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SUMMARY REPORT
ON THE SUB-REGIONAL TRAINING WORKSHOP ON GENDER STATISTICS
11-15 JULY 2005, TASHKENT

I. BACKGROUND

1. The UN Economic Commission for Europe (UNECE) Statistical Division in cooperation with UNDP Regional Centre for Europe and the CIS based in Bratislava, has been engaged from 1999 in promoting the mainstreaming of gender into the production process and dissemination of statistics in the region. In 2004, UNDP and ECE jointly conducted an assessment of the quality and availability of gender statistics in the countries of CIS and South East European (SEE) region with the aim to better tailor their assistance to the current needs of the countries and avoid duplications with other donors[1]. To address some of the problems revealed during the assessment, a series of training has been conducted in Central Asian countries, namely in Turkmenistan and Kyrgyzstan (both in 2004), and in 2005 – in Uzbekistan. The current report is summarizing the results of this latter workshop.

2. During the past three years, gender statistics trainings were organized in the region several times. UNECE, UNDP Regional Centre for Europe, the CIS, Statistics Sweden (with the financial support of Sida), the World Bank, and UNFPA have been the organizers. The aim of the training was to review general concepts and identify specific training needs of countries.

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[1]   The report of the assessment can be found in English and Russian at:
http://www.unece.org/stats/documents/2004.10.gender.htm

These activities have been very useful to consolidate some of the national gender statistics programmes and to expose Gender Statistics Focal Points (GSFP) from national statistical offices to the experience of their peers in other countries. However, while some countries (such as Kazakhstan, Kyrgyzstan, the Russian Federation, and Ukraine) have made solid steps toward the improvement of gender statistics, other countries still do not have a regular approach and programme in this area and are limited to the production of ad-hoc publications of sex-disaggregated data. In these countries, assistance is still needed to help users and producers of statistics (and in particular mid-level and top-level managers of national statistical offices) to translate into a national context the practices of engendering statistics. In addition, there is the need to focus on gender-specific areas (such as unpaid work and violence against women) in order to assist countries in improving the quality and availability of statistics in these areas. The type of assistance provided to countries should also move beyond general gender statistics training toward more focused on-the-job training.

II.   OBJECTIVES OF THE WORKSHOP IN TASHKENT

3.   The main objectives of the meeting were:

- To expose users and producers of gender statistics from countries in the sub-region to a dialogue on the need to mainstream gender into the production, dissemination and analysis of statistics and to improve the use of statistics for gender-sensitive policy making in these countries
- To strengthen the dialogue between users and producers of gender statistics in Uzbekistan with the view to identify the relevant gender issues in the country and to initiate the necessary steps for a better mainstreaming of gender into the national statistical system
- To initiate a dialogue in Uzbekistan and other countries in the region on the need for relevant statistics on unpaid work and violence against women and to identify methodology that could be used to collect relevant data in the region

III.   THE WORKSHOP METHODOLOGY

4.   The training workshop was led by trainers: from UNECE Statistical Division (Angela Me, Chief Social and Demographic Statistics Section and Jessica Gardner, Associate Statistician), with the support of other resource persons from UNDP Bratislava (Dono Abdurazakova, Gender Adviser), World Bank Institute (Gulnara Febres, Senior Operations Officer), and Sweden (Bonnie Bernstrom, Expert and former parliamentarian).

5.   The five-day workshop was organized through plenary and working group sessions and on-the-job training. Plenary sessions included presentations by trainers on the main issues related to gender statistics in the context of Uzbekistan and Central Asia, presentation of country experiences (both from users' and producers' perspective), presentation of case studies and floor discussions. During plenary sessions, participants gained an understanding of what are the main gender issues to address in the region and how gender statistics can help to identify them. Issues related to quality and availability of data were discussed and recommendations drawn for Central Asian states. These sessions helped to raise awareness of the participants on the need to invest in

gender statistics and on the issues related to such sensitive areas as violence against women and unpaid work.

