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**Global Forum on Gender Statistics
26-28 January 2009
Accra, Ghana**

Report of the Second Global Forum on Gender Statistics*

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I. INTRODUCTION

Background and objectives

1. The Second Global Forum on Gender Statistics was held from 26-28 January 2009 in Accra, Ghana. It was organized by the Ghana Statistical Service and the United Nations (the United Nations Statistics Division and the United Nations Population Fund) in collaboration with the World Bank and the African Development Bank and with additional funding from the United Nations Development Programme). The Forum was attended by over 150 participants representing 49 countries, 13 UN agencies, and 11 other international organizations and development partners (see annex 1 for the List of Participants), and including observers from regional and national training institutions.
2. The 2009 Global Forum is the second of a series of international meetings on gender statistics to be held annually with the purpose of promoting the advancement of gender statistics among decision makers and all other user groups. The 2009 Forum had the objectives of: reviewing best practices in the incorporation of a gender perspective in national statistical systems and in the measurement of women's participation in and contributions to the economy; and reviewing national experiences on integrating gender into census data collection and analysis. The Forum therefore was also an opportunity for countries to learn of ways to strengthen their capacities in producing gender statistics. Finally, the Forum had the objective to review what needs to be done to improve gender statistics in order to respond to monitoring requirements in relation to international development goals, including the Millennium Development Goals (MDGs), and Poverty Reduction Strategy Papers (PRSPs), the Beijing Platform for Action and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

Opening session

3. The Forum was opened by Ms Grace Bediako, Government Statistician of Ghana. Ms Bediako talked about recent and past development in gender statistics and emphasized the importance of the Forum as an opportunity for countries to learn and share their national experiences in gender statistics. She also noted that in some parts of the world there had been a significant amount of work done on gender statistics, while in others there is still a long way to go. Thus, she stressed, international meetings like the Forum, provide an incentive for countries to learn from those who are more advanced.
4. Ms Francesca Perucci delivered a statement on behalf of Mr. Paul Cheung, Director of the UN Statistical Division (UNSD). Mr. Cheung's statement stressed the insufficient progress in the area of gender statistics. This, he pointed out, has become even more visible in recent years with the new global monitoring requirements, especially those efforts associated with the MDGs. The limited availability of statistics is evident when it comes to assessing progress towards gender equality and the extent of gender equitable progress towards development goals. Mr. Cheung highlighted the urgency to accelerate progress and outlined some of the efforts undertaken by UNSD in the field of gender statistics, including: continued efforts to provide training on various

aspects related to the production and dissemination of gender statistics; technical assistance projects to strengthen countries' capacity to incorporate gender issues in data collection; work towards the developments of indicators on violence against women; and preparation of the next issue of "The World's Women: Trends and Statistics", to be launched in 2010. UNSD also conducted a survey of gender statistics programmes and activities of national statistical offices worldwide to assess progress in the area and to inform the development of the Global Programme on Gender Statistics.

5. Mr. Makane Kane, Resident Representative of the United Nations Population Fund (UNFPA) in Ghana, gave an overview of the work of the Fund in the area of population and housing censuses, and its support for the development of gender statistics in the country. He stated that the 2008 Ghana Demographic and Health Survey (GDHS) included new topics relevant to gender, such as domestic violence, and it was expected that the 2010 census would provide new data on some key gender issues. UNFPA, he emphasized, continues to support national efforts to bring a gender perspective into data collection and to assist countries in producing the necessary statistics to measure gender dimensions and the MDGs.

6. Ms Sulekha Patel of the World Bank presented the history of the development of gender statistics at the World Bank. Originally set to integrate gender into its operations, the focus expanded from an emphasis on education, health, and labor force participation to one exploring the gap between women's capabilities and opportunities, especially economic opportunities. The World Bank launched its *Gender Action Plan* in 2006 to integrate gender concerns into the lagging areas of access to productive resources such as land, credit, and technology. The World Bank's work on measuring and monitoring the economic empowerment of women has identified data gaps which it plans to tackle in collaboration with the United Nations.

7. Mr. Dimitri Sanga of the United Nations Economic Commission for Africa (ECA) gave a brief overview of the work on gender statistics in the ECA region. He described the newly formed Kampala Group, which will focus on gender statistics training in the African region, including the preparation of a regional training manual on gender statistics.

8. Mr. Michel Mouyelo-Katoula of the African Development Bank emphasized the need for a systematic, coherent approach for the development of gender statistics within the scope of the African statistical situation.

