

**UNDP**  
**IN COOPERATION WITH UNECE, THE US CENSUS BUREAU**  
**AND THE GOVERNMENT OF TURKMENISTAN**

**SUMMARY REPORT**

**ON THE SUB-REGIONAL TRAINING WORKSHOP ON GENDER STATISTICS**

**13-15 July 2004, Ashgabat**

**Background**

The Gender statistics workshop in Turkmenistan was part of the cooperation between UNDP's Regional Center Bratislava and the UNECE Statistical Division to promote the mainstreaming of gender into the production and dissemination of statistics in the region. Within that context, 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. In addition, through extensive consultations in individual countries, sub-regional meetings and workshops, a broad-based consensus on a core set of human development indicators specifically relevant to the region and the MDGs, was established. The framework of the common gender indicators is the basis of the Gender Statistics Database and the website developed through a UNDP/ECE project and currently maintained by ECE (<http://www.unece.org/stats/gender/web/>).

To continue the joint efforts toward the improvement of the production and use of gender statistics in the region, UNDP and ECE are working towards a better use of the common framework for gender statistics, also utilizing the network of gender focal points established at the national statistical offices in the region. Currently, UNDP and ECE are jointly completing an assessment of the availability, quality and use of statistics to monitor gender equality in the region through a questionnaire sent to the gender statistics focal points and ad-hoc country visits (Ukraine, November 2003; Serbia, May 2004; Azerbaijan, June 2004). The objectives of this initiative are to review the assistance received by national statistical offices in the Commonwealth of Independent States (CIS) and Southeast European (SEE) countries by bilateral and multilateral donors in the area of gender statistics and to assess the quality and availability of gender statistics, and the capacity of national statistical offices (NSOs) in the CIS and SEE to produce and disseminate gender statistics. In responding to the urgent needs and numerous requests expressed in the process, a sub-regional training workshop in Turkmenistan was held in July 2004, as part and necessary element of the on-going UNDP/ECE efforts to improve the availability, presentation and use of gender statistics in the region.

### **Objective of the workshop**

To improve the production, presentation and use of statistics to monitor gender equality through an improved dialogue between users and producers of data by contributing to:

- Better understanding of gender equality issues by the staff of national statistical offices
- Better consideration of gender issues in the collection and dissemination of official statistics (going beyond sex-disaggregated data)
- Better use of existing statistics and data sources and the development of additional statistics
- Better use of statistics for developing and monitoring gender equality policies

## **The Workshop Methodology**

The training workshop was led by 3 resource persons/trainers: from ECE Social and Demographic Statistics Section (Angela Me, Chief), UNDP Bratislava (Dono Abdurazakova, Gender Adviser) and US Census Bureau (Victoria Velkoff, Chief). The workshop was organized through plenary and working group sessions. Plenary sessions included presentations by trainers of general and specific issues, presentation of country experiences (both from users' and producers' perspective), presentation of case studies and floor discussions (the workshop agenda attached).

## **Participants**

Close cooperation between data producers and users is a pre-requisite for the success of gender statistics. The workshop therefore was organized as a technical training session for both groups, with the aim 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 policy-making.

The workshop gathered 32 participants from Azerbaijan, Kazakhstan, Kyrgyzstan, Russian Federation, Tajikistan, Turkmenistan and Uzbekistan. They represented national statistical offices, but also data users from government institutions responsible for formulating and/or implementing gender equality policies, key ministries, non-governmental organizations and UNDP COs (the list attached).

## **Content of the workshop**

The workshop covered the following topics:

- Gender issues and MDG indicators: Identification of gender issues in the region
- What is gender statistics? Basic concepts of sex and gender; Sex-disaggregated data and gender statistics.
- Availability and quality of data; Data sources & data gaps
- Analysis and presentation of gender statistics and indicators
- Strategies for gender statistics programs

Presentations made by the resource persons and additional information about the meeting can be found at: <http://www.unece.org/stats/documents/2004.07.gender.htm>.

