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**Session 1– Invited paper**

**ENGENDERING NATIONAL STATISTICAL PROGRAMS**

**What are the new challenges?**

Submitted by Statistics Sweden \*

**I. SUMMARY**

1. Every day is a challenge in this work. For every challenge you take you need to have a strong vision. We need a strong vision of gender equality as a precondition for human rights and economic development. We need new thinking and reorganising of our way to measure development and economic growth. This is a concern for both women and men to identify problem areas and focus on basic gender issues. A successful work with gender statistics is based on various kinds of tools and activities all linked together in a plan of action adopted and adjusted to the right level in society. We need a lot of parallel activities on different levels.

2. The main purpose of this document is to discuss the complexity of the concept “gender” in order to find appropriate new ways to “engender” collection and dissemination of data in the production of official statistics in the ECE countries” To implement a gender perspective in the production of statistics should facilitate the development of gender sensitive indicators. What is

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required to start this process? A second purpose is to identify different tools for a more comprehensive work to find gender sensitive indicators. One agreement should be made that every actor in this process has to recognise the value and relevance of gender sensitive indicators

3. To be successful in developing gender statistics activities one must start on different levels in society. We need good tools to test our ideas. We are aware of concepts and definitions, which are not gender sensitised. We have to try new ways of working with new demanding customers to make women and men's life patterns visible on a more conscious way than before. We will take part in the discussion on what is good and bad in women and men's life today. The reason for being not so successful is still lack of basic facts or more the lack of formulating relevant questions to the statistics. Statisticians have to be more active in the discussions about the needs of the customers. Both producers and users have to realise and learn more about analysing statistics from a gender perspective. More important issues on gender have to be submitted to the official statistics in order to get more and better statistics but also to realise what are the gaps in the data.

4. ***On the individual level*** we have to engage more men in both the theoretical and practical work. Otherwise we never will reach gender equality in our working places. Mainstreaming should be a concern for everybody to be able to identify supporting and hindering factors in the gender statistics work. Training and organisations of the practical work are good investment for moving forwards to gender equality with sensitised gender indicators. Focusing on areas where women and men are more invisible. e.g. transport trade, environment, are also areas of importance and a big challenge in itself.

5. ***On the national level*** work on gender statistics is the responsibility of National Statistical Office. They have to adopt good training activities and special program for work to strengthen existing statistics to better show the situation in the country. These activities should be evaluated in a report, which will be discussed among the staff of NSO and lead to further activities

6. ***On the international level*** there is a need for a more advanced co-operation in the field of gender statistics. Lack of a common strategy among international organisations could be one reason for too little co-operation. To implement a gender approach in the production of statistics should facilitate the development of gender sensitive indicators. What is required to start this process? However, this is a global on-going approach in many countries and support is given by international organisations. As a result of these investigation there is a need for more comprehensive guidelines related to the situation of women and men in the countries.

7. To identify each actor or organisational body, which have the power to change or suggest activities in the gender-awareness process will be of great importance. Those actors have the responsibility to not only participate in the awareness process, but also act, as individuals representing a governmental organisation. Suggested activities in this process will also be discussed in this paper. To engender the output from the statistical system requires a method to engender the input, which involve both producer and users of statistics. People/statisticians who are not aware of the gender approach could not either produce gender sensitive indicators. Different producers and users of statistics have different opinions or awareness levels of a gender perspective.

## II. INTRODUCTION

8. Gender equality is one of the priority subject areas in the world today for measuring economic and social development. Issues of gender equality are increasingly recognised as essential to the process of sustainable development. Sweden is actively pushing gender equality in all areas of the Swedish society as well as in EU. The main strategy is that gender equality is the responsibility of every individual to work towards improving gender equality. The integration of a gender perspective into every business and decision-making activity is much discussed nowadays. In order to facilitate this, the lifestyle of both women and men must be made visible and put on the top of the agenda. Official statistics disaggregated by sex is the basis for making the situation for women and men more visible. Statistics could be improved by the systematic identification of gender issues analysing these equality problems and presentation in tables and graphs which are very user-friendly. This demanding work to collect, compile, present and improve gender statistics is in progress in many countries.

## III. THE ASSIGNMENT

9. The main purpose of this document is to discuss the complexity of the concept “gender” in order to find appropriate new ways to “engender” collection and dissemination of data in the production of official statistics in the ECE countries. To implement a gender approach in the production of statistics should facilitate the development of gender sensitive indicators. What is required to start this process? However, this is a global on-going approach in many countries and support is given by international organisations. As a result of these investigation there is a need for more comprehensive guidelines related to the situation of women and men in the countries.

10. A second purpose is to identify different tools for a more comprehensive work to find gender sensitive indicators. Agreement should be made that every actor in this process has to recognise the value and relevance of gender sensitive indicators. To identify each actor or organisational body, which have the power to change or suggest activities in the gender - awareness process will be of great importance. Those actors have the responsibility to not only participate in the awareness process, but also act, as individuals representing a governmental organisation as well as suggested activities in this process which will also be discussed in this paper. To engender the output from the statistical system requires a method to engender the input, which involves both producer and users of statistics. People/statisticians who are not aware of the gender approach could also not produce gender sensitive indicators. Different producers and user of statistics have different opinions or awareness of a gender perspective. To facilitate progress in this work a common understanding of gender equality between users and producers is necessary in order to suggest ways of improvement

## IV. BACKGROUND

11. Support for gender statistics work is given by national, regional and international organisations mostly in the UN family. *Economic Commission for Europe (ECE)* in Geneva is one of the supporting international organisations given advice and support to its member countries in Europe, North America and Central Asia. Other international organisations partly in the same area are *European Community (EU)* and *Organisation for Economic Co-operation and Development (OECD)*. *The World Bank* is also part in this work to strengthen gender statistics in the region. Many countries are already good receivers of gender statistics support from all three organisations. Co-operation between the acting bodies will be very urgent to reach a common knowledge of what needs to be done. Recommendations for the improvement of gender statistics

both in short- and long- term activities can be organised in three major groups, depending on level of development of gender statistics and capacity in each country.

12. The process could be to:

	Start to fulfil the final goals both in long and short-term. It could start with the improvement of already existing statistics on presentation with a clear gender user-friendly approach.
i)	Evaluate useful tools, which could be policies, strategies and training activities, to better understand the importance of a gender perspective in statistics and to focus on needs.
ii)	Suggest ways of improving gender statistics and the understanding of gender perspective in the whole national statistical system, which could include organisation of work and training but also focus on identification of data gaps.

