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Topic (ii) Gender equality indicators

**ESCWA ROLE IN DEVELOPING GENDER STATISTICS PROGRAMMES  
IN THE ARAB COUNTRIES**

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**ABSTRACT**

The fourth International Conference on Women in Beijing has reinforced the growing interest in gender issues and statistics. Several meetings were held, thereafter, at the national and regional levels, to discuss the emerging gender issues and related statistics in the ESCWA region. In addition, many projects have been undertaken to introduce the new field of gender statistics and assist national statistical offices in developing their own programmes. In 1997, the Statistics Division of the Economic and Social Commission for Western Asia (ESCWA) initiated a project to support work on gender statistics in the Arab countries. Its aim is to build national capacities in the production, use and dissemination of statistics related to gender that would promote action and monitor changes for the benefit of women. Upon the basis of activities carried out, the participating countries proposed a series of national strategies in the areas of capacity building, institutional arrangements, concepts and definitions and dissemination of statistics. At the same time, the project highlighted the deficiencies and weaknesses in gender statistics in the Arab region. It also heightened awareness on gender issues and helped in evaluating the existing national data and identifying gender gaps. In the long run, it will be the responsibility of individual countries and international organizations to ensure that the changes found necessary to achieve equality between women and men are institutionalized.

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## **1. Introduction**

Issues of gender equality, equity and the empowerment of women are increasingly recognized as essential to the process of sustainable development. Yesterday's approach, which focused only on women's issues, has today changed to a focus on gender issues. It is now clear that to obtain adequate and appropriate data on all individuals, the statistical system must reflect gender issues. Gender statistics are needed to raise consciousness, persuade policy makers and promote change. In addition, they are needed to inspire measures for change, provide an unbiased basis for policies and measures, and finally to monitor and evaluate policies and measures. Producers and users of gender statistics need to work closely together in the area of gender analysis. Statisticians must make efforts to understand the gender issues of concern in collecting data. Users, on the other hand, must communicate their needs to statisticians and learn how to use statistics in their work.

The Platform for Action, adopted by the Fourth World Conference on Women, held in Beijing in 1995, clearly establishes mainstreaming as the global strategy for promoting gender equality. The Platform also recognizes the importance of incorporating a gender perspective in all policies and programmes and highlights the necessity to produce and disseminate gender-disaggregated data and information for planning and evaluation. In particular, the Platform recommends, in strategic objective H.3 paragraph 206 (see annex I), that statistics related to individuals be collected, compiled, analyzed and presented by sex, age and other relevant indicators on a regular basis (United Nations, 1996). Furthermore, it calls upon national, regional and international statistical offices to develop appropriate indicators and methodologies to strengthen gender analysis.

The commitment to mainstreaming made in the Platform for Action was further reinforced within the United Nations system through the Economic and Social Council (ECOSOC) Agreed Conclusions 1997/17 and the United Nations Secretary General's communication on gender mainstreaming of 13 October 1997, in which he urged heads of departments, programmes, funds and regional commissions to formulate specific strategies for gender mainstreaming, to systematically use gender analysis and sex-disaggregation of data, and to commission sector-specific gender studies and surveys.

In promoting such objectives, the output of statistics on gender issues has increased over the past years. Many countries have taken steps to improve their statistical systems to better reflect gender problems. In addition, many projects have been carried out to introduce the new field of gender statistics and assist national statistical offices in building their own gender statistics programmes.

In 1997, the Statistics Division of ESCWA initiated a project to support work on gender statistics in the Arab countries. The Development of National Gender Statistics Programmes in the Arab Countries is a project funded mainly by the United Nations Development Programme (UNDP), the International Development Research Center (IDRC) of Canada, the United Nations Children's Fund (UNICEF) and ACFUND. In addition, non-governmental organizations have contributed to the ongoing project in Bahrain and Morocco. This project aims at building national capacities in the production, use and dissemination of statistics related to gender that would promote action, inform policies and monitor changes for the benefit of women. The implementation of this project is at its final stage in the following countries: Jordan, Tunisia, Algeria, Syrian Arab Republic, Palestine, Lebanon, Egypt and Yemen. In addition, it is currently being implemented in four other countries (Bahrain, Oman, Qatar and Morocco) based on their geographical location, availability of data and the efficiency of their women's advocacy groups. It is hoped that its experience will be replicated in other countries of the Arab region.

