemination of statistics in the ECA region. Common indicators for monitoring progress towards gender equality in all relevant policy areas were developed based on a series of regional and country-specific consultations.

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\* This paper has been prepared at the invitation of the secretariat.

2. The framework of the common gender indicators is the basis of the Gender Statistics Database and Website developed through an UNDP/UNECE project and currently maintained by UNECE.

3. In 2003 an assessment<sup>1</sup> of the quality and availability of gender statistics in the countries of CIS and South East European (SEE) region was conducted jointly by UNDP and UNECE with the aim to better tailor their assistance to the current needs of the countries and avoid duplications with other donors<sup>2</sup>.

4. It emerged from this assessment that some of the countries in the region are still in an early stage of development in gender statistics. Gender specific publications are rare (or not existent) and often supported only by donors. These countries are still struggling to establish a regular and active gender statistics programme and to engage in a productive dialogue with users. They also experience difficulties in the production, analysis and access to relevant gender-specific statistics. The assessment also acknowledged that other countries in the region have made substantial progress in the production of gender statistics. Thanks also to their richer programme of data collection, they have regular gender publications with a better coverage of gender-relevant issues.

5. Although there are differences in the development of gender statistics there are still data gaps that are common to all countries. These are related to violence against women, implementation of time-use surveys (or short modules to be included in on-going surveys), methods to measure gender attitudes, and production and dissemination of sex-disaggregated data in decision making (including entrepreneurship, participation in elections, political participation, and leading positions).

6. Strategies to improve the production, presentation and dissemination of statistics reflecting the realities of women and men have been developed and are applied in many CIS and SEE countries. There is considerable variation in timing and strategies among the member countries, with countries that have pioneered the development of the field of gender statistics, differing from those that have established their gender statistics programmes only in the last 10-15 years.

7. The Beijing Platform for Action<sup>3</sup> (PoA) in its Strategic objective H.3 “*Generate and disseminate gender-disaggregated data and information for planning and evaluation*” played an important role in increasing awareness in national, regional and international organizations of the need to develop systems of gender statistics to monitor changes in the situation of women as against that of men. The actions listed under para. 206 of the PoA identified the objectives to be

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<sup>1</sup> The assessment was carried out through: a questionnaire sent to national statistical offices (through the gender statistics focal points) on the nature of their gender statistics programmes, consultations with donors active in the region in the field of gender statistics, and ad-hoc country visits (Ukraine-November 2003, Serbia and Montenegro-May 2004, and Azerbaijan-June 2004).

<sup>2</sup> The report of the assessment can be found in English and Russian at:

<http://www.unece.org/stats/documents/2004.10.gender.htm>

<sup>3</sup> *Platform for Action and the Beijing Declaration*, Chapter 4, United Nations New York 1996.

pursued by national statistical offices in their role to improve the availability and use of gender statistics.

8. With the considerable progress that has been achieved to date, and in some countries that were more successful in the transition to market economy, it is often argued that data are regularly produced and disseminated by sex and that gender is NOT one of the main concerns. To support this view the women's role in the labour market of ECA countries is often mentioned: it is in fact true that, following the old tradition, women had always had a prominent role in the work environment, even more than in the West.

9. But although the situation may appear satisfactory, there is still the need to invest in gender statistics in the transition countries of Europe and Central Asia Region. New challenges are in converting into regular programmes of data collection what is now based on ad-hoc initiatives (such as the measurement of time-use and domestic violence) and in developing instruments for gender analysis that go beyond the traditional aspects of women and men participation in the society. There is a need to scrape the surface and for example look at quality of employment and access to the labour market rather than to measure only employment and unemployment. There is a need to look at long term unemployment: are women and men affected differently? A lot still needs to be done to further standardize indicators, establish links between official statistics and policies, and to engender the production and dissemination of statistics particularly in those areas where there is little tradition of gendered analysis such as business statistics, transport and communication statistics.