13. Ways of implementation from item I – ii can start immediately and should be evaluated each year. The long-term implementation should be part of a strategic plan to elaborate guidelines on work with gender statistics. This is also an on- going never ending process related to the social development in the region. Parallel to the long –term work activity plans have to be adopted and discussed every year as an acting plan. The development of gender statistics has to go hand in hand with the development of gender equality. To open up a project it is important to investigate the status of gender equality and gender statistics. This should be part of a Country Gender Assessment.

#### **4.1 Mainstreaming the approach step-by-step**

14. Improving gender statistics is a never- ending on-going process, which should follow the social development in the country. The long-term process is to incorporate a gender perspective in the whole national statistical system. The short- term objective should be to strengthen users and producers awareness of the needs for improvements through compilation, analysis and dissemination of available statistics reflecting gender issues in the country.

15. Improving gender statistics is a long process. It covers all traditional statistical fields in the statistical system but mostly concentrated on social indicators. Consequently, improving gender statistics also improves the capacity of the statistical system in general to provide more relevant statistics for planning and policy purposes. Because of the long process it is important to attain concrete, visible results along the way. A step-by-step strategy is necessary to identify and evaluate what has been done. The ultimate objective in the long-term process is to develop the whole national statistical system with an integrated gender perspective. That is “mainstreaming” work according to the international concept.

16. The short-term goal should be to identify the most important needs for statistics related to gender concerns and to compile, analyse, disseminate and use available statistics. These activities will strengthen users and producers awareness of the usefulness of statistics with a gender perspective and help to identify where improvements are needed. Testing new ways of identifying and describing gender equality issues and evaluating the outcome of different measures leads to new demands for statistics. Statistics are an important tool to find out more about problem areas in society. It brings new ideas into the production process of gender statistics

17. It is obviously a need to also focus on subject areas where women and men are more invisible such as environment, transport, trade etc. The demand to look at these areas has increased due to the need to analyse the gender perspective in every activity. Many countries

have experience in producing gender statistics in a booklet “Women and Men in X country” These booklets have enabled many countries to start a discussion based on easily understandable tables and graphs. It has also proved to be a good start for a gender statistics project. The “booklet level” should be followed by the needs to both broaden and deepen the discussion of gender issues as a base for starting the implementation to change and add the need for statistics with cross-disciplinary approach. The aim is to facilitate a comprehensive and broadened discussion on gender issues in order to utilise the statistics better. Perhaps we can give better answers if we can formulate gender issues better. One can say that we have the answers but we do not have the questions. These booklets enable us to broaden our gender perspective in a cross-disciplinary way.

#### **4.2. Promoting men’s role in developing gender statistics**

18. Today we all agree that gender equality should not be treated as a women’s issue. A gender approach implies that attention should be given to both women and men in their roles, responsibilities, rights, priorities, needs and potentials. Gender analysis identifies differences as well as inequalities between women and men. However, women are more engaged in the gender equality subject than men but both sexes should participate in the identification of gender statistics.

19. One basic challenge is that a stronger focus on men is necessary to be able to identify and tackle structural and systematic causes of inequality between women and men. That is also a good assumption to identify needs of statistics. It is necessary to focus more on men and their roles, responsibilities, rights priorities and needs in order to create sensitised indicators. That is to avoid the risk that inputs directed to women can result in a backlash for men unless they are informed and brought along in the process of change.

20. Empowerment of women should also be on men in order to create a well-balanced approach toward an equal understanding of the need for both sexes. Empowerment is part of a mainstreaming process and men must also be brought along in the process of change. There seems to be a risk that women have the right of priority in gender equality. Male allies of equality need to be identified and supported. Maybe the identification of gender issues has to have a female and a male approach. In all areas in society the emphasis is now on identifying and removing the gender inequalities that prevent both women and men from realising their potential. Looking to the health area many medical researches today admit that there are a femaleness and maleness pattern in the treatment of health problems and illness. A male model has been taken as the norm in medical science. To analyse these patterns are essential for receiving basic statistics and start the changing process. Therefore many researches strongly emphasise that gender issues today are not just of concern to women, which is a common miss-understanding. Gender divisions also affect men both in both positive and negative ways. In all areas the emphasis is now on identifying and removing the gender inequalities that prevent both women and men from realising their potential.

21. The overall problem today is lack of experience in problem identification of key issues from a gender perspective. The reason for the lack of new questions emerged mostly on male thinking, where gender is no part or a very small part. One can mostly talk about a male question preference of interpretation, which consequently mean that we have the statistics we deserve. Production is guided like “we have always done like this”. The changing process is getting lost in this male domination. The overall big challenge is to find new ways to work, to find new users, acting as demanders and require new demands for information from the brokers.

### 4.3 Gender management and statistics.

22. One needed approach is to look at the whole statistical process, which includes good communication with users, looking at questionnaires, improving presentation, marketing and dissemination of reports, publications or the idea in itself. From the very beginning when ideas are created to the moment users are ready to use the statistics and for the users to formulate gender issues and to investigate if the answer is enough or not. Some management ideas and behaviour are needed in this process.

23. Management thinking could be like if you cannot beat them join them, meaning if you cannot get any changes in the normal statistical process with face to face discussion, you need to establish some sort of a gender mentorship and fill up a formula to get a sort of gender driving licence for key persons both women and men. Guidelines for a “driving license” on gender statistics should be elaborated and discussed as recommendations from ECE. Activities have to be followed up to evaluate the process and decide further steps in the promotion of gender statistics.

24. Despite backlash in organisation of gender statistics the major goal must focus on a rather far-reaching training of statisticians. Such activities have started in Statistics Sweden and other governmental organisations in Sweden. Each statistician should say honestly whether he/or she has some experience that gender is always on their mind and should be a leading star for both users and producers in the gender mainstreaming process. From our work in Sweden we have noticed some general problems, which could be regarded, as hindering factors like:

- No gender feeling
- No curiosity to find new facts
- No interest to look at the gender dimension
- No role models
- No/little support in the organisation
- No sustainability of gender approach
- No male-oriented approach

25. One major objective for gender statistics work is to mainstream a gender perspective into all statistics produced. This perspective must be integrated into the development and changing of the whole statistical system and relate to the goals for human development and gender equality in the country. Initially work on gender statistics concentrated on better use of already existing data. Today, work with gender statistics is not only focused on data presentation and dissemination, but, concerns more than before, the improvement of concepts, definitions, questionnaires and data collection to address data gaps.