## Issues Discussed

As the first step in the discussion, participants were invited (through working groups and plenary sessions) to identify the social and economic areas where gender equality and empowerment of women is of major concern. The following emerged as the main key issues:

- **Participation of women in decision making.** Although labour force participation of women is relatively high in many of the countries, women are segregated in low-paid jobs and low-ranking occupations. There is also an inadequate representation of women in the political decision making process.
- **Heavy involvement of women in informal employment.** Although informal employment may help women to find a source of income, the quality of employment suffers. Women and men in informal employment do not enjoy social security benefits and are more vulnerable to loose their jobs.
- **Violence against women.** Domestic violence is affecting many women in the region. It is still an accepted practice in some sectors of the society and heavily underreported. Women advocates have started to bring it to the attention of policy makers, but the lack of relevant data and the cultural taboos make it difficult to adequately address the problem.
- **Migration and trafficking.** Many countries participating in the workshop are affected by trafficking of human beings (children, women and men but majority

are women). Some countries are the source of trafficked persons others are the destination or the transition countries.

- **Access to health services.** After the disintegration of the Soviet Union the quality and the availability of health services become a problem. Health providers are not as efficient as before and if privatization improved in some cases the quality of the services provided, it reduced the accessibility of the services due to their high costs. This affected the overall health status of women and men (life expectancy decreased) and women have also been affected in their reproductive health.
- **The status of women in rural areas.** Health and educational services and inputs for women to have access to power are more likely to be accessible in urban areas. In rural areas women are more likely to play a traditional role of caregivers and have less access to mechanisms that empower their position in the society.
- **Poverty.** The increasing level of poverty in countries affects women and men differently. The inter-household distribution of income and assets is often at the expenses of women. Women are also very often disadvantaged in the transmission of land ownership.
- **Education.** The data that are available on school enrollment show an equal participation of boys and girls in primary, secondary and tertiary education (in some cases data present an higher participation of girls in higher education). However, there are no data on school attendance and dropouts. It was felt at the meeting that these phenomena affect boys and girls in a different way.

The situation on statistics and gender statistics varies between the countries of the sub-region. In the process of training and working groups discussions, all countries pointed to insufficient and incomplete data for the issues identified for the region, that do not provide a full picture of reality from gender perspective, Some data exists but are not sex-disaggregated. Quality and distribution of it is also an issue.

The reasons for the lack of data are often linked with the methodological gaps, and little awareness on gender issues. As a result, for instance, official statistics on violence against women or trafficking in human beings are limited to the reported crimes. Statistics related to crime can only provide information on who committed the crimes, the type of crimes, and the persons who reported the crimes. Domestic violence and trafficking are highly underreported and can not have an adequate measure through the police or jurisdictional statistics<sup>1</sup>. These statistics can only provide information on who commit the crime. There is also an issue of coordination between various national agencies that collect data as some indicators that are available from line ministries and sector agencies (such as law-enforcement bodies), cannot be easily accessed or are not sex-disaggregated. Health data are particularly problematic. Some countries lamented the lack of sex-disaggregated data on people with disabilities and on people affected by specific diseases. Since these data are collected through administrative registers, the shortage of sex-disaggregated data is due to the omission of sex in the process of either registration or processing and dissemination. This reflects the inadequacy of the statistical system to reflect gender concerns in some fields.

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<sup>1</sup> Adequate statistics on domestic violence can be obtained only through victimization surveys where women are directly interviewed.

There is a number of gaps in gender statistics across the sub-region – in definitions, methodology, production, collection and presentation of data. There is a strong need on new indicators, with agreed common definitions and collecting methods. For some indicators, random sampling surveys are necessary<sup>2</sup>. However, all the countries' statistical systems are heavily based on registration. If registers have the advantage to function on an on-going basis and virtually to have a full coverage, the shortage of resources makes the maintenance of the registers a challenge. In addition, information provided by the registers on the issues such as unemployment, crimes or disability, is very different (and for gender analysis not useful) from the data collected in household surveys on the same topics. People may not be willing (or encouraged) to report and only when asked (by an interviewer) they will be able to provide information on more extensive basis. A system of surveys is established in some countries of the sub-region already, but in the others it is only at the very initial stages of development. Some users find still difficult to see the advantage of sample surveys over registration not recognizing the properties of sample design. During the workshop basic concepts of sampling and issues related to statistical sources and their quality were presented.