10. In general, there is a tendency in the region to underestimate gender issues, perhaps because of the past experience of having a quota system to allow women to be represented in government bodies. Although the quota system is no longer in place, there is the misconception, among some policy-makers that there are no barriers to women in society, economy and public life. People at decision-making levels also do not often recognize the value of statistics and they do not know how to use statistics for policy making.

11. Furthermore, in the former transition countries gender concerns were largely absent from the national policy-making agendas and macro economic policies on which the transition process was built did not require gender-sensitive data.

12. More generally, there is a lack of gender awareness among statisticians: gender should be further mainstreamed not only into data production and dissemination, but also into the development of definitions, classifications and data collection methodologies.

13. Data production areas that traditionally have been seen as economic areas need to be made more gender-sensitive. These areas include employment statistics, economic and business statistics, agriculture statistics, communication and transport statistics. In addition, there is the difficulty experienced by some countries to improve the gender relevance of administrative registers.

14. Gender statistics is important for at least three reasons. Firstly, it raises public awareness on the plight and prevailing conditions of women and men. It provides policy makers with sufficient baseline information to institute favourable changes to existing policies affecting

women and men differently. Finally, it provides an unbiased source of information to monitor the actual and real effects of government's policies and programs on the lives of women and men.

## II. RECENT PARTNERSHIPS AND CURRENT SET-UP

15. In the last two years the UNDP-UNECE-World Bank collaboration has been extended to other agencies active in gender statistics in the region: USAID, US Census Bureau, FAO, and UNFPA. Within this inter-agency collaborative group the following activities have been carried out:

- Workshop on Gender Statistics for Central Asian countries in Turkmenistan, July 2004 (UNDP, UNECE, and USAID/U.S. Census Bureau)
- Work Session on Gender Statistics in Geneva, October 2004 (UNECE, in collaboration with UNFPA, UNDP, and WHO)
- Training Workshop on Mainstreaming Gender into PRSPs, in Bishkek, Kyrgyz Republic, December 2004 (The World Bank Institute with inputs from UNECE, UNDP, ILO and WHO)
- Training Workshop on Gender Statistics for Central Asian and Caucasus countries in Kyrgyzstan, December 2004 (the World Bank Institute with inputs from UNECE, WHO and ILO)
- Sub-regional Workshop on Gender Statistics in Uzbekistan, July 2005 (UNECE, UNDP, The World Bank, and USAID/U.S. Census Bureau)

16. Thanks to the network developed by UNECE, in almost all National Statistical Offices of ECA countries, there are gender statistics focal points (GSFPs). However, they often lack the tools to better integrate gender into the production, analysis, and dissemination of official statistics. For examples, there is no material available to guide them to carry out gender-sensitization training within their national statistical systems, and it would be relevant for all countries in the region if such material is developed. There is also the need to consolidate some of the work that has been carried out by different agencies (e.g., Statistics Sweden, FAO, US Census Bureau, World Bank, UNDP and UNECE among others) on training of statisticians in NSOs and other groups producing statistics in national government agencies.

17. Under the framework of the Conference of European Statisticians (CES), the body formed by Heads of Statistical Offices of countries of Europe, North America and CIS countries, a Steering Group has been established to supervise the overall work on gender statistics. The Steering Group coordinates the work of the Task Forces and plans future UNECE meetings and work, also in collaboration with relevant international organizations. Members of the Steering Group are representatives from Serbia and Montenegro, the Netherlands, the United Kingdom, the United States and UNECE. Three Task Forces are currently active:

- Task Force on Gender-sensitization training for statisticians: in collaboration with UNDP and the World Bank, the TF <sup>4</sup>has already begun working towards the development of the how-to guide in 2005 (See attached outline).
- TF on Violence against Women (VAW): the TF has the objective to exchange information on methods for specialized VAW surveys and define common concepts, developing a core-set of indicators. Relevant documentation is being collected and the proposed set of common indicators and core indicators will be discussed at the next Work Session on Gender Statistics (September 2006) The composition of this TF includes representatives from Albania, Georgia, Serbia and Montenegro, the FYR of Macedonia, Italy, the United States, the European Institute for Crime Prevention and Control (HEUNI) and UNECE
- Task Force on the Promotion and development of time-use surveys: this TF has the objective to exchange best countries among countries and disseminate relevant documentation through a dedicated website. Relevant documents have already been collected and the website is under construction. The composition of this TF includes representatives from Albania, Serbia and Montenegro, the FYR of Macedonia and UNECE.