6.   The last two and a half days were dedicated to on-the-job training on selected areas of gender statistics. Data presentation for gender analysis, participation in the labour market and health were covered. The training was organized with lectures and work assignments where participants were asked to use computers to develop simple analysis of data and story lines. At the end of the on-the-job training, participants improved their ability to analyze sets of data related to the labour market and make statements based on their analysis on the situation of women and men in their country. Participants improved also their understanding on quality of the data and existing data gaps.

7.   The workshop agenda is attached as an annex. Presentations made at the workshop and exercises used for the on-the-job-training are available on the Internet at: http://www.unece.org/stats/documents/2005.07.gender.htm.

Individual Work

8.   A series of exercises gave participants the opportunity to practice their analysis and presentation of gender issues. Participants were given raw data relevant to the topics previously discussed (e.g. agriculture, labour market, health) and asked to analyze it to determine the key differences in the status of women and men. In groups, they used Microsoft Excel to create graphics and diagrams that highlighted their findings. These were presented to the larger group, in conjunction with a brief article using the suggested journalistic writing techniques.

IV.   PARTICIPANTS

9.   Close and on-going co-operation between data producers and users is a pre-requisite for the success of gender statistics. The workshop therefore was organized as a technical training sessions for both groups, with the purpose to make participants aware of gender issues in a society, to be able to understand gender equality issues, produce statistics with a gender perspective, and utilize them for advocacy and policy-making.

10.   The workshop gathered 36 national participants from Kyrgyzstan, Republic of Moldova, Tajikistan, Uzbekistan and Iran, and five participants from international organizations (UNDP, UNFPA, and Asian Development Bank). A large number of national participants were from Uzbekistan representing the national statistical office, line ministries, the Center for Economic Research and NGOs. Participants from other countries also represented national statistical offices, research institutes and academia.

V.   CONTENT OF THE WORKSHOP

11.   The workshop covered the following topics:

- Role of gender in social and economic development
- Gender issues in PRSPs and MDGs
- Gender statistics from a user's perspective and the demand of gender statistics

- The role of gender statistics in planning and monitoring of gender policy
- Availability and quality of data; data sources & data gaps
- Analysis and presentation of gender statistics and indicators
- Measurement of violence against women and time use
- Gender issues in agriculture statistics

VI. ISSUES DISCUSSED

12.   The workshop participants had different level of understanding of gender concepts. In order to bring down the gap, first sessions were of introductory character, giving the participants an opportunity to raise their awareness and improve understanding of basic gender related concepts.

13.   Analytical tools and frameworks built on the conceptual distinction between 'sex' and 'gender' were introduced, such as division of labour in society and gender roles. The workshop participants were presented the concepts of productive (paid or in-kind) and reproductive (care) unpaid work, 'triple burden' of domestic, paid and community work on women which is particularly acute in Central Asian societies, both in urban and rural areas. Gender analysis looks not only at them but also at relationships, as asks questions going beyond who does what, but also who makes the decisions, who derives the benefits, who uses and controls resources such as land, credit, information, and even personal time; and what other factors influence relationships such as laws and policies. Due to the different status, women and men have different interests and needs and policies and programs should take this into account as otherwise their outcomes will be affected.

14.   Equipped by the awareness on the basic components of gender analysis, participants discussed broader development issues from gender perspective. Arguments that demonstrate the role of gender in socio-economic development pointed to social justice, effectiveness and efficiency, as well as international obligations (by ratifying the Convention on Elimination of All Forms of Discrimination (CEDAW), joining the Beijing Platform of Action and the Millennium Development Goals) made by the governments in the region. There is growing evidence that gender based inequalities slow economic growth and poverty reduction, and tend to be most extreme in the lowest income countries and poorest households. According to the World Bank research, failure to conduct poverty diagnosis in a gender-responsive manner runs the risk of ignoring important avenues to poverty reduction. One of the most universal approaches to address gender based inequalities is gender mainstreaming that seeks to integrate gender concerns in the design and implementation of policies and programs to ensure that women and men equally participate and benefit from them.

15.   Two pre-requisites for gender mainstreaming are statistics and data. The role of statistics to provide data for gender analysis was recognized together with the complementary role of research work needed to further explore gender issues and promote gender advocacy. It was emphasized that official statistics should in principle be impartial and coherent and be based on solid statistical standards. It is important that based on users' needs governments commit to

improve the content of official statistics to provide relevant statistics for gender analysis on a regular basis.