## **2. The project**

### **a. Objectives and outputs**

The project has five medium-term objectives and related outputs.

*Objective 1.* To create awareness of gender statistics among national statistical offices, policy-makers, researchers and women's advocates, to underline the importance of such issues in policy formulation, and to identify the indicators required to measure the achievement of national gender goals.

This is accomplished through producing a pamphlet that describes the activities of the project, compiling a minimum list of statistics on women and men, and organizing national workshops for producers and users of gender statistics.

*Objective 2.* To prepare a gender statistics publication in each participating country.

Specialists in the area of gender statistics work together to prepare a national publication that presents the situation of women relative to men, showing the gender gaps by age in different areas of the society, such as education and work.

*Objective 3.* To identify gender concerns in the region, to assess the availability and quality of data in the national statistical systems and devise remedy mechanisms.

In this respect, countries prepare a report on priority gender issues and related statistics, noting the gaps and deficiencies in data as identified during the process of preparing the national publication, then draft a strategic plan for the improvement of gender statistics in their respective countries.

*Objective 4.* To develop a regional gender statistics database for Arab countries.

For this purpose, and using the national publications as well as other sources, statistics on gender are compiled in a database for the Arab region, and a publication on women and men in the region is produced.

*Objective 5.* To develop a plan, including an implementation mechanism, and initiate similar projects in other Arab countries.

This requires holding consultations with other Arab countries, preparing project proposals, and seeking donors for their implementation.

## **b. Target group**

The project targets statisticians from national statistical offices, as well as producers and users of gender statistics in different sectors, including high and mid-level staff in Government departments; researchers, members of non-governmental organizations (NGO) and women's advocacy groups to collect, analyze and disseminate data on gender.

## **c. Activities**

The activities were organized in three phases, each phase involving a series of tasks at the national and regional levels.

*At the national level:*

The project involves a series of activities at the national level. First, the formation by each country of a *steering committee* whose role is to ensure that the project receives high-level support and cooperation from all parties concerned and also provide guidance, direction and advice to the national working group in the planning, coordination and implementation of the project's activities. Second, the establishment of the *national working group*, whose responsibilities are: (1) to identify the most urgent concerns regarding the situation of women relative to that of men, as well as the necessary statistics and indicators related to those concerns and (2) to produce a statistical publication (in Arabic) on women and men in the country. Third, the

organization of national workshops to facilitate the exchange of ideas on priority gender issues in the country; to promote interaction and awareness among producers and users of data. Fourth, the preparation of a report on the weaknesses and deficiencies in existing gender statistics and making recommendations on how the situation can be redressed, through long-term strategies for the development of gender statistics at the national level over a five-year period of time. Fifth, the organization of meetings at the national level for funding agencies, the purpose of which is to obtain the necessary additional funding for the implementation of national strategies and plans.

Two national workshops were held in each of the participating countries. The purpose of the first workshop was: to increase awareness of the roles of women and men in the society and support the efforts of those active in the field of gender equality; to foster interest of policy-makers and encourage dialogue between users and producers of statistical data. The purpose of the second workshop was to review and evaluate the draft of the national publications that had been prepared, including extent to which they succeeded in addressing priority gender issues and identifying areas for policy intervention; to promote interaction and awareness among producers and users of data; to prepare and publish a report on the weaknesses and deficiencies in existing gender statistics and make recommendations on how the situation can be redressed.

*At the regional level:*

At the regional level, ESCWA facilitated the network and exchange of information and experiences among participating countries; provided technical advisory services for the implementation of national strategies; disseminated regional comparative gender statistics; organized three producer-user training workshops at the regional levels to review best practices and progress in national gender statistics programs.

The first Regional Workshop on the Development of National Gender Statistics Programmes in the Arab Countries was held in Tunisia, between 9 and 14 June 1997. The objectives of the workshop were to familiarize statisticians and users of statistics with the various aspects of gender issues, including the availability and quality of data and the requirements for developing gender statistics programmes. Specifically, the participants were asked to establish a list of indicators and statistics on women and men that are related to national gender issues. The workshop also called upon the participants to set up a framework and formulate preliminary plans for future work related to gender statistics in the country. In particular, this required them to prepare the draft of a national publication on the situation of women and men in the country (United Nations, 1997). The workshop was attended by statisticians from offices, ministries and other agencies responsible for the production of statistics. Representatives of governmental and non-governmental organizations, researchers and gender experts were also present. All in all, the workshop provided the participants with valuable knowledge on the analysis and presentation of gender statistics and on the formulation of a plan for the production and dissemination of a statistical publication on gender issues.