### III. OBJECTIVES AND STRATEGY

18. The purpose of the proposed project is to improve and strengthen country's capacity to produce, analyse, and disseminate gender statistics. The project will also address the better use of statistics for an improved knowledge-based policy working toward the equality of women and men.

19. The overall objective of the project is to improve relevance, quality, availability, and use of gender statistics in the region.

20. The specific goals of this project are:

- (a) The improved sensitization of users and statisticians to the production, use and update of gender statistics in order to increase the responsiveness of National Statistical Systems (NSSs) to monitoring gender policies
- (b) The improved sensitization of National Statistical Systems in all areas of work especially in areas where traditionally it has been difficult to integrate gender (i.e., economic and business statistics, administrative registers, etc)

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<sup>4</sup> The Task Force held its first meeting on 7-8 November 2005 in Rome, Italy hosted by FAO Sustainable Development Department, Gender and Population Division (SDW) and FAO Economic and Social Department, Statistics Division (ESS). The purposes of the UNECE Task Force are to: collect available training materials on Gender-sensitisation Training for Statisticians and develop a "how-to" module for Gender-sensitisation Training, which includes or expands upon existing training materials. Membership of the Task Force consists of representatives from: Belarus, The Former Yugoslav Republic of Macedonia (FYROM), Georgia, Serbia and Montenegro, Sweden, the U.S., ECE, FAO, UNDP, and UNFPA. Representatives from Georgia, Italy, Serbia and Montenegro, US, and Sweden as well as experts from FAO, IFAD, UNDP BRATISLAVA, UNECE, and the World Bank Institute.

- (c) The development of a critical mass of national trainers to carry out work in spreading gender statistics knowledge at the national level and to different users
- (d) The improved availability and quality of data in areas where gaps are more relevant (entrepreneurship, transport, communications, etc); these gaps prevent good policy from being developed (e.g., violence against women, time-use surveys)
- (e) The raising of awareness in the region about the different conditions of women and men in order to advocate the need for more gender-sensitive policies

21. The empowering of users on how statistics can be used to develop, monitor, and evaluate gender policy is important and needs to be stressed. Improving the understanding of how to judge the quality of data and better identify what steps need to be taken to improve the quality and availability of data.

22. In order to achieve the objectives listed above and strengthen countries' capacities in a sustainable way, there is the need to strengthen the role and skills of the GSFPs and other key players in national statistical offices, ministries and other organizations active to promote gender equality. The project will develop a training tool to be used by this audience in spreading the knowledge into national institutions. The project will also organize "Training of trainers" (ToT) workshops to empower the national trainers to sensitize others in the national statistical systems and other gender-relevant national organizations.

23. The integration of gender into the production, dissemination and analysis of statistics has come a long way in the last twenty years. Gender statistics programmes have been built into national statistical offices and other statistical departments and there is an increased awareness of the importance to provide gender analysis for policy formulation and monitoring. However, these programmes have often been confined in areas related to the collection and dissemination of social and demographic statistics making it difficult to influence the inclusion of gender into other fields of statistics. Recognizing that gender is an issue related to all fields of statistics related directly or indirectly to individuals, it is important that gender be mainstreamed in all areas of statistics to make sure that data collection and dissemination take proper consideration of gender-related issues in all fields.