VI.1 What are gender statistics?

16.   Gender statistics is not statistics about women, but is about measuring the different roles that women and men have in society. Therefore, gender statistics are statistics that adequately reflect the situation of women and men in all policy areas - they allow for a systematic study of gender differentials and gender issues.

17.   Producing statistics that adequately reflect gender issues in a given society imply that all statistics are produced taking into consideration the different socio-economic realities women and men face this means that all data - both those on individuals as well as those not directly related to individuals - are collected, compiled, and analyzed, taking into consideration that gender-based factors influence women and men differently - this can be called the *gender mainstreaming of statistics*.

18.   Gender issues exist in **all** spheres of society and are relevant to the production of statistics in **all** fields. They should therefore intervene at every step of the production process. In reality not all sex-disaggregated statistics would be relatively straightforward and are in effect produced with gender breakdowns. Statistics that have been traditionally developed into the economic areas, such as business, transport, agriculture and services, are in many countries still approached in a gender-blind manner. Business registers, for example, may not include information on the sex of the owner or managers of the enterprise. Agriculture surveys and censuses do not often record the sex of the land's owner. These gaps limit the scope of studies undertaken to monitor women and men in leading positions since they prevent a gender analysis in those areas where gender disparities could be wider.

19.   Concepts and methods used in data collection need also to be adequately formulated to ensure that they reflect existing gender concerns and differentials. Additionally, social and cultural factors must be taken into consideration as they can result in gender-based biases in data collection, analysis, and presentation.

VI.2 Statistical Sources for gender statistics

20.   All statistical sources where data on individuals are collected are in principle relevant for gender statistics. These sources can be classified as population and housing censuses, household surveys, and administrative records. Each of these sources has advantages and disadvantages. For example population and housing censuses can provide data with the best coverage of the population allowing for the classification of detailed occupations and an accurate measurement of occupational segregation, but it is extremely expensive, their content is limited and may be carried out only every ten years. If regularly carried out, sample household surveys can provide a wide range of information for gender analysis given the usually large number of questions they can include. However, large sample errors can prevent the use of their data for detailed classifications and rare events. Administrative records are generated as a byproduct of events where the main purpose is the management of processes, but if properly maintained can be a

very good and relatively cheap source of statistical data. Examples of administrative records relevant for gender analysis are vital registration systems, health and education systems, employment/unemployment registration systems, business registration, and voting registers. The main disadvantage of these sources is that they do not have data collection as the primary objective and it is difficult to influence the process of improving their content to make them more gender relevant or as it is often the case of business registers and voting registers to simply add sex as a variable to obtain sex-disaggregated data.

21.   In addition to the three main types of sources described above, there are also other sources that could provide useful data for some gender-relevant areas. These are surveillance systems that monitor sentinel population, which could be the main source for HIV/AIDS, or records maintained by professional organizations such as business, journalist or lawyer associations.

22.   Sometimes data from different sources may not be comparable. This is because each source has its strength and limitations in approaching different topics. If different sources produce different numbers for the same indicator it may be difficult to judge what is the best source in absolute terms. It is important to understand why these differences happen and to make an informative choice on the source to use that best fit the purpose.

23.   Countries that were present at the workshop described the sources used for gender statistics. Uzbekistan reported the experience of using extensively administrative records and the survey on income and expenditures. Tajikistan reported that the first Labour Force Survey was carried out in 2004 and that data were recently released. Moldova also reported on a special survey carried out in collaboration with IOM, IMF and the European Commission on remittance.

VI.3 Quality and availability of data

24.   There were extensive discussions at the workshop on the importance of basing gender analysis on good quality data. Some of the issues affecting data quality were also discussed. The driving principle to produce and use the data is that "bad data gives the wrong messages" and even advocacy should be backed up by solid data in order to be credible in the long run. Quality is not an issue that should be left only to statisticians, but users also should be able to understand what criteria to use to assess data quality, which relates to relevance and methods used to collect the data.