26. Therefore, gender statistics concern many subjects and both women and men to the same extend. Sex should be a basic superior classification in all statistics on individuals when analysing and presenting gender statistics. Statistics can have an essential role in the elimination of stereotypes, formulating policies and monitoring movements. For these reasons, needs to improve statistics in various fields are identified in a number of paragraphs in the Beijing Document. These paragraphs also identify organisations responsible for improvement. The National Statistical Offices have a crucial role in this work. Crucial areas of concern for developing gender statistics are:

- Focus on men's role in the development of gender statistics
- Men in statistics
- New areas of interest for a gender approach, transport, trade etc
- Develop special guidelines for producing gender statistics
- Increase co-operation between international organisation in promoting gender statistics
- Need for active programs and identification of activities
- Extend the contact and communication with users and producers

## V. SWEDEN'S APPROACH AND EXPERIENCE

27. Statistics Sweden started rather early to analyse statistics from a gender perspective. Despite long experience the major problem today as when we started is still the lack of problem orientation of the subject matter from a gender perspective. The reason is lack of knowledge of the subject area, which as a consequence has the result that important questions from a gender perspective seldom are focused on by decision makers and planners. Better use of statistics should create the necessary conditions for analysing statistics from a gender perspective. The reason for lack of new questions on women and men's life emerge from a genuine male traditional thinking. One can talk about a male priority or norm, which imply that we have the statistics we deserve. Increasing knowledge of women and men's needs, their behaviour and attitudes are needed in all areas of society.

28. The role of statistics is essential for improving knowledge to identify new gender issues. To have a gender perspective in all suggestions and decisions within all political areas requires a cross-disciplinary knowledge and a continuous flow of facts in all areas. That process has to start and be evaluated from time to time. As we see it the ultimate goal for gender statistics are characterised by the following and regarded as a step-by-step approach to integrate a gender perspective in the whole statistical system, which means that:

- All statistics on individuals should be collected by sex
- All variables and characteristics should be analysed and presented with sex as a primary and overall classification. This in turn enables all analyses and presentations to be sex specific
- All statistics should reflect gender issues. This implies that problems and concerns related to gender are addressed in censuses and surveys and included in action plans

29. Work with gender equality and the demand for gender statistics in Sweden has developed rather rapidly especially during the 1990s and 2000s. In 1980 the Equal Opportunity Act was established and a Minister for Equal Opportunity Affairs was appointed together with an Equal Opportunity Ombudsman.

30. The intensified work for gender equality in the beginning of the 1980s resulted in an increased demand for more accurate data on the situation for women and men in Sweden. In 1983 a Unit for Gender Statistics was established at Statistics Sweden as a result of this demand. Some of the objectives of the unit were to:

- Monitor the needs for statistics illustrating gender equality in Sweden
- Act as an initiator, co-ordinator and a source of fresh ideas in this field
- Be responsible for internal and external information about work on gender statistics
- Organise marketing and on commission compile and present gender statistics

31. The first task for the members of the unit was to try to give a broad statistical view of the situation for women and men with basic help from the invited users who could put new questions to the statistical material in order to find the “added value of statistics” to better reflect gender concerns in the Swedish society.

32. In 2003 an assessment of the present status of gender statistics has been conducted to try to evaluate if our statistical products have a gender perspective in producing statistics. The result from earlier investigations showed firstly that one could identify a norm and a deviator in statistics depending on the content of statistics; secondly some basic data gaps were identified. The reasons for the data gaps were that statistics were either not disaggregated by sex or collected but not tabulated or data were not collected at all. Among some of the initial problems were:

- No functional organisation for collecting and compiling data on gender equality
- Lack of statistics or invisible groups
- Demands from users
- Lack of co-operation between users and producer

33. Other problems were:

- Difficult to get a broad overview of the situation for women and men
- Difficult to identify areas of importance for statistics on equality of the sexes
- Statistics are not compiled or illustrated on a sex division basis
- No tradition in analysing statistics on gender equality

## 5.1 Status of Gender Statistics in Sweden

34. As a result of our investigation of the status of gender statistics the publication “Women and Men in Sweden Facts and Figures” was born. The first publication was launched in 1984 and became a tremendous success. The aim was to get a broad overview of the situation for women and men. This success created demand for more and deeper analysis of statistics in certain subject matter fields. In 1986 an extended analyses was made in a larger publication called “The World of Women and Men 1986”

35. The task of the unit is also to train and sensitise both female and male statisticians of the need for a gender perspective in their analyse of statistics and also to improve their presentation and dissemination of statistics. In 1994 an amendment to the Statistical Act of Sweden was made stating that:

- All official statistics on individuals should be collected by sex
- All variables and characteristics should be analysed and presented with sex as a primary and overall classification
- All official statistics should reflect gender issues.

36. A program for extended training in gender statistics has been approved and has been tested two times in September 2004. Each statistician within Statistics Sweden will get basic training on gender statistics based on the statistical product he/she is responsible for. Today our work in Sweden on gender statistics focuses on three major fields of actions:



- To give users disaggregated statistics for making gender equality analysis. The method used § 14 in our Statistics Ordinance that stipulates that official statistics based on individuals should be disaggregated by sex unless there are specific reasons for not doing so. Support is given on practical work with statistical products and developing work.
- To educate users in use of gender statistics by offering education programs adjusted to different target groups. Support is given in formulating special needs from users.
- To educate producers in producing gender statistics by arranging user/producer education program for better understanding of users' needs and producers' limitations to deliver statistics and together identify lack of statistics. Special education for each statistician has started.

## 5.2 Engendering Statistics. A Tool for change

37. The small booklet has become a role model for other countries around the world in their production of basic figures on women and men. Swedish International Development Co-operation Agency (Sida) has for many years supported work with gender statistics in developing partner countries around the world. Members of the Unit for Gender Statistics act as consultants and technical advisers on gender statistics in countries in Africa, Asia, Latin America and Europe. Statistics Sweden has acted as gender statistics consultants in this work. Around 40 countries have made such small booklets on women and men of which 20 with financial support from Sida and technical support from Statistics Sweden. Many countries are now phasing a new step in the work with gender statistics, and that is the implementation phase to make the gender perspective sustainable in improving the statistical system. The idea is to integrate the gender perspective in the whole national statistical system, which is the follow the improving process in the ordinary production of statistics. That is to take the gender perspective into consideration already in the normal production process of statistics.