24. A key to success of gender mainstreaming is the ***strategic positioning*** of gender statistics programmes. From specialized areas, typically social and demographic, gender statistics programmes should move to where the overall planning of statistical programmes takes place, typically in the office of the chief statistician<sup>5</sup>. The presence of one department whose main task is the collection and analysis of gender statistics is NOT mainstreaming. That will only occur when everyone does gender statistics as an essential part of their work and the capacity to do it exists across the whole national statistical office. Important factors for this to happen are the commitment of top managers to the cause of gender statistics and the establishment of gender adviser offices reporting directly to the chief statistician.

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<sup>5</sup> The advantage of having a unit to oversee the whole mainstreaming process was also emphasized at the 17<sup>th</sup> Conference of Labour Statisticians (see <http://www.ilo.org/public/english/bureau/stat/download/17thicls/final.pdf> page 11).

25. This process is consistent with the general UN definition of gender mainstreaming: “the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, **in all areas and at all level**”

26. In order to better advocate for the need of gender-sensitive policies, emphasis will be put on those statistical products that can provide information for knowledge-based gender analysis. In this respect, the UNECE/UNDP/World Bank Gender Statistics Database will continue to be updated and, through this project, efforts will be made to increase visibility and widen usage.

27. The target audience for the project are statisticians and others who produce data at all levels and who can make a difference in “engendering NSS”. Users who influence the work of the NSS, and those who utilize statistics for policy making or whose role is to advocate for knowledge-based policy will also be targeted.

#### IV. MANAGERIAL ARRANGEMENTS

28. Building on the successful collaboration of different international agencies active in the region in the area of gender statistics (UNECE, UNDP, the World Bank, FAO, UNFPA, US Census Bureau/USAID), the project intends to involve all the relevant actors and strengthen these relationships, including the representatives from recipient countries. The responsibility for the execution of the project will be with a joint Governing Board comprised of representatives from UNECE (implementing agency), UNDP, FAO, UNFPA, USAID/US Census Bureau and World Bank representatives, and a selected number of NSOs from CIS and SEE countries (who are already represented in a joint Task Force Group on gender sensitization training created in February 2005)

29. The Governing Board (multi-stakeholder international Steering Committee) comprising representatives from the World Bank, UNECE, UNDP, US Census Bureau/USAID, , FAO, UNFPA and selected National Statistical Offices of the CIS and SEE countries<sup>6</sup>, will provide overall intellectual guidance and oversight to the program, including the development of relevant topics indicators to be included into the publications, quality control of the publications, and input into the agendas for the Regional and Sub-Regional workshops. This Governing Board will coordinate and supervise the activities of the partners. For the past few years, there is already a very successful experience of joint collaboration between the agencies named above, which worked as a Community of Practice (COP) in the field of gender statistics: interaction with other professionals who share the same interests and job profiles, in the course of a work day.

30. The Governing Board will assist the implementing agency, the United Nations Economic Commission for Europe (UNECE) with the annual planning, budget management, and actual implementation of every activity. The Governing Board will conduct regular monthly meetings

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<sup>6</sup> Selected NSOs representatives will become members of the Governing body, Including current members of UNECE Steering group and Task-Forces on Gender statistics from CIS and SEE countries

via video conferences, and once a year a Face to Face meeting to take stock of the progress of program implementation. The Governing Board will identify experts to carry out studies and to prepare sub-regional publications on the situation of men and women in CIS and SEE countries; the Governing Board will be working as one team on developing a comprehensive manual on gender statistics; and will deliver all training activities planned within the proposed program by joint forces and shared financial responsibility.

31. As mentioned above, the Governing Board will comprise representatives of several international agencies and several representatives from National Statistics Offices from the CIS and SEE countries, thus ensuring a full match between international stance and national needs.

32. The Governing Board will approve an Editorial Board to oversee the review and editing of the manual on gender statistics and the two major publications.

33. Members of the Governing Board from the ECA countries' National Statistics Committees will participate in all the meetings and international roundtable discussions, and provide feedback to the production of the manual and publications.