25.   In order to improve the relevance and the availability of the data used for gender analysis it is important that gender is properly considered when the data are collected, processed and disseminated. In looking at the data to use for gender analysis, it is important to consider the following issues:
- *Inclusion of sex in the collection of data on individuals.* Sex is currently included in the great majority of sources related to the social and demographic area (household surveys, population and housing census, vital registration system), but it is often not included in sources that have traditionally been considered as economic or of another nature. This is the case for example of business registers or voting registration systems.
- *Inclusion of sex in the dissemination of the data.* If general tables presenting individual data usually distinguish women and men, this is not true when other classifications are included. Very often, individual data presented by multiple classifications (for example employment by

urban, rural and occupation) do not include sex. It is important that sex is always considered as the overarching classification for ALL data related to individuals.

- *Collection of data in areas where there is an unequal participation of women and men*. Since during communism women were fully integrated into the labor force and granted a number of rights that were legally enforced, there is a persistent belief that women and men are treated equally even when they are not. Therefore it is very important that in Central Asia data are collected in those areas where the unequal role of women and men could be clearly shown such as unpaid work, informal employment, employment in leading positions. Ironically, these are the areas where the data are scarcer.

- *Proper use of definitions and methodology to avoid gender-bias*. Data collection instruments (questions, concepts) are sometimes based on stereotyped roles for women and men. Questions on work for example may be formulated in terms of formal jobs typically held by men, excluding more informal jobs for example related to agriculture more often held by women. Statistical classifications also need to be adapted to a more gender-neutral environment. For example, to provide the same level of details for women-related activities (for employment) and for men-related activities. The mode of data collection should also be more gender-sensitive. Clear instructions should be given to interviewers to avoid gender bias. For example, to meet social norms an interviewer may fail to report women or a respondent may give wrong answers.

- *Proper use of the data.* It is important that data are not misused and that biased information is not provided. One example of misuse of data is the utilization of the concept of head-of-household to sex-disaggregate data collected on the basis of households and not individuals (typically income-poverty). Gender stereotypes consider the man as the head-of-household regardless of his actual involvement in generating income or making decisions in the household; therefore data on poverty based on the sex of the head-of-households may provide biased information. In many countries, statistics based on the sex of the head-of-household show no significant difference in poverty status between women and men or show a higher number of men living in poverty than women. This is because the households where a woman declares to be the head-of-household tend to be few and includes the ones where members are highly educated or where women are the only adult in the household. Therefore the comparison is unbalanced and does not really reveal different poverty status of women and men. A gender-neutral comparison between women and men in poverty can only be done through the comparison of the following types of households: one-single-person-household, one-single-parent-household, one-income-earning-person-household.

26.   The concluding messages that were discussed at the meeting to improve the availability and quality of gender statistics were the following:

- Inquiry about all the data available
- Try to influence the existing sources to make them more gender-sensitive
- Advocate for the development of new gender-sensitive data collection (within the national statistical master plan)
- Avoid the misuse of data

VI.4 The Measurement of violence against women (VAW)

27.   During the workshop there was an extensive discussion on the limitations of data collected in police records or court records to provide proper information on the prevalence of women who experience violence. Given the sensitivity of the subject and the predominant culture where domestic violence may not be seen as a crime, women tend to underreport the offences[2] and therefore statistics based on reporting cases heavily underestimate the phenomenon. Surveys dedicated to measure violence against women are better tool to collect information on VAW since the women do not need to officially report the violence. Also, if properly designed, they reflect the actual occurrences of victimization rather than what is reported to officials. There are useful examples of countries where national statistical offices carried out VAW surveys (Canada, Australia, Finland, France, United States, Italy) but there are also international survey programmes dedicated to the collection of VAW (WHO Multi-Country Study, the International Violence Against Women Survey).

28.   When designing a survey on VAW it is important to consider the following issues:
- The type of violence the survey should cover
- How to ask women about their experience with violence and to design the questionnaire so that women are asked about violence in a less direct way as possible
- The reference period of victimization (lifetime, previous 6 months, one year, five years)
- What information should be collected on the victimization event
- How to assure the safety of the women and make sure that the data remains confidential and the women will not be affected by revealing their stories

29.   If there are not enough resources available to carry out specialized surveys, it is also possible to include ad-hoc modules on proper on-going surveys, but with careful consideration to the following issues:

- A full instrument has to be added to the on-going survey and not only a limited number of questions
- The safety of the women is not compromised
- The on-going survey should deal with similar topics (health, victimization)

30.   Current statistics on VAW could also be improved by using service-based statistics such as data from health centers, shelters, and social services. Although these sources cannot provide statistically representative information, they could still be used to complement the existing data with qualitative information.