38. This is the start of the mainstreaming process. Mainstreaming is a process rather than a goal. It's a process undertaken to achieve gender equality as well as to achieve a gender perspective in statistics. The publication "*Engendering Statistics: A Tool for Change*" was launched in December 1996. The production process of gender statistics presented in the book is based on experience from work with gender statistics in countries from Africa and Asia. The material has been tested in many training workshops. The book is targeted primarily to statisticians in national statistical offices. Users who wish to understand the problems involved in the production of gender statistics can also use it. The book describes the various phases of the production of gender statistics to promote work related to gender concerns in many countries. Sida has for many years supported work to improve gender statistics in a number of countries in Africa and Asia. Gender statistics needs to be improved in areas like:

- Presentation and dissemination of existing gender statistics
- Concepts, definitions, measurements and classifications
- Extensions of data collection programmes to provide needed statistics where data gaps exist.

## VI. INTERNATIONAL SUPPORT FOR GENDER STATISTICS

39. As mentioned before the work on gender statistics must be integrated and related to the human and social development process in the country as well as the development of the whole statistical system. The present situation in many countries and according to discussions with staff from NSO one can identify both strong supporting long-term factors, but also some weaknesses

hindering factors in that process. The Beijing Document gives strong support to the work with gender statistics. Important statistical paragraphs are:

- 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 (206a).
- Collect, compile, analyze and present on a regular basis data disaggregated by age, sex, socio-economic and other relevant indicators, including numbers of dependants, for utilization in policy and program planning and implementation (206b).
- Design or appoint staff to strengthen gender statistics program and ensure co-ordination, monitoring and linkage to all fields of statistical work, and prepare outputs that integrate statistics from various subject areas (206d).
- 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 user (207a).
- 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 (207b).

### 6.1 National supporting factors

40. The situation in many developing countries is rather similar for those who want to start a program for producing gender statistics. The problems must be identified both from user's and producer's views. Therefore a close co-operation between users and producers is essential for a successful result in the long-term work. In the long-term perspective working with gender statistics is a big changing process, which effect the whole organization. It contains not only the changing of the National Statistical System to be more gender sensitized, but also to improve the awareness of the gender dimension in analyzing statistics among the statisticians and to guarantee continuous and sustainable work on gender statistics.

41. What is needed in short-term activities is to produce better statistics but also to utilize the already existing statistics more efficiently. It is very important in this work to have concrete visible steps on the way to present gender-sensitized statistics. It has been proved to be useful that the first main task in this process is to produce basic statistics in a national booklet on "Women and Men in X Country". The booklet should be disseminated to a broad audience in order to strengthen the knowledge and awareness of the situation of women and men in the country. Before starting this process one needs to focus on national supporting and hindering factors. Supporting factors can be to:

- Take advantage from previous work with statistics on women and men
- Take advantage of the already developed major gender issues and list of indicators by looking to report and followed up of the Beijing Conference 1995.
- To investigate the growing awareness and demand of the need for gender statistics among users
- Take advantage of statistics already collected by sex that exist in the official statistical system and can be better utilized for gender analysis.
- Be in favor of establishing gender statistics work without any liaison to strong statistical tradition
- Consider needs from donors of gender statistics in their work to support the country.

## 6.2. Hindering and weakness factors

42. It is also important to investigate the underlying, hindering and weakness factors before starting the process. Those could be that:

- Users have limited knowledge how to produce, analyze and present statistics.
- There is a lack of financial as well as human resources in the statistical system.
- There is lack of awareness and knowledge how to produce gender statistics.
- Unawareness of gender issues exists among planners and policy makers in governmental offices.
- Users have to demand "gender statistics" not only "women's statistics".
- Co-operation between users and producers in the field of gender statistics must be strengthening. Lack of co-operation among donors in the field of gender statistics is also a hindering factor

## 6.3 Network between user and producer

43. The production process of gender statistics is a concern for both statisticians from National Statistical Offices and potential users representing different target groups in society. It should be pointed out that the work with gender statistics must be integrated and related to the social development in each country and the development of the whole statistical system. Therefore, it is important to establish a network between users and producers of gender statistics, for co-operation and exchange of ideas and experience. The approach today in order to strengthen the gender responsiveness of the national statistical offices concerns mostly improving use of existing statistics, but can also be a long-term improvement of definitions, measurements and data collection.

44. To improve use of gender statistics one has to focus on both the input as well as the output part of the statistical system. That could include sensitisation of user and producers at different levels on the need for gender statistics. It could also include changes in analysis, presentation and dissemination of gender statistics. To start the process it is often necessary to first of all get a broad over-view of the situation for women and men in the country. To agree on a basic list of needed statistics indicators could be the first co-operation activity with main users and producers and presented as a user-friendly publication targeted to a broad audience of users.

## VII. FACING A NEW STEP IN DEVELOPING GENDER STATISTICS

45. Many countries are taking a new step forward and that is the implementation phase to make the gender perspective sustainable and improving the whole statistical system. The idea is to integrate the gender perspective in the National Statistical System (NSS), which is to follow the improving process in the ordinary production of statistics.

46. We are putting the gender perspective into the normal production of statistics. This is the mainstreaming process. One can identify a gender perspective/issue wherever you have women and men acting in society. To achieve this final goal one can choose different tracks. What should happen now is to find these tracks, which we can work on to improve gender statistics. The activities could be formulated in a paper as a Status of Gender Statistics in the country. Activities could be to:

- Improve content of statistics based on important questions. Focus on the areas of gender concern in the country
- Improve use of statistics with a gender concern. One can always discuss the responsibility for the National Statistical Office to improve use of statistics
- Improve organisation of statistical work to integrate a gender perspective in the whole statistical system
- Improve co-operation between users and producers of statistics

47. Suggestions must be related and adjusted. The overall plan of improvement could be:

- Training, generally like sensitisation or/and on the job training. Different levels depending on the knowledge base
- Improving use of existing statistics which could be a major task
- Identify and fill in the data gaps. Annual report is requested
- Developing guidelines for work with gender statistics

### **7.1. Focus on the whole statistical system**

48. Another basic need is to make gender statistics more customer-oriented. It's only through customer's demand that we can get ideas of what to produce and how to produce it. More focus on the whole statistical process especially marketing and dissemination ideas are required to improve the ability to identify gender-sensitised indicators. This should require good guidelines and possibility to train the ability to identify gender issues. This will hopefully have a positive impact on both women and men to join these efforts. The output from the statistical system, publications and reports, has mostly been investigated if statistics are disaggregated by sex and regarded as gender statistics. There is a need to look at the whole statistical process to judge the presumption to produce gender statistics. There is a need to broaden the view of needed statistics to be able to answer basic gender issues. To sensitise producers of statistics is very important in order to judge the status of gender statistics. Gender sensitisation is a concern for both individuals as well as the organisations and especially the top leaders. To meet on the same level of understanding is a precondition for developing needed gender statistics. When there is a difference on awareness between individuals and the organisation, there is also no good presumption to focus on the development of gender statistics.