The second Regional Workshop on gender statistics, held in Amman between 8 and 11 November 1999, was hosted by Jordan's Department of Statistics to follow up on previous efforts made. Its objectives were to facilitate the exchange of national expertise regarding the compilation of indicators from national sources and to identify problems encountered in the preparation of national databases on women and men; to share the experiences of participating Arab countries in the preparation of their national publications on women and men as well as dissemination materials like wall charts, brochures, flyers etc.; and to agree on a regional programme of action timed at strengthening cooperation in order to improve gender statistics, promote change and ensure equality between the sexes throughout the region.

Other activities that took place at the regional level include: (1) publication of a regional statistical report and a wall chart entitled: "Women and Men in Arab Countries: A Statistical Portrait 2000" and (2) organization of meetings and training sessions for Arab Countries who have not yet joined the network.

The third Regional Workshop on gender statistics, held in Tunisia between 5 and 7 June 2001, aimed at establishing a consensus about the main gender issues in the Arab Region; revising and updating the list of follow-up indicators; and emphasizing networking and regular communication among countries of the region.

#### **d. National and regional strategies**

As an outcome of the second regional workshop, the participating countries proposed a series of national strategies in the following areas:

##### *Capacity-building*

This involves sensitizing and training users and producers of gender statistics and arranging study tours during which they can learn from their counterparts in the region. Producers of statistics need to be familiar with gender issues in society and learn how to integrate gender statistics into the entire official system at the national level. Likewise, users of statistics need to know the limitations of generating and presenting statistics on gender.

##### *Institutional arrangements*

It is recommended that a gender statistics unit be established within the statistical office of the country; that focal points on gender statistics in each statistical unit in the different sectors be designated to ensure the production of proper statistics; and that a gender advisory committee at the national level be created to ensure regular contacts with policy-makers.

##### *Concepts, definitions and measurements*

This requires a review of existing concepts and definitions related to gender issues in light of revised international standards and national requirements, which would include modifying definitions in consultation with users and experts in specific statistical fields; and promoting the use of standardized definitions in national data collection. With regard to measurements, the countries agree to revise administrative forms and existing questionnaires to reflect modified concepts and definitions regarding gender issues.

##### *Dissemination*

Publicity and dissemination activities include issuing a national publication, or statistical portrait, on women and men every two to three years; preparing additional publications that address specific topics related to gender statistics; and producing supporting materials (e.g. brochures, pamphlets, fact sheets, and wall charts) for wide distribution among users, including planners, economists, programme officers, professional associations and students.

The participants also formulated a future plan of action to reinforce gender statistics in the Arab region. The ESCWA Statistics Division, in cooperation with various regional and international agencies, is committed to strengthening cooperation at the regional level. To this end, ESCWA facilitates the network and exchange of information and experiences among participating countries; provides technical advisory services for the implementation of national strategies; disseminates regional comparative gender statistics; and organizes producer-user training workshops at the regional and sub-regional levels to review best practices and progress in national gender statistics programmes.

ESCWA shall develop and implement a curriculum for the training of trainers in gender statistics; distribute training materials and other publications on gender statistics; arrange study and/or training tours; and undertake a comprehensive review of concepts, definitions and methods used in the collection of gender data, in such areas as economic activity, unpaid work, and the informal sector.

There is also a need to convene various expert group meetings to develop methods of measuring time use, poverty, violence, and other issues with a gender component; to review and update the regional database on gender statistics in line with users' needs and priority gender classifications for the region; to publish a

regional gender statistics publication addressing development themes on a regular basis (every three to five years); and to establish a web site on gender statistics.

### **3. Deficiencies identified in official statistics on gender issues in the Arab region**

The major concerns that the countries participating in the project encountered during the implementation of the project activities (covering the period from the compilation of data up to the preparation of the national publication) are defined below.