9. The Vice President of the Republic of Ghana, His Excellency John Dramani Mahama, delivered the keynote address. The Vice-President informed the Forum of his Government's commitment to furthering the goals of equal opportunity for the genders in the development programme of the country. For instance, he stated that the government is aiming at 40% target of women's representation in senior government and public service positions, adding that more women should be in power and help in decision-making. He recognized the need to have relevant data in order to make a case for gender and to justify serious interventions, and that the crucial role of gender statistics in the development of

social and economic systems. He emphasized that women's roles and contributions are critical for the attainment of the MDGs and, in this regard, statistics and indicators on gender are needed to inform decision making and monitoring of policies and programmes.

Organization of the meeting

10. The Forum was organized as a series of panels and a round table, as follows:
 - (f) Roundtable discussion on incorporating a gender perspective in national statistical systems
 - (g) Seminar on creating an enabling environment for the advancement of gender statistics
 - Panel 1: High-level advocacy for gender statistics
 - Panel 2: The role of statistical legislation in promoting gender statistics
 - Panel 3: Capacity building for the production of gender statistics
 - (h) Seminar on gender statistics for monitoring and planning
 - Panel 4: Gender statistics requirements for monitoring goals and targets at national and global levels
 - Panel 5: Promoting the use of gender statistics in evidence-based policy making
 - (i) Bringing a gender perspective into population and housing censuses and household surveys
 - Panel 6: National experiences with incorporating gender into population and housing censuses
 - Panel 7: Producing gender statistics from agricultural censuses and surveys
 - Panel 8: National experiences with incorporating gender into household surveys
 - (j) Measuring women's work
 - Panel 9: Measuring women's participation in the labour force
 - Panel 10: Measuring employment in informal sector and informal employment
 - Panel 11: Measuring unpaid work (unpaid productive economic activities, caring economy, volunteer work)
 - Panel 12: Measuring women's full contribution to the economy (satellite accounts)

All papers and presentations were made available at the website of the Global Forum on Gender Statistics:

http://unstats.un.org/unsd/demographic/meetings/wshops/Ghana_Jan2009/default.htm

II. SUMMARY OF PRESENTATIONS AND DISCUSSIONS

(a) Roundtable discussion on incorporating a gender perspective in national statistical systems

Mr. Jerolinmick Piah, Assistant Minister for Planning and Administration,
Ministry and Gender and Development, Liberia

Ms Grace Bediako, Government Statistician, Ghana Statistical Service

Mr. Pali Lehohla, Statistician General, Statistics South Africa

Summary of presentations

11. Mr. Piah highlighted the strong need for developing gender statistics, given the overall economic and social development now taking place in Liberia. In Liberia, gender statistics have become an integral part of the poverty reduction strategy and are critical to advocacy for gender issues. However, a lack of information to adequately measure major areas of concern, such as women in conflict, is an impediment to monitoring relevant gender issues in the country. He emphasized the point that without the necessary data it is impossible to prioritize interventions, design policies and programmes, advocate for change and mobilize support. Liberia has prioritized its activities around four pillars, namely: peace and security; economic development; governance and rule of law; and infrastructure. Mr. Piah stressed the need to consider all sectors, as gender issues are relevant to all of them and that data and appropriate gender analysis would be needed to address all gender issues and prioritize related interventions. To this end, he emphasized the need for users and producers to be trained in gender analysis.

12. Ms Bediako noted that despite global efforts and advocacy for gender statistics, including capacity building activities, there still persist gaps in knowledge in gender statistics among many professionals in national statistical offices. This could be attributed in part to the high turnover among statisticians, which affects the sustainability of the programmes. One solution would be to have gender statistics focal points in each sector and department. Ms Bediako also noted the need for capacity building, stressing that training is a key component in ensuring the mainstreaming of gender in national statistical systems and the sustainability of programmes. It is necessary to build capacities in gender statistics, most critically in institutions that have had little or no awareness of gender issues and no knowledge or experience in gender statistics. Another essential aspect mentioned was the need for strong leadership in the process. National statistical offices need to lead the process and mainstream gender statistics in national statistical strategies. This would include conducting training, providing support and assistance to other agencies within the statistical system. In addition, she said, policy makers should participate in high-level meetings and trainings to exchange ideas and share information and for the heads of the national statistical offices to be fully involved in training and capacity building.

13. Mr. Lehohla, the Statistician General of South Africa stated that there was a need to compile statistics that clearly reflect concerns in society. He stressed that gender statistics are a public good and are a vital tool in raising public concerns. He also noted

that statistical systems in developing countries are generally weak and unable to adapt quickly to the evolution of gender statistics. It is crucial to link these statistics to policies. But effective programmes, he said, could not be conceptualized without sensitizing and raising awareness of both users and producers. He finally noted that it is equally important to institutionalize gender statistics in all sectors to secure its sustainability, and to strengthen collaboration among stakeholders.

Summary of discussion

14. The discussion highlighted the need to improve statistical concepts and definitions to effectively incorporate a gender dimension and to increase the availability of methodologies, guidelines, including on list of indicators for the development of gender statistics. Currently, there is no comprehensive set of guidelines for the development of gender statistics in all statistical fields.