Indicators have to be developed in cooperation between statisticians and users, as users don't know HOW, and producers don't know WHAT. There is no short cut, they have to discussed and developed jointly, and be relevant and feasible.

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<sup>2</sup> For example adequate data to measure unemployment, domestic violence, school attendance, and informal employment can be collected only through household surveys.

Gender awareness was identified as a corner stone for both data users and producers, but for data users there is also a strong need to understand how to analyze and interpret statistics. On the other hand, among the statisticians, there is a reluctance, if not resistance, to see the links between gender statistics and other statistics (economic statistics, for instance, when it comes to entrepreneurship). In the meantime, gender statistics are not statistics only about women as the purpose is to show the differences between women and men to point to the areas where policies need to be addressed.

All participating countries have published Women & Men collections of statistics, in most of the cases, with the support coming from international organizations. The problem is that these publications remain limited in numbers preventing their wider dissemination and use. Although produced in some countries on an annual basis, they often have superficial character. Other problem is funding – the publication has to be institutionalized so that its production on future doesn't have to depend on international agencies' support, but become integrated part of policy-making.

**Kazakhstan:**

Increasingly more attention is dedicated to gender statistics in Kazakhstan. The Agency of the Republic of Kazakhstan on Statistics provides sex-disaggregated data to interested users, such as National Commission on Family and Women Affairs at the Office of the President of

Kazakhstan; Association of Business Women and others.

Collection of data is conducted on the basis of approved random survey forms. The forms are reviewed annually and amended by new indicators, including disaggregated by sex. Based on that data, brief collection of statistics: “Women and Men in Kazakhstan” is produced annually. Publication includes data from several departments of statistics: population, health, crime, labour and unemployment. In addition to this publication, regional departments of statistics also publish analytical works and collection of data. Apart from these brochures, sex-disaggregated data and indicators are published in statistical bulletins that have special chapters for this purpose.

### **Gaps in Statistics:**

Unpaid labor and informal employment: Unpaid work and informal employment are very relevant for gender analysis however they are not often part of the regular data collection of a country. This is because they require ad-hoc methodology and a careful selection of data collection methods. The distinction between formal and informal employment<sup>3</sup> is not of common knowledge. To count how many people are in informal employment is not sufficient to ask people whether they are in formal or informal employment because they would not understand the meaning. Labour force surveys should include specific questions on 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

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<sup>3</sup> Reference to the ICLS

be counted when standard questions related to employment are asked. 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**. According to this definition 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 the 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 more difficult to classify people according to whether they are or not economically active. This affects more women than 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<sup>4</sup>.

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<sup>4</sup> See Principles and Recommendations for Population and Housing census , Revision 1, United Nations publication, New York 1998.

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 are important sources to measure unpaid work. However, many countries of the region have never conducted such surveys. In Russia it was conducted in 1989, and currently the Goskomstat is developing a methodology, although not related to all country. In Kyrgyzstan, the time-use surveys are carried out every five years.

Employment: Data available on employment vary among countries. In those countries where labour force surveys are conducted on a regular basis (Russia, Kyrgyzstan, Kazakhstan) regular data are available on activity rates, employment and unemployment of women and men. Other countries have data on employment/unemployment based on non-regular labour force surveys, census, business surveys, or registers. Unemployment data based on registers are very limited and do not reflect the standard ILO definition of unemployment. Business surveys do not provide accurate data on activity rates, employment by occupation and status in employment and therefore do not offer the possibility to analyze much of the gender segregation in the labour force. For gender analysis it is important to look at general overview given by activity rates, employment