49. To increase awareness of the gender problem among individuals in the staff and top leaders and other groups is of utmost concerns to increase gender statistics. In order to improve the ability to identify gender issues and focus on the need for gender statistics requires a strong support from the organisation as well as from well-organised lobby groups nationally and internationally. This may lead us to increase the demand for good gender analysis, where we can become more aware of the hidden processes that support disparities on all level of society as well as in production of statistics.

### **7.2. Gender roles and relationships**

50. Gender roles and relationships are the assigned activities and relative position in society of women and men. Our major task is to capture these roles and relationships in statistics as good as possible. These roles are constructed through forces, such as culture, tradition, politics and other needs. Recognising that relationships are engendered allows the issues of power to be addressed and discussed.

The concept mainstreaming implies:

*“A process of assessing the implications for women and men of any planned action, including legislation, policies and programmes, in all areas and all levels” (United Nations 1997).*

51. The main needs for the improvement of gender statistics and to follow the mainstreaming approach are as follows:

- To make the whole official statistical system gender sensitive
- To integrated a gender perspective in all traditional statistical fields as a cross-disciplinary approach
- To make both producers and users of statistics more gender sensitised

52. Gender mainstreaming is a strategy to integrate gender equality concerns into all policy areas of decision- making and at all levels. Mainstreaming is not a goal in itself but rather a tool for changing the view. In this view it should be stressed and repeated over and over again that gender equality is not a women’s issues but should concern and engage men as well as women to the same extent. Consequently gender statistics is not only statistics on women but also on men. To facilitate this view there is a need to analyse the role of men in society. Gender mainstreaming has been adopted when policy planners, researches have internalised the gender perspective and no longer have to be conscious about their behaviour

### **7.3. Statistics are a way to describe reality**

53. It's a global task to measure development in different area of society using statistics as a basic tool, which could be understood of many people around the world. This is a common tool for receiving good knowledge of activities in society.

54. We often regard this as something to be very proud of. When suddenly in the beginning of the 1980 s somebody raised the question "Whose reality is described by statistics?" It is a challenging but also rather justified question to try to get a proper answer to. The question was or still is if women and men were visible in statistics on equal terms. The answer was what could be expected. The production of statistics followed the same normative view of what should be expected from men to do and for women to do. The complex area of gender is not only a cross-disciplinary subject but also cross-disciplinary statistical area, which has an impact on whether we are given the right answer. One conclusion must be that information of women's and men's life must be available in the statistical system on equal terms. No sex should be invisible. To have a gender statistics perspective in this work is to consider changing both the input as well as the output of the statistical system. There is a need to examine the whole statistical process in this matter.

### **7.4. “Of which women”**

55. To start the process of adopting a gender perspective on statistics is to start with what we have and then turn to what we need and the basic data gaps. There should be no “of which women” presented in any table or graph. The production of gender statistics concerns the entire official statistical system and covers data from different sources and statistical fields. The work to improve statistics to be more gender sensitised should be integrated into the development of the entire national statistical system, which means both an individual approach where women and men are visible as well as in economic, where women and men are more invisible. Gender

statistics is not only reorganisation of tables and graphs to be disaggregated by sex but also a way of analysing the dimension of women and men in all statistics and to look at the possible consequences and impact it will have on women and men in the society.

56. Basically the gender concept concerns most easily identified social activities by individuals. A gender dimension could also be reflected in many other areas i.e. infrastructure and transport as well as the environment and water supply. Work towards gender equality is not only a question of human rights but also a development issues in a sense that equality between women and men is a precondition for effective and sustainable people centred development. How to capture the gender perspective in statistics is a matter of permanent input of knowledge and on-going training for people inside a statistical office as well as key users. Mainstreaming is another major concept that focuses on inequality problems. Mainstreaming requires that analysis should be made of the potential impact of women and men of development interventions in all areas of societal development. Mainstreaming is not an objective in itself but rather a tool for changing the view. Finally it should be stressed and repeated over and over again that gender equality is not a "women's issue" but should concern and engage men as well as women to the same extent.

### **7.5 Gender differences in existing statistics**

57. One can establish the fact that there are still limitations in showing the gender perspective in the currently available statistics, as for example on health care. Traditionally, there are a lot of statistical indicators already measuring the status of health, which seems to be more focused on treating diseases rather than maintaining and improving the well-being among women and men. Gender issues and differences on health should be focused over the entire lifecycle from birth, infancy, childhood, adolescence to the reproductive years and the older years. To get a complete statistical view of the area of health according to the broad definition of health seems to be very hard because there are many factors that influence the status of health among women and men genetically, economically and socially. Some data presented are also gender blind. One important reason is that we still do not have all needed data relating to health disaggregated and analysed by gender and age. That is data such as morbidity by type of disease, disability and causes of death.

58. To study gender differences and improve the classification in causes of death should be a priority. Today, work with gender statistics is not only focused on data presentation and dissemination but concerns, more than before, the improvement of concepts, definitions, questionnaires and data collection to address data gaps. Therefore, gender statistics concern many subjects and both women and men to the same extend. Sex should be a basic superior classification in all statistics on individuals when analysing and presenting gender statistics. What are the major obstacles to improving gender statistics? A common reason is the fact that users to a certain extend do not demand statistics by sex because they are not themselves gender sensitised enough and they cannot ask the right questions to the statisticians. Users have to identify the major problems related to gender and increase their demand for statistics more often than today. On the other hand producers have to meet the demands and increase their awareness of gender related problems by sex in society.

## **VIII. GENDER STATISTICS TRAINING PROCESS**

59. A successful work to improve gender statistics at national and international levels requires a close and continuous co-operation between users and producers of statistics. It also requires training of both users and producers with, sometimes, different approaches. On one hand, producers of statistics need to be aware of gender issues in society and how to integrate the improvement of gender statistics in the development of the whole official statistical system at

national level. On the other hand, users of statistics have to know the possibilities and limitations of producing and presenting statistics in general and how to influence improvements of gender statistics. Both users and producers of statistics need knowledge in various aspects of the process to produce and disseminate statistics related to gender concerns in society. There is a global need for guidance in the steps of this process.