31.   The participant from Kyrgyzstan reported the experience of how it is possible to improve reporting of VAW cases, particularly domestic violence. A specific law to combat domestic violence has been passed in Kyrgyzstan in 2003. Now the issue is to make this law work by making women and men aware of its provisions. Another issue is collecting relevant data that

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[2]   The low legal culture of women, who don't know their own rights, don't know that they could be protected; the absence of the law or its imperfection; gender stereotypes, they all contribute to discourage women to report violence, particularly domestic violence.

would help to monitor the implementation of the law. The Ministry of Interior designed a special form to report crimes to the authorities that substantially changed reporting on VAW cases.

VI.5 Unpaid work

32.   The definition of "work" is defined according to the production boundary of the System of National Accounts (SNA) that it comprises of: a) production of goods and services supplied or intended to be supplied for sale in the market; b) own-account production of all goods retained by their producers; and c) own-account production of housing services by owner-occupiers and of domestic and personal services produced by paid domestic staff. Domestic or personal services provided by unpaid household members for final consumption within the same households are excluded.

33.   The use of the SNA boundary to classify people as economically active or not economically active is not very helpful to study the contribution of women and men in the overall household work. According to this framework services provided to the households (such as preparing meals) are excluded while production of goods is included. This is an artificial cut-off point that does not help to study the degree of involvement of women and men in the household and the society. A different framework needs to be adopted that distinguish paid and unpaid work. Measuring and valuing unpaid work is one of the main issues raised at the latest World Conference on Women. Time-use surveys can provide a large amount of valuable information for gender analysis and the study of other social dynamics. With time-use data it is possible to analyze:

- the division of domestic and extra-domestic work loads between men and women
- how men and women use their time
- the way gender differences in time use develop during the various stages of life
- the relationship between working times, times of study, of other productive activities, leisure time and family care
- the activities and needs of particular social categories (elderly and children)
- household productive activities not reported by the National Accounting System
- use of public services
- use of leisure time
- use of the mass media including the most innovative IT tools

34.   During the workshop a detailed description on how to design a time-use survey and its diary was provided by the resource persons.

VI.6 Employment

35.   According to the definition of work based on the SNA boundary, people engaged in the production of agriculture products and their subsequent storage for example are to be considered as employed. But people engaged in preparation of meals or taking care of children are to be considered as not economically active. This distinction serves the purpose of measuring the national economy but it makes it more difficult to classify people according to whether they are

or not economically active. This affects more women then men because women are more likely to be engaged in the activities of "own-account production" (such as processing of agricultural products, dressmaking and tailoring). In order to measure the involvement of women and men in these activities countries need to develop a more extensive list of such own-account production activities considered to be within the SNA production boundary, so as to ensure that those involved in such activities are correctly classified as economically active [3].

36.   Informal employment [4] is also very relevant for gender analysis, but few countries in the region are able to provide statistics on women and men engaged on it. This is because it requires ad-hoc methodology and a careful selection of data collection methods. Labour force surveys should include specific questions to capture type and place of work. Questions should be carefully designed because informal work may be perceived by people as not "real employment", and they may not be counted when standard questions related to employment are asked.

37.   At the workshop there was also a discussion on how to analyze gender in the labour market. While indicators on activity status, employment/unemployment can provide important information on the participation of women and men in paid activities, it was stressed that it is important to produce statistics on the structure and the different components of employment where the gender differences are higher. It was stressed that data should be produced to analyze the following aspects of the labour market:

- Labour segregation of women and men particularly in different occupations, industries, and status in employment
- Gender pay gap
- Activity status by family composition

VI.7 Gender Issues in Agriculture Statistics

38.   Using material sourced from the Food and Agricultural Organization (FAO) a presentation on the gender issues in agriculture statistics was given. It covered the following key points:

- Items or indicators included in the FAO's World Agriculture Census Framework;
- Sources of Agriculture statistics;
- Current issues with gender-related agriculture statistics; and
- Suggestions for addressing these issues.