and unemployment rates, but it is perhaps more important to look at the employment in its different connotations because it is in the different sectors, occupations, and statuses where the gender segregation is higher. Studying the types of segregation in the labour market is particularly relevant because if horizontal segregation<sup>5</sup> does not necessarily mean an unequal participation of women and men in employment, vertical segregation<sup>6</sup> is an indicator of discrimination. Wage gap is also an important element for gender analysis. This is the only structural indicator used by the EU to monitor gender equality. Wage gap is high in all countries and increases with the educational level. It may be not easy to interpret this indicator because it reflects more than one aspect of segregation, however, it is still powerful in describing in one number the different role women and men have in employment. Family composition is also important to present when it comes to employment. Data from countries where this indicator is available show that the presence of children at home is more likely to make women to leave the labour market than men.

Poverty: Conventional measurements of monetary poverty have been generally based on levels of income or consumption of households and the analysis of poverty from a gender perspective is limited by the lack of data on income/consumption at individual level. Studies on intra-household distribution and use of resources show that individuals within the household may have different preferences and may not pool their income. Moreover, assets controlled by women have in general a more positive and significant effect on

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<sup>5</sup> There is horizontal segregation when women or men are concentrated in areas that do not have a hierarchical order.

<sup>6</sup> There is vertical segregation when women or men are concentrated in areas that have a hierarchical order (in terms of example of power, salary, or prestige).

expenditures for children than those controlled by men<sup>7</sup>. There are few and limited studies carried out to analyze if poverty (income/consumption) affects women and men differently and the main issue is the identification of indicators that could differentiate women and men within the concept of household. In some countries studies have used indicators based on the concept of head-of-household and compared for example number of poor households headed by women with number of poor households headed by men. However, often the meaning of head-of-household used in surveys or census is far from the leading role that women and men actually play in the households and indicators based on this concept are not relevant to analyze gender disparities. Indicators have been suggested<sup>8</sup> on the base of single person households or single-parent households (with children). These indicators are particularly relevant for countries in the region where single-person households are numerous given the high number of elderly men and women (but particularly women) living alone. Examples of other indicators that can be measured from household-income data are female spouses with no own income in poor and non-poor households and poverty magnitude with and without the income contribution of female spouses<sup>9</sup>. Some countries from North and Eastern Europe have started using these indicators in gender publications.

Decision-making: Indicators in the area of decision-making usually remain limited only to the top level governance, to parliaments and higher local administration. Data on other

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<sup>7</sup> *The World's Women 2000 Trends and Statistics*, United Nations publication Sales No. E.00.XVII.14 page 125.

<sup>8</sup> Report of the UNECE-UNDP [Task Force](http://www.unece.org/stats/documents/2002/09/taskforce/inf.1.e.pdf) on Gender Statistics Website for Europe and North America, September 2002 (see <http://www.unece.org/stats/documents/2002/09/taskforce/inf.1.e.pdf>).

<sup>9</sup> See the United Nations Economic Commission for Latin America and the Caribbean web-site on gender statistics: <http://www.eclac.org/mujer/proyectos/perfiles/default.htm>

areas -judiciary, science, composition of parliamentary commissions, trade unions, political parties, the media and others often are not addressed. Sometimes data in these areas are available in statistical offices, or with little effort could be researched in national associations for lawyers, prosecutors, judges, or ministries. Very often these institutions have data on their constituencies, the question would be if they collect it and store it by sex. . In trying to formulate indicators in governance, it is also important to move from quantitative to qualitative indicators (quality of governance). On decision making and science it was reported the experience of the European Commission (DG Research) that has developed a set of indicators. The Helsinki group, created to address issues related to gender and research, established a sub-group on statistics that regularly collects indicators on the different situation of women and men in research and science<sup>10</sup>.

Participation in elections: The equal participation of women and men in the election is an indication of the involvement of women and men in the society and its decision making process. An equal participation of women in election can also eventually contribute to an improved representation of women in the political and executive institutions such as parliament and ministries. Unfortunately there are no data available on the composition of voters by sex in the majority of countries of the region. This prevents an adequate monitoring of the participation of women and men in the elections and the development of initiatives to encourage more women to be part of this decision-making process where needed. There is the need to solicit agencies responsible for the recording of voters to improve their systems and record voters by sex.