#### **a. Existence of stereotypes in the region with regard to the traditional role of women and men**

Deeply rooted prejudices and stereotyped attitudes towards women as different and inferior to men were identified as the most important obstacles to equality (Hedman, 1995). This is a condition typical of most traditional societies, and it often takes time to overcome such stereotypes, which have been long part of the traditional education and cultural heritage of the region. One way to address this problem is through undertaking widespread awareness campaigns on the important role women play in development.

#### **b. Lack of a clear understanding of gender**

Gender is a new concept that is foreign to the public, which in general does not have a clear understanding of gender and its significance in improving the status of women. A distinction between sex and gender needs to be made. Sex refers to the biological differences between women and men. Sex characteristics are unchangeable. Gender refers to the social relationships between sexes and depends on ideological, historical, cultural, religious and economic influences. It is the role of the Government, women's groups, research organizations and international agencies working in the field to inform people of the importance of gender concerns at all levels of the society.

It is also worth mentioning the difficulty in finding an appropriate Arabic terminology for gender. This issue has been addressed during the 1995 Beijing Conference on Women.

#### **c. Problems with gender blindness**

Generally, gender concerns have not been considered during the process of official data collection. Producers and users view the subject as being gender neutral and therefore tend to produce and use statistics in a gender-neutral manner. That is, they are not aware of the goals, plans and problems concerning gender issues. This problem is most apparent in several areas, such as in crime and violence, in which a large proportion of victims are women; and in agriculture where women work is often unrecognized, although they are major contributors to that economic sector.

Moreover, although much of sex-disaggregated data are available, they are sometimes scattered and therefore difficult to access. Data may not be presented in official publications or in the required form making it difficult for potential users to know what is available and how to find relevant statistics.

A periodic statistical overview on women and men is recommended to solve this problem. Such a publication can act as a door-opener to producers and indicate sources for further information. Countries participating in the ESCWA project have already issued publications in this regard.

#### **d. Lack of a centralized system of data compilation**

In most countries, there is a central bureau responsible for the production and dissemination of statistical information. This provides a general consensus on the data produced and ensures continuous cooperation between the different producers of statistics at the national level. Unfortunately, however, some countries seem to lack such a system despite the existence of a central bureau of statistics. Lebanon is an example.

One of the steps in addressing this issue is to establish a national working group, whose role would be to increase the level of cooperation among various governmental agencies, NGOs and other organizations working in the area of statistics.

**e. Lack of a unified set of statistical definitions and concepts in the region**

Because the concepts and definitions utilized in data collection are not adequate, some of the statistics regularly collected cannot be used to reflect gender issues. Women, more often than men are in situations that are difficult to measure. They tend to work in the informal sector, have limited educational opportunities and have specific health problems. Additionally, gender interrelations in the family and in the society are not adequately reflected in the definitions. For instance, the concept of head of household is used to identify the responsible person in the household, the breadwinner. In general, the definition reflects the stereotype of the man in the household and as the person in authority. Women are only counted as heads of household when there is no adult male in the household. Another example is the definition of work; while men are more often employed outside the house and have a paid job, women do most of the unpaid work and are more likely to be undercounted.

Besides the problems of concepts and definitions, there is the problem of measurements. Some topics of special relevance to gender issues in society are difficult to quantify and measure. For example, the methodology of time use is not well developed, making it difficult to collect data. In time use studies, information is usually obtained on the amount of time spent on each activity performed. This compilation process requires a significant effort by the respondent who, because of memory lapse, most of time cannot remember all the activities or the time spent on them. Only two Arab countries have conducted a time-use survey. A list of areas associated with problems in concepts, definitions and measurements is contained in annex II.

New topics continue to emerge. More investigation is being given to the relationship between women and men in society and the sharing of responsibilities. There are other concerns about which little is known or analysis has just begun. Among them are violence, unpaid work, and the informal sector.

Furthermore, many countries in the region have failed to adopt the international standards and recommendations that have been revised to better reflect women's and men's situations and contributions in the society, thus making comparison in the region a complex task. To overcome this problem, efforts are being made to harmonize statistical concepts, definitions and classifications in the field of gender statistics. This will facilitate regional and international comparison and help in developing the databases needed for policy-making.