## V. MONITORING AND EVALUATION

34. An on-going monitoring system will be in place during the implementation of the project. This will primarily be based on a monitoring mechanism involving CES Steering Group and, where relevant, the three Task-Forces active within the CES framework. Regular feedback from the Gender Statistics Focal Points on the relevance and impact of the project will also be solicited. Questionnaire administered to target groups (i.e., ToT participants) will provide information for evaluation of the project activities. The monitoring system will be carried out by the Governing Board.

35. At the end of each year, a progress report will also be delivered to the World Bank Institute and necessary actions will jointly be decided, if needed.

36. A final independent evaluation of the impact of the project will also be carried out by experts who were not directly involved in the activities of the project.

## VI. RESULTS AND RESOURCES

Outcome 1: Improve the gender sensitivity of NSSs to better produce data for developing, monitoring, and evaluating gender policies

### *Indicators:*

- No. of national training events that have been carried out as a results of the project
- No. of staff in national institutions who acquired the skills to be trainers within their country (by sex and function)
- No. of new indicators related to gender disseminated at national level



- No. of indicators on gender whose quality was improved
- Availability of the “How-to Guide”

*Output:*

- Develop critical mass of trainers able to spread the knowledge of gender statistics and influence the production, analysis, and dissemination of gender statistics
- Tool to support trainers (How-to Guide) designed, provided, and tested

*Activities:*

- Organize 3 sub-regional “training of trainers” workshops presenting the “How-to” Guide as a tool to be used by the trainers in conducting follow-up training at the national level upon returning to their countries – (Central Asian CIS, Caucasus CIS, and the Western Balkan counties)
- Conduct a 2-day training event (14-15 September 2006) to test the “How-to” Guide with participants from selected CIS and SEE countries, following the 3-day UNECE Work Session on Gender Statistics which will be held on 11-13 September 2006 in Geneva
- Provide technical assistance to countries to help them to conduct national training as follow up to the regional ToT or to advise on how to improve gender statistics and the responsiveness of national statistical systems to the needs of producing gender relevant policy data
- 6 national follow-up training courses in the target countries

Outcome 2: Increase capacity of users to utilize statistics for policy making and how to judge the quality and availability of data at the national and regional level

*Indicators:*

- No. of users trained in countries (by sex and function)
- No. of improved indicators available in the UNECE/UNDP/WB Gender Statistics Database
- Availability of 2 sub-regional publications on the situation of women and men

*Output:*

- Improved visibility and understanding of gender issues in the region
- Improved visibility and quality of the UNECE/UNDP/WB Gender Statistics Database
- Improved capacity of users to properly use statistics for policy making

*Activities:*

- Organize 3 sub-regional workshops for users on the use of statistics for policy makers (these can be in coordination with the ToT workshops aimed at data producers or independently, as needed)
- Produce 2 distinct sub-regional publications to analyze the conditions of men and women (in the 2 sets of countries). The publication will focus on the most gender-relevant issues in the region and will be used to advocate for improved gender-focused activities in the countries of the region. These publications would draw

on existing data sources, primarily the UNECE/UNDP Gender Statistics Database and other international sources, but would also make use of national data.

- Update, improve, and maintain the agencies' Gender Statistics Database and improve the relevance of the indicators and broaden the usage by widening the audience base.

## Budget

### Program deliverables

Program Activities	
3 sub-regional "Training of Trainers" workshops (Central Asian CIS, Caucasus CIS, and the Western Balkan countries)	\$180,000
Development of a training manual on Gender Statistics	\$100,000
2-day training to test the Manual on Gender Statistics (Sept. 2006)	\$15,000
6 national follow-up training courses	\$70,000
3 sub-regional workshops for users on the use of statistics for policymakers	\$85,000
2 sub-regional publications to analyze conditions of men and women (2 sets of countries)	\$30,000
Independent Evaluation	\$20,000
Upgrading of the existing Gender Statistics Databases (ongoing)	0
Overhead charged by the implementing agency (10%)	\$50,000
TOTAL	\$550,000

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