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<sup>10</sup> [http://europa.eu.int/comm/research/science-society/women/wssi/index\\_en.html](http://europa.eu.int/comm/research/science-society/women/wssi/index_en.html).

Violence, especially domestic violence : “Gender-based violence or violence against women has been identified as a major public health and human rights problem throughout the world but lack of reliable data on the root causes, magnitude, and consequences of the problem has been a major obstacle in the search for solution”<sup>11</sup>. Violence against women (VAW) is probably the area in gender statistics where data are more scarce and quality is poorest. There are two different ways to measure violence: by looking at offences and offenders; and by looking at victims. The firsts are collected through police and court records and information on the seconds are collected through surveys. The data collected through administrative sources (police, courts, ministries of justice, ministries of interior) give a limited and biased view on the issue of VAW. 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. 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. Surveys are the best source to measure VAW since they ask women in a very articulated and sensitive manner whether they never experienced violence. Women are more likely to report violence in a survey than to report it to the institutions. Unfortunately, survey data on VAW are very scarce in the region and the official data available from administrative sources heavily underestimate the phenomenon. There is the need to invest more on survey methods and if specialized surveys can be too costly, national statistical offices should explore the possibility to insert ad-hoc modules in on-going surveys. More methodological work needs to be carried out to understand if short modules can be used for this purpose and to identify the

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<sup>11</sup> See WHO Web-site: [http://www.who.int/violence\\_injury\\_prevention/injury/definitions/def20/en/](http://www.who.int/violence_injury_prevention/injury/definitions/def20/en/)

modules that can best fit the purpose of obtaining national prevalence. During the meeting, it was discussed the possibility of using ‘hot lines’ in order to improve the administrative data. In Russia, the crisis centers are set up by local governing bodies, not NGOs, and are obliged to report on numbers of victims, by sex and age. In Kyrgyzstan, from 2005 this form of reporting will also be introduced, together with numbers of call to ‘hot-lines’, request to legal aid, etc. These sources will improve the data available from administrative sources, but will still not provide the full picture on the status of domestic violence as crisis centers and ‘hot-lines’ do not exist everywhere, and even where available, they cannot reflect all cases.

Entrepreneurship: There is no internationally recognised definition for entrepreneurship and as a result, “a «women entrepreneur» can refer equally to someone who has started a one-woman business, to someone who is a principal in a family business or partnership, or to someone who is a shareholder in a publicly held company which she runs”<sup>12</sup>. Definitions used by countries to collect and/or disseminate data on women and men’s entrepreneurship include concepts such as owners, managers, self-employed, and employers but different approaches are often used when these concepts are defined and put into the context of entrepreneurship. In addition to the lack of a standard definition there is the lack of sex-disaggregated data on owners and managers of enterprises<sup>13</sup>. Many national registers such as business, tax, insurance registers and chambers of commerce where information on the “demography” of business is collected,

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<sup>12</sup> “Women entrepreneurs in SMEs”, OECD, 1998

<sup>13</sup> According to a survey conducted by ECE on the availability of sex-disaggregated data on entrepreneurship only 13 countries (of the 39 countries that replied) had statistical data on the number and/or percentage of enterprises owned or managed by women and men.

do not record or disseminate the sex of the concerned person. Therefore, if data has become available on the sex distribution of self-employed (collected through labour force surveys), reliable data on achieved sales, employment, growth, and survival according to the sex of the entrepreneur is still missing for the majority of countries.