60. Some countries have started to develop guidelines on producing gender statistics. It is also important to highlight problems which producers of gender statistics often meet and have to deal with in order to fulfill the needs of users. Training workshops are useful complements to written material to deepen the understanding of the gender statistics process. They are effective in bringing together persons involved in gender statistics activities to discuss and promote development of gender statistics. The content of and the time assigned to training activities depend on a number of aspects; the purpose of the training, the target groups, the time and resources available, etc. A program for a training workshop for a core group of users and producers of gender statistics is proved to be a good start of a gender statistics process.

61. During many discussions on how to improve gender statistics both in Sweden and abroad, lots of questions are often raised regarding the improvement of the whole process of producing gender statistics. First of all it's essential to capture major gender issues in the country and that is a training process in itself, which somebody sees as part of the process and somebody not. That should be the responsibility for the central statistical office, and the starting process can concentrate on improving already existing statistics. The improvement could follow the process of producing gender statistics, which is rather well known in many countries. In future action plans, one has to consider two ways for improvement of gender statistics. Many of the questions raised focused on the organisations of the work, needed resources and systematically training with different target goals. Three major areas of concern are regarded as a presumption for being successful. Those areas are:

- **Organisation of work** on gender statistics in the country and to clarify the role of the producer and user. One needs to identify all possible actors in this process. Together they will form an organisation, which will gain the subject-area. This may also include discussion of expectations in this subject from different users. Relation between countries and international organisations must be clarified
- **Training program for** statisticians within CSO have to become more gender sensitised to be able to understand users needs. Programs for training on different levels can be organised and consider who will be in different training
- **Co-operation and best practice work.** A network should be established on best practice work and on how to implement a gender dimension into the whole National Statistical System

62. This work can either be planned in each country according to needs assessment or ECE can have the overall responsibility.

63. **Organisation of work** with gender statistics comprises a clear and stable organisation as a presumption to be successful with such a complex subject as the development of gender statistics.

64. **The Training** program for three years should be elaborated and include a priority list of target groups. The program should focus on basic needs first of all in order to improve already existing statistics. Other areas of training include presentation, marketing and dissemination, which could also be part of the training program later. As pointed out many times, the work with gender statistics must be integrated and related to the human and social development process in the country as well as the development of the whole statistical system. This is an on-going process, which is unique in every country. Training can be of different art from general training with basic concepts and definitions to on the job training, which could be to understand the gender statistics process and the connection between gender issues and gender statistics. To make gender-sensitised tables could also be part of a training session to better reflect gender concerns.

65. To facilitate work to do in each country a *Country Gender Analysis (CGA)* to identify supporting and hindering factors in each country is a good platform to confirm major gender indicators for each country and to decide the level of support needed for keeping the process on going. This is one way to strengthen the relationship with each country. An agreement how this work should be organised would be good start for mutual understanding. To organise this work could be a task for the focal point. That requires new terms of references for the focal point to increase the analysis of gender differences in existing statistics is the clearway of improvement. What can be done to improve already existing statistics? It should be the first basic approach before looking at new statistics. What kind of existing statistics need to be changed or enlarged? One important reason is that we still do not have all needed data disaggregated and analysed by gender and age. To get a complete statistical view seems to be very hard because there are many factors that influence what kind of statistics are needed. How should it be presented? Traditionally, there are a lot of indicators measuring female and male activities in society. One has to identify some major obstacles. There is insufficient attention to the role of social and economic determinants effecting women and men.

66. The increasing trend to privatisation could lead to poor quality in health services, could also affect women because less attention has focused on the most vulnerable groups of girls and women. In receiving statistical information on gender equality problems one has first of all to clarify the difference between statistics that are available and needed to be improved and statistics that are needed but are missing today. To identify these limitations in currently existing statistics on health could be a good start in order to be successful in the work with a gender perspective on health. Still we have a lot of data that is not systematically disaggregated by sex and no additional money is needed. It should be part of the ordinary work.

### **8.1 Constructed roles should be visible in statistics**

67. In all areas of development, there is emphasis on identifying and removing the gender biases and inequalities that prevent both women and men from realising their potential. Work to improve gender statistics should be formalised as an area of responsibility within the national statistical office in the countries. What we see in society are the assigned gender role activities and relative position of women and men. These gender roles and relationships impose expectations and limitation for both women and men. These gender roles are also inherent and leading some people to believe that they are and cannot be changed. But these roles are constructed through forces like culture, tradition, and politics.

68. The aim is to make these gender roles visible through statistics. In this work there is a need for cross- disciplinary thinking, which require focus on identifying gender issues both in a broader and deeper approach. The work to improve statistics to be more gender sensitised should



be integrated into the development of the entire national statistical system, which means both an individual approach as well as an economic. Gender statistics is not only reorganisation of tables and graphs to be disaggregated by sex but also a way of analysing the dimension of women and men in all statistics and to look at the possible consequences and impact it will have on women and men in the society. That needs cross-disciplinary thinking.

## **8.2. Country Gender Analysis (CGA) as the first step**

69. Work with gender statistics is an on-going changing process. This changing process is a concern for every individual as well as the big organisation. It's a concern for organisations or each single working place. This is a never-ending process, which is unique in every country. According to discussions staffs from different NSO, one can identify both strong supporting long-term factors but also some hindering factors in development of gender statistics in each country. In order to facilitate the identification of these factors in each country, a Country Gender Analysis (CGA) to identify supporting and hindering factors is a good platform to confirm major gender indicators for each country and to decide the level of support needed for keeping the process on-going. Specific criteria for doing the CGA have to be elaborated and tested.

70. This is one way for the NSO to strengthen the capacity of each country and openly discuss demands and service activities from all countries. An agreement how this work should be organised would be a good start for mutual understanding of wishes and demands. Presentation of suggestions below gives conceivable steps to organise and strengthen the gender capacity relationship has to present what kind of support and service they would like to receive from each other. Below are listed five areas of great concern for developing gender statistics in the country. Work within the following areas should be of great importance for strengthen and clarifying how the work should be organised. The areas are:

- Work to improve organisation of producing statistics
- Program for training activities with different target groups
- Improving presentation of existing statistics
- Identification of data gaps
- Training program for marketing and dissemination

71. Activities of great concern are to improve the organisation and to start a successful training of NSO staff. Organisation of work and training programs are basic presumptions to elaborate a platform for activities. It's recommended to start the process by clarifying the roles and confirm the level of knowledge on working with gender equality and gender statistics in each member country. Of great importance is that work on gender statistics becomes visible and internationally recognised. Improving presentation of statistics, marketing and dissemination activities could be the embryo to a more comprehensive training plan for each country. Below is a list of suggestions covering suggestions to improve the organisation of gender statistics work and to set up training activities in the countries based on a Gender Statistics Diagnose.