**f. Poor linkage between producers and users of statistics**

Producers usually generate data that do not meet the requirements of users. A mechanism for ongoing dialogue between the two is essential in order to find out what kind of statistics are needed and how they should be presented. Such a network would be beneficial for exchanging ideas and experiences, sharing resources and avoiding duplication.

**g. Uneven coverage of statistical indicators in Beijing's critical areas of concern:**

(1) Women and poverty: partial coverage

- (2) Education and training of women: almost complete coverage in some and partial in others.
- (3) Women and health: Almost complete coverage in Yemen report.
- (4) Violence against women: Partial in Yemen, poor in Algeria and non-existent in other reports.
- (5) Women in armed conflict: Poor coverage in reports
- (6) Women and economy: High coverage in all countries except for Tunisia and Algeria.
- (7) Women in power and decision-making: High coverage in Jordan, partial in Yemen and Algeria and low in other reports.
- (8) Institutional mechanisms for advancement of women: partial in Algeria report and non-existent in all others.
- (9) Women and human rights: Non-existent in all reports
- (10) Women and the media: High coverage in Lebanon and Tunisia, partial in Yemen and Palestine and non-existent in Algeria, Jordan, Syria and Egypt.
- (11) Women and the environment: Non-existent in all reports.
- (12) Girl child: Partial coverage in all reports.

#### **4. Major achievements of the project**

##### **a. Creating gender awareness in the region**

To date, the project has succeeded in bringing the issue of gender statistics to public attention. It has also been successful in placing gender statistics as a priority on the national agendas and work plans of the participating countries. The importance of gender statistics in policy formulation and programming has been clearly recognized.

##### **b. Capacity-building:**

The project was able to build national capacities in the areas of gender statistics compilation, analysis and publication, through training of 676 individuals, both producers and users of gender statistics.

##### **c. Publication of national reports (in Arabic):**

The project succeeded in the preparation and dissemination of nine reports on women and men in the following Arab Countries: Jordan, Tunisia, Algeria, Syrian Arab Republic, Qatar, Palestine, Lebanon, Egypt and Yemen.

##### **d. ESCWA regional publications:**

*Reports of regional meetings:*

- (1) Report for the First Regional workshop on Gender Statistics in the Arab Countries, TUNIS, 9-14 June 1997.
- (2) Report for the Second Regional workshop on Gender Statistics in the Arab Countries, AMMAN, 8-11 November 1999.
- (3) Report for the Third Regional workshop on Gender Statistics in the Arab Countries, TUNIS, 5-7 June 2001.

*Pamphlets:*

- (1) Women and Men in the Arab Countries: Employment.
- (2) Women and Men in the Arab Countries: Education. (*In process*)



*Booklets / Abridged national reports (in English):*

- (1) Women and Men in Tunisia: A Statistical Portrait 2000.
- (2) Women and Men in the Syrian Arab Republic: A Statistical Portrait 2000.
- (3) Women and Men in Lebanon: A Statistical Portrait 2000. *(In process)*
- (4) Women and Men in Yemen: A Statistical Portrait 2000. *(In process)*

*Wall chart:* Women and Men in the Arab Countries

*Papers:*

Priority gender issues and related statistics and indicators in the Arab Countries.

**e. Highest priority gender-related issues in the Arab region and related indicators:**

During the Third Regional Workshop on Gender Statistics in the Arab Countries, a proposed framework for gender indicators in the Arab countries was distributed to the working groups, and the final outcome was a list containing the highest priority gender-related issues in the Arab region. The subjects and the number of related indicators (between parentheses) discussed are presented below:

- (1) The general background of the population, household, human settlements (20)
- (2) Women and poverty (11)
- (3) The education and training of women (15)
- (4) Women and reproductive health (23)
- (5) Violence against women (9)
- (6) Women, conflicts and war (12)
- (7) Women and the economy (18)
- (8) Women in positions of authority (13)
- (9) Institutional mechanisms to improve the status of women (2)
- (10) Women and human rights (5)
- (11) Women and the media (9)
- (12) Women and the environment (9)
- (13) The girl child (11)

**f. Strengthening of the national statistical systems**

The project helped in identifying many of the gender issues and concerns in the Arab region. The existing national data have been assessed with regard to gender sensitivity and the existing gender gaps have been identified. The project also served as an exercise in the preparation of the publications.