Issues related to the improvement of the availability of data on women and men entrepreneurship has been highlighted in important fora such as the 2003 ILO International Conference of Labour Statisticians and the OECD workshop on improving statistics on SMEs and entrepreneurship held in Paris from 17-19 September 2003 (as a part of the Bologna process)<sup>14</sup>. These two meetings have initiated a process that has brought to the attention of statisticians and policy makers the need to integrate gender into business registers and statistics. However, it was also emphasized the difficulties persist due to the reluctance of statisticians involved in business statistics to jeopardize the data collection because providing “information disaggregated by sex may lead to refusal to respond to the survey given the increased response burden”<sup>15</sup>. Additional complications arise when attempting the mainstreaming of gender into registrations created for administrative purposes such as tax and insurance records and chambers of commerce. These are maintained by administrations outside the national statistical offices, which do not immediately see the advantage of adding sex into the records.

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<sup>14</sup> [http://www.oecd.org/document/38/0,2340,en\\_2649\\_34233\\_2789222\\_1\\_1\\_1\\_1.00.html](http://www.oecd.org/document/38/0,2340,en_2649_34233_2789222_1_1_1_1.00.html)

<sup>15</sup> *Final Report of the 17<sup>th</sup> International Conference of Labour Statisticians*, Geneva 24 November to 3 December 2003, page 9, (see <http://www.ilo.org/public/english/bureau/stat/download/17thicls/final.pdf>).

Participants emphasized the need to harmonize definitions in the region and to improve the gender sensitization of statisticians that work in business and other economic statistics in order to improve the availability of sex-disaggregated data in these areas.

Migration & trafficking of human beings: these are the areas that require new indicators, for instance, on composition of migrants. The issue was raised by Azerbaijan and Tajikistan as being particularly acute for them in view of refugees and IDPs, or economic migrants.

**Turkmenistan:**

In her opening speech, Dr. Ludmila Amanniyazova, Deputy Director of the National Institute of Statistics and Information of Turkmenistan, pointed that Turkmenistan is among first 20 countries in the world with regard to the percentage of women in national assembly. The country confirmed its international obligations and developed its National Action Plan. Gender statistics are being developed in the country since 1998. With the support of UNDP, a brochure of sex-disaggregated statistics was produced in 1997, and then re-published with the support of UNFPA.

**Opinion:**

“To introduce gender statistics among users as a new area of statistics, it would be useful to organize training for data users at policy-making level. In my view, it would be better to start at lowest level, going up a grade each time. Limiting work to statistical agencies only is a waste of time, as they may produce data, but it could be never utilized. Only after developing a need, it would be necessary to continue gender education with the

specialists from statistical agencies.

This workshop provided an ample opportunity to expand our knowledge and improve professionalism.

*By Ms. Annamamedova Nurtach Kurbanovna, Chief of the Methodology and Organization of Statistics Department of Turkmenmilliyhisabat Institute*

### **Strategies and Good practices: What did we learn from each other?**

The workshop provided a good venue for the exchange of country level experiences.

Participants identified the following cases that deserve to be mentioned as best practices:

- In Azerbaijan – an initiative of the Committee on Women’s Affairs that lead to collection of data on the status of women in power then resulted in joint project with UNDP to assess gender attitudes in the society;
- In Kazakhstan – quarterly representative surveys of labor market by the NSO that provides better data on women’ and men’s employment;
- In Kyrgyzstan – partnerships between national statistical committee and crisis centers (NGOs) to collect data on violence against women;
- In Russian Federation – creation of a Working group within the NSO, with participation of specialists from all sectors of statistics, to ensure that gender is adequately mainstreamed across all policy areas;
- In Tajikistan – a special article in the draft Law on Equal Rights and Opportunities that provides a provision to institutionalize gender statistics;

- Turkmenistan – extensive training provided by the NSO to the users, mainly policy-makers in local administrative bodies, on how to analyze statistics.

## **Recommendations to promote gender statistics:**

The workshop participants developed their Plans of Action

For national statistical offices (NSO), advocates of gender statistics and data users:

- 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 groups at local level to facilitate access to gender statistics.

For data users:

- Convince NSO 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 policy making and feedback mechanism through a systematic dialogue between civil society organizations, policy makers (government) and law makers (parliament) on gender policies, programmes, budgets and laws.

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

**“Home work”:**

- 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**

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.