39.   Data relevant for gender analysis in agriculture is based on the concept of a 'head of an agriculture holding' and his or her characteristics. The definition of a 'head of a holding' is based on the management of the agriculture holding rather than ownership. Group discussion on this topic focused on: the reasons why women may be underreported as a head of a holding; why data

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[3]   See Principles and Recommendations for Population and Housing census , Revision 1, United Nations publication, New York 1998.
[4]   See the Report of the 17th International Conference of Labour Statisticians (http://www.ilo.org/public/english/bureau/stat/techmeet/icls/.

based on this concept may give biased pictures; and the need to better identify the different roles of women and men in agriculture holdings.

VI.8 Analysis and Presentation of Gender Statistics

40.   Data should be presented in a user-friendly way using tools such as tables, graphs, diagrams, and maps to help give readers a clear understanding of statistics. To highlight a finding, graphics should be limited to one key message to ensure it is easily understandable. Examples of using graphs to show differences in gender were presented and discussed.

41.   Another aspect of presentation is to use good writing techniques to make statistical findings interesting to readers, particularly the general public. The UNECE coordinates a Dissemination and Communication work group, which is currently preparing a guide on how to making data more meaningful using good writing techniques. Highlights from this guide, which will be published on the UNECE website (http://www.unece.org/stats/documents/media/guide/Contents.htm) in September 2005, were presented to the group.

42.   During the workshop general information about how to analyze data to determine gender issues, and then how to present these findings effectively was given to the participants.

VII.   RECOMMENDATIONS AND NEXT STEPS

43.   The workshop in Tashkent did not pursue any strategy planning purposes. Its purpose was to serve capacity building and training needs, however, a number of strong statements made by the participants during the sessions supported recommendations made at the gender statistics training workshops earlier (in Turkmenistan and Kyrgyzstan).

44.   <u>For national statistical offices (NSO), advocates of gender statistics and data users:</u>
- Gender statistics do not happen unless there is a legal base making it obligatory. There should be a provision in national legislation stipulating that national statistics should provide indicators on women and men to reflect their actual status in all life spheres;
- Institutionalization of Gender Focal Points mechanisms in the national statistical offices should not be
- limited to socio-demographic department only, on the contrary, it has to be a position high enough to allow to monitor ALL areas of statistics, under direct supervision of the head of the NSO;
- Review and improvement of available methodologies from gender perspective is necessary;
- Develop mechanisms for better coordination (especially with agencies collecting sectoral data);
- Work with the users so that their needs are met is imperative, but it is also important to make them know how to use gender statistics for their purposes;
- Establish a working group at local level to facilitate access to gender statistics.

45.   For data users:

- Lobby the National Statistical Offices in the importance of gender statistics;
- Strengthen national machineries and other potential data users' capacity for advocacy and lobbying;
- Establish and maintain a policy dialogue and replicate gender statistics agencies, etc.
- Ensuring good policymaking and feedback mechanism through a systematic dialogue between civil society organizations, policy makers (government) and lawmakers (parliament) on gender policies, programmes, budgets and laws.

46.   For international development agencies

- Targeted training of data producers, and also users to analyze gender statistics, develop relevant indicators, etc, combined with educational seminars and workshops, with involvement of parliamentarians and other policy-makers;
- Measurement of gender aspects of poverty in the sub-region;
- Methodology and indicators and reporting on violence;
- Methodology on migration, both legal and illegal, economic and labour migration;
- Improving understanding of data quality for both data producers and users;
- Practical use of gender analysis;
- Dissemination of knowledge, to stop the situation when gender statistics are a privilege of a narrow group only;

- Manuals and handbooks on gender statistics are needed, with definitions and newest methodologies that would synthesize best practices and experiences of advanced countries

EVALUATION

47.   Participants themselves defined their expectations of the workshop as "Improving their knowledge in gender statistics through acquiring useful information and exchange of experience". At the end of the workshop, all participants assessed quality of the training workshop very highly, and all pointed that expectations have been fully met.