**g. Consolidation of gender related statistics in the region**

The ESCWA Statistics division is in the process of updating its gender statistics database, using the country publications prepared through this project as well as other sources. It is an ongoing process, facilitated through the preparation of those publications, which will continue in the years to come. This will help consolidate all the data available on the men and women of the participating countries in one statistical database and make the information readily available for use by the general public.

**h. Ensuring the sustainability and dissemination of the programme in other Arab countries**

The experience of the nine participating countries in the project may prompt other ESCWA member states to initiate similar project activities to replicate the project within their respective countries. ESCWA's experience in the promotion of gender statistics and its effort in developing national gender statistics programmes will serve as a tool for future use. It can be capitalized upon to arrive at more enhanced results, especially in terms of the output and outreach of the programme itself.

**i. Creation of gender statistics units**

The project succeeded in creating units designed specifically for gender statistics in some of the participating Arab Countries: Tunisia, Algeria, Palestine, Egypt and Yemen.

**j. Creation of a regional network of gender statistics specialists.**

**5. Follow-up plan of action**

As a follow-up to the project, it is intended to revise, update and disseminate the national publications at regular intervals, ensuring that any new mechanisms or methods that emerge in the area of gender statistics are incorporated in the publications. This will further help promote changes in policies and programmes in favour of gender equality. Bi-annual workshops for the Arab region will be organized to discuss, share and compare governmental and non-governmental initiatives in addressing gender concerns and issues. Finally, ESCWA will assist national statistical offices in recruiting potential donors to finance the implementation of the strategies required to improve gender statistics in their systems.

**6. Future plans:**

In light of the experience acquired from the project activities in the areas of data compilation and preparation of national reports on Women and Men: a Statistical Portrait, ESCWA will pursue the following activities in the future:

- a. Continuous effort to increase the scope of the project by recruiting more Arab Countries, and to build national capacities and exchange knowledge and experience in the field of gender statistics, with the collaboration of international and Arab organizations.
- b. Conduct of statistical analyses using available gender-disaggregated data that are relevant to priority issues in participating Arab Countries.
- c. Tackling of new issues in gender statistics that were not studied previously, including: unemployment and under-employment; unpaid work; the informal sector; working conditions related to distribution of jobs, salaries and work opportunities; violence.
- d. Dissemination of gender statistics through the creation of national and regional sites on the internet.

**7. Conclusion**

At present, many countries worldwide are incorporating the gender concept in their development programmes and policies. In the Arab region, there is still a need to organize training workshops for users and producers of statistics, where persons working on gender issues can share experiences and develop appropriate plans. Efforts to review and harmonize concepts and definitions are also of importance in the process of improving gender statistics and facilitating regional and international comparisons. Many topics such as violence, time

use and informal sector have yet to be tackled. Finally, it is essential for countries to institutionalize gender statistics and establish a special unit in their respective statistical offices to follow-up on all gender-related issues.

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## Annex I

### EXTRACTED FROM THE BEIJING DECLARATION AND THE PLATFORM FOR ACTION, FOURTH WORLD CONFERENCE FOR WOMEN, BEIJING 1995

*Strategic objective H.3* Generate and disseminate sex-disaggregated data and information for planning and evaluation

#### **Actions to be taken**

206. By national, regional and international statistical services and relevant governmental and United Nations agencies, in cooperation with research and documentation organizations, in their respective areas of responsibility:

- (a) Ensure that statistics related to individuals are collected, compiled, analyzed and presented by sex and age and reflect problems, issues and questions related to women and men in society;
- (b) Collect, compile, analyse and present on a regular basis data disaggregated by age, sex, socio-economic and other relevant indicators, including number of dependants, for utilization in policy and programme planning and implementation and to reflect problems and questions related to men and women in society;
- (c) Involve centres for women's studies and research organizations in developing and testing appropriate indicators and research methodologies to strengthen gender analysis, as well as in monitoring and evaluating the implementation of the goals of the Platform for Action;
- (d) Designate or appoint staff to strengthen gender-statistics programmes and ensure coordination, monitoring and linkage to all fields of statistical work, and prepare output that integrates statistics from the various subject areas;
- (e) Improve data collection on the full contribution of women and men to the economy, including their participation in the informal sector(s);
- (f) Develop a more comprehensive knowledge of all forms of work and employment by:
  - (i) Improving data collection on the unremunerated work, which is already included in the United Nations System of National Accounts, such as in agriculture, particularly subsistence agriculture, and other types of non-market production activities;
  - (ii) Improving measurements that at present underestimate women's unemployment and underemployment in the labour market;
  - (iii) Developing methods, in the appropriate forums, for assessing the value, in quantitative terms, of unremunerated work that is outside national accounts, such as caring for dependants and preparing food, for possible reflection in satellite or other official accounts that may be produced separately from but are consistent with core national accounts, with a view to