## **8.3 Improving organisation for work with gender statistics**

72. The organisation of the work with gender statistics differs a lot from country to country. The organisation of work with gender statistics concerns:

- Organisation of work within single country
- Organisation of mutual supporting arrangements between international organisation and the member states
- Organisation of work within ECE
- Organisation of co-operation between international organisations

73. On the country level the organisation of the work is to consider some sort of institutional arrangements, which could either be a special unit within the National Statistical Office or a focal point with the responsibility to make programs for gender statistics work and also to be the co-ordinator of contacts with ECE and other international organisations.

74. To be straightforward one can assume that this is also the situation in the member countries towards ECE but that has to be confirmed in talks with some of the countries. Such talks could be organised in connection with the next UN session of Gender Statistics. There is a possible risk that many of the activities on gender statistics coming from each international organisation in some sense are competing with each other instead of it's basic attempt to make more people aware of the need for gender statistics. Competition in the beginning should probably turn to increased co-operation with all acting bodies in the area. The list of activities focused are within two areas:

- ECE (nor other international organisations) and the Member Countries
- Each member country on their own
- User/Producer seminars within member states or some international organisation
- Institutional arrangement
- Appoint facilitators

75. These suggested activities need to be adjusted to the situation in each country. Some process leaders is needed to facilitate the work. Activities 1-5 below discuss the relationship between ECE and the member states.

**Activity 1.**

Clarify the kind of support and service role between ECE, statistical Division/Social statistics can offer the member countries. An agreement on the specification of the role for each party should be elaborated and presented in the next working session on gender statistics 2004 in Geneva

**Activity 2.**

On the one hand ECE Statistical Division/Social and Development Statistics can give service and support to the member countries based on special requests identified by the countries

**Activity 3.** Discuss and confirm special new Terms of References for focal points. A statement on their work and responsibility will also be confirmed and presented in the next session of gender statistics

**Activity 4.**

Increase co-operation on gender statistics between international organisations in the region to avoid double and triple work. Arrange a seminar in the region to avoid risks of unjust competing on gender statistics, which is bad for all parts. This could be seen as a long-term activity. To jointly develop strategies for all countries in the region will be advantageous for the development of gender statistics.

**Activity 5**

A Country Gender Analysis (CGA) to identify supporting and hindering factors in each country is a good platform to decide major gender indicators for each country.

76. The ultimate result of the clarification is that both parts will be aware of its role and supporter of gender statistics. Since there is no written mandate its hard to express wishes and demands because of the uncertainty of responsibility from each part. It would be good to sign such agreements during the next work session of gender statistics in Geneva 2004. A step to clarify the roles is to define the role of the focal point.

77. In this new rather uncertain statistical field of gender statistics it's probably more important to receive information on the establishment of a gender dimension in statistics and to strengthen their knowledge and role in the country. On the other hand the member countries have not clarified their needs for support and service. It is important to work more efficiently and to be aware of the needs. There is a need to strengthen the responsibility from ECE and the need to express support and services from the member countries. Each part has to define its role and together make an agreement on what each part sees as their major role. Just to make this clear could strengthen the possibility to recognise each other with special needs. A paper to discuss this matter should be presented in the nest session of gender statistics in Geneva 2004.

78. As a consequence of this major risk an initiative to arrange a seminar between the three major donors in the region should be proposed. The initiative could come from ECE statistical division. A background paper on the present situation should be composed by a secretariat and presented at the seminar. These organisations should in the near future co-operate. That could be arranged through an agreement with each member country. To clarify the role for each organisation it's recommended to have a joint meeting to clarify the roles and the means and strategy each organisation has. All in the sense to try to avoid unnecessary confusion and delay the development of gender statistics. It would be necessary instead have common strategies for all countries covered by the three organisations.

79. This is one way to deepen the relationship with each country. A mutual agreement on this work should be elaborated. In order to avoid too many theoretical discussions it is needed to distribute good practices to all member countries. The tool for this is the network. In addition to the good practices it's necessary to identify potentials, challenges and remaining constraints in each country. Actions to identify hindering and supporting factors for promoting gender equality in the region could be incorporated in a plan for training. The relation or responsibility of each acting body should be clarified. That includes the relation between UNDP and UNECE. There should also be an attempt to appoint leading countries to support these efforts of training in the region. The acting bodies in the area are mainly: ECE Statistical Division, EU/Eurostat and OECD and probably also the World Bank. There are no mandate or special agreement, which regulate the responsibility for ECE, statistical division and each member country. Before making such a mandate should be written together with the member states.

#### **8.4 Framework for a Training Program**

80. The following recommendations are mainly based on experience from work in Sweden and in developing countries, mainly in Asia and Africa. A successful work to improve gender statistics at national and international level requires a close and continuous co-operation between users and producers of statistics. It also requires training of both users and producers on different levels in governmental organisations and different levels of training.

81. Producers of statistics need to be aware of gender issues in society to be able to understand gender equality issues and produce statistics with a gender perspective. To secure an integration of a gender perspective in the development of the whole official statistical system both users and producers should know the possibilities and limitations on producing and presenting gender statistics. It is very important to work together to formulate gender issues to get knowledge to work with data gaps. Training workshop are useful compliments to written material to broaden the perspective and understanding of a gender statistics process? The kind of training offer has to be adjusted to the audience, which means level of understanding, on the job training or training of trainers. It also very wise to be target-oriented, which means that training, should be adjusted to the audience. Training could be organised in three levels taking into consideration the level of understanding for each person and for the organisations. How to find an optimal organisation of the work has a great impact on the success of the training. All training activities had to be adjusted to the level of understanding of the audience.

82. Activities below concern both internal and external target-groups

**Activity 1.**

A successful work on gender statistics is based on good experience and knowledge of major gender issues in society. Adopt an in-house general training program in order to strengthen the gender equality and gender statistics capacity inside the organisation. Adopt a group with representatives from key areas. Their first task will be to select target groups for the training and suggest a timetable. The first attempt on training should be based on level one. See below.