recognizing the economic contribution of women and making visible the unequal distribution of remunerated and unremunerated work between women and men;

- (g) Develop an international classification of activities for time-use statistics that is sensitive to the differences between women and men in remunerated and unremunerated work and collect data, disaggregated by sex. At the national level, subject to national constraints:
  - (i) Conduct regular time-use studies to measure, in quantitative terms, unremunerated work, including recording those activities that are performed simultaneously with remunerated or other unremunerated activities;
  - (ii) Measure, in quantitative terms, unremunerated work that is outside national accounts and work to improve methods to accurately reflect its value in satellite or other official accounts that are separate from but consistent with core national accounts;
- (h) Improve concepts and methods of data collection on the measurement of poverty among women and men, including their access to resources;
  - (i) Strengthen vital statistical systems and incorporate gender analysis into publications and research; give priority to gender differences in research design and in data collection and analysis in order to improve data on morbidity; and improve data collection on access to health services including access to comprehensive sexual and reproductive health services, maternal care and family planning, with special priority for adolescent mothers and for elder care;
- (j) Develop improved gender-disaggregated and age-specific data on the victims and perpetrators of all forms of violence against women, such as domestic violence, sexual harassment, rape, incest and sexual abuse, and trafficking in women and girls, as well as on violence by the agents of the State;
- (k) Improve concepts and methods of data collection on the participation of women and men with disabilities, including their access to resources.

207. By Governments:

- (a) Ensure the regular production of a statistical publication on gender that presents and interprets topical data on women and men in a form suitable for a wide range of non-technical users;
- (b) Ensure that producers and users of statistics in each country regularly review the adequacy of the official statistical system and its coverage of gender issues, and prepare a plan for needed improvements, where necessary;
- (c) Develop and encourage the development of quantitative and qualitative studies by research organizations, trade unions, employers, the private sector and non-governmental organizations on the sharing of power and influence in society, including the number of women and men in senior decision-making positions in both the public and private sectors;
- (d) Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects.

208. By the United Nations:

- (a) Promote the development of methods to find better ways to collect, collate and analyze data that may relate to the human rights of women, including violence against women for use by all relevant United Nations bodies;
- (b) Promote the further development of statistical methods to improve data that relate to women in economic, social, cultural and political development;
- (c) Prepare a new issue of The World's Women at regular five-year intervals and distribute it widely;
- (d) Assist countries, upon request, in the development of gender policies and programmes;
- (e) Ensure that the relevant reports, data and publications of the Statistical Division of the United Nations Secretariat and INSTRAW on progress at the national and international levels are transmitted to the Commission on the Status of Women on a regular and coordinated fashion.

209. By multilateral development institutions and bilateral donors:

Encourage and support the development of national capacity in developing countries and in countries with economies in transition by providing resources and technical assistance so that countries can fully measure the work done by women and men, including both remunerated and unremunerated work, and, where appropriate, use satellite or other official accounts for unremunerated work.

## **Annex II**

### **LIST OF AREAS ASSOCIATED WITH PROBLEMS IN CONCEPTS, DEFINITIONS AND MEASUREMENTS**

#### **I. Problems with concepts and definitions**

- Family and household
- Household headship
- Marriage
- Marital status
- Access to safe water
- Economic activities
- Population economically active
- Status in employment
- Unemployment
- Informal sector
- Income
- Poverty

#### **II. Measurement problems**

- Age at first marriage
- Contraceptive use
- Household composition
- Infant mortality
- Access to safe water



- Internal and international migration
- Economic and non-economic activities
- School enrolment
- Time use
- Agricultural labour
- Access to resources
- Individual and household income
- Violence