**Activity 2.**

To face a new step in the relationship between ECE, statistics division to promote gender statistics in the member countries is to present and implement a proposal in a common plan of action for training in order to reach a higher level of understanding

**Activity 3**

To facilitate the training and promotion of gender statistics and to establish good institutional arrangements such as a focal point with good terms of references. Within this good organisation it is also possible to implement new activities of training referring to level 2 and 3.

**Activity 4**

Training and sensitisation is very important for each person in order to keep the process on going.

83. Appoint some advanced countries in the ECE region to be leading countries, which can propose and conduct training activities for themselves with different target groups.

## **8.5 Training level**

84. The first level focuses on basic knowledge of understanding the concepts used in connections with gender equality and gender statistics. This includes also sensitisation of key persons on the gender dimension in society and in statistics. A basic aim is to move from sex-disaggregated statistics to gender statistics. The training could be both targeting users as well to producers. The idea is to present better statistics. This training could first be arranged as an in-house training with people representing different department in a statistical office. The purpose is to be more trained before meeting users. A concrete objective can be to present a publication focusing on gender problem in the country.

85. The second level targets persons on the job training with focus to improve already existing statistics to better reflect gender concerns in society. The training will introduce the production process of gender statistics according to the flowchart attached as annex 1. The training can be developed also going to be a user producer workshop and to introduce areas of improvements such as:

- i) Training and sensitisation of staff in the gender statistics group
- ii) Sensitise the whole staff of ECE
- iii) Improving use of existing statistics
- iv) Analysing with a gender perspective
- v) Presentation of tables and graphs
- vi) Improve data collection and compilation
- vii) Dissemination and marketing

86. **The third level** is the most advanced training. It could be used to train trainers. The training includes items from Level 1 and 2. From a broader view of the gender dimension to a more deepen approach. Work is also concentrating on data gaps and how to capture information of the gaps.

87. Many recommendations on strengthen the gender responsiveness among the staff of ECE concern the improvement of knowledge about the subject matter. This could be reviled through a training program based on different levels of understanding. Each training activity on levels 1-3 should contribute to a better understanding of gender. Gender sensitisation of users and producers together could be the task for a workshop on gender statistics. Gender sensitisation of users and producers to better see the possibilities and the limitations from each part. Improving the presentation and analyse to make user-friendly reports and publications, identifying and filling in the data gaps, improving dissemination, which includes making a plan for dissemination of the idea of gender statistics and identification of major target groups for gender statistics publications in the future.

## 8.6 Training activities

88. The examples are moments in training program based on discussions with staff at NSO. These activities cover:

- Training on sensitisation
- Improving presentation
- Improving marketing
- Improving dissemination

89. These are supposed to be models, which can be adjusted to the situation in the country and at NSO

### Training of sensitisation

#### Objectives

- To gender sensitise people, both users and producers, on different levels in society in order to get a broader gender equality competence with the aim to identify major gender issues.

- To be more familiar with gender concepts and aware of the importance of adopting a gender perspective in identifying and producing gender statistics in the region.

#### Activities

- To conduct training workshops among the member countries with one leading country as the main organiser together with focal point/ co-ordinating person(s) responsible for gender statistics

#### Target group

- Target group is first of all the NSO staff
- Secondly it could be other units in ECE region and
- Thirdly with the member countries. Members of the ECE staff of gender statistics should participate in regional workshops

#### Duration

- Conduct one or two day(s) workshop for the ECE staff, which you can call the inner
- Circle three or five days workshop for the focal points

#### Results

- Short-term result of these activities will be a more gender sensitised staff and the long-term result will be that each statistician in each field of statistics will present and perform better gender analysis and incorporate gender analysis into their regular publications. Users will be more aware of gender problems and start to co-operate more with ECE.

#### Improving of Presentation

##### Objective

- The objective is to present user-friendly presentations for non-statistical-trained target groups. Regular reports should be taken as results. Tables, graphs and analysis with a gender perspective and should be included in regular publications.

##### Activity:

- To conduct one seminar among statisticians in ECE staff on improving the presentation of statistics

##### Target groups

- Key persons in ECE such as the focal point/ co-ordinating person of gender statistics and the present database administrator in ECE

##### Duration:

- The seminar at ECE will be for a week and the follow up study tour will also be for a week.

##### Results:

- Improving knowledge of layout and graphical design among statisticians in ECE and launching of more user-friendly publications.

#### Improving Dissemination of Gender Statistics

##### Objectives:

- To increase the ability to identify target groups who need gender statistics and inform important target groups what is available and not available.
- Determine different ways of dissemination suitable for different target groups

Activities:

- To conduct one seminar on marketing, information and dissemination of gender statistics in ECE

Target groups:

- People from ECE gender statistics staff. Could be decided when it is planned

Duration:

- Two days seminar

Results

- Statisticians will be more aware of the use of statistics and to improve contacts with user

**Discussions should give answers to the following question:**

What is inside and what is outside our concern/responsibility?

What is needed in short-term and long-term?

What do you like to do?

What is realistic? Financially and human resource

**Appoint and train leaders in the region**

Process leaders

Facilitator

Specialist

Focal point

**Checklist on practical work on different levels**

Step 1 Improve gender statistics by producing a booklet

Step 2 Improve organisation of statistical work. Appoint and advisory group.

Step 3 Improve content of statistics to get better use of existing statistics

Step 4 Improve uses of statistics

Step 5 Implement gender statistics in the whole statistical system

**IX. GUIDELINES FOR PROMOTING AND PRODUCING GENDER STATISTICS**

90. A modern society requires statistics in all-important areas of society so also in the area of gender equality. Important decisions made by the various actors in politics, the public sector, the economic system, organisations, etc require a thorough basis of information, often in the form of statistics. Basic functions in society such as democracy, economics and welfare are for the most part dependent on knowledge based on reliable statistics. Economic statistics fulfil a very important function for decisions about economic politics and development towards a market economy. Social statistics comprise an important basis for development of welfare and redistribution policy. It is important for credibility in a democracy that these decisions are based on reliable information. To facilitate the production of gender statistics there is a need for developed step-by-step training in gender thinking. Statistics also have an important role in a democracy, namely to disseminate information to all citizens. Statistics in many areas are needed to plan for the future and for those structural changes a country normally goes through. Statistics Sweden cannot do everything in all countries, but will concentrate contributions to areas where Statistics Sweden has comparative advantages. In order to arrive at the expected results, local participation in the form of regional coordinator services and possibly other long-term services is required. A close cooperation with other actors is desirable especially other donors.

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