15. Participants highlighted the fact that producers of statistics should work closely with users to produce information that adequately addresses users' needs and reflects changes in societal behavior and culture. They emphasized the importance of producer-user dialogue and users' participation in the production of gender statistics and the need to prioritize areas of concern in national strategies, such as for instance, the issue of women in conflicts for countries emerging from conflict.

16. It was also pointed out that the analysis of data from a gender perspective goes well beyond data disaggregation by sex, and implies cross-classifying data by age, geographical areas, sub-national groups and all other relevant socio-economic variables.

17. Participants agreed that in order to mainstream the gender perspective in all statistical activities, gender units should be established within national statistical systems, and both policy makers and data producers should be sensitized on the need to consider gender issues.

18. The need for capacity building activities at the national level was also stressed, including training and workshops at the international, regional and national levels.

(b) Seminar on creating an enabling environment for the advancement of gender statistics

Panel 1: High-level advocacy for gender statistics

Ms Mireille Matenin Coulibaly, UNIFEM

Ms Alicia Alvarez Alvarenga, Paraguay

Ms Linda Laura Sabbadini, Italy

Summary of presentations

19. The three presentations reviewed high-level advocacy efforts aimed at promoting gender statistics. The UNIFEM presentation stressed the importance of the collaboration among national and international partners in promoting gender statistics. UNIFEM has been very active in advocating for the production and use of gender statistics. They have

collaborated and sensitized producers to engage in censuses and surveys and supported the collection of data on specific gender issues, such as for instance through time use surveys and surveys on gender-based violence. UNIFEM has also contributed to gender data compilation and dissemination and worked to engage MDG reports as an advocacy tool to influence the development and production of new gender statistics

20. The presentation by Paraguay highlighted some of the national limitations, including the need for better gender mainstreaming within international organizations and improved data collection system. The Paraguayan National Statistical System obtains gender data from various sources (surveys, censuses and registry data). There is, however, a lack of sufficient data to capture gender issues comprehensively. All data currently being produced could be disaggregated by sex but the Central Statistical Office of Paraguay is still in the process of creating and training a team for the proper monitoring of gender indicators. In addition, several modules are being added to surveys and censuses to better capture gender inequality, a new legal framework to support gender-related activities was also created in 1992, and several national publications reflect some of these concerns. Nevertheless, the lack of sufficient data and awareness impedes the production of multiple gender disaggregated MDG indicators. Several actions are being undertaken in terms of collaboration with national and international organizations; as well as the use of new technologies to capture more accurate and comprehensive information.

21. The experience of Italy shows the need for a law that guarantees the regular and continuous production of a minimum set of gender statistics even during periods of crises or when resources become limited. Such a law would ensure that gender statistics are treated equally as other statistical fields such as economic statistics, the production of which is mandated by law. The presentation also highlighted the need for a strong commitment of high-level managers in the national statistical system to pursuing the development of gender statistics. In Italy, this commitment has contributed to progress in some areas of gender statistics, including in the measurement of time use and violence. However, this alone is not sufficient to ensure continuous progress in the area, unless a law makes it compulsory to compile and produce gender statistics.

Summary of discussion

22. Participants agreed that legislation for gender statistics is necessary to ensure, as is the case for economic statistics, that this information be collected, analyzed and used continuously and regularly, even during times of financial pressures when resources are limited.

23. It was also stressed that the leadership and support by high-level decision makers are vital for the mainstreaming of gender in statistics and that producers should develop strong partnerships, alliances and relationships with users.

24. The discussion highlighted the importance for statisticians to be client responsive and to establish which indicators are of primary importance to measure progress in areas

where the need exists. To this end, production of gender statistics should be based on a clear understanding of what the key gender issues and concerns are.

25. It was stressed that data on gender differences should be a priority in both social and economic statistics. There are many gender issues that call for new data, such as access to income in the household, decision-making, women in the labour market and gender-based violence. These data needs are increasing the demand for national statistical systems to produce better statistics.

26. It was noted, however, that relevant gender statistics are useful tools in advocating for gender equality and other issues of concern.

Panel 2: The role of statistical legislation in promoting gender statistics

Ms Lina Castro, Philippines

Mr. Pali Lehohla, South Africa

Ms Lina Gálvez Muñoz, Spain

Mr. Ki-Taek Jeon, Korean Women's Development Institute

Summary of presentations

27. The presenters focused on the national context of the statistical legislation for promoting gender statistics. The presentation by the Philippines showed how instrumental statistical policies and other mechanisms formulated by the National Statistical Coordination Board have been in providing the legal framework for the promotion and advancement of gender statistics in the country. They also paved the way for the Philippine machinery on women to work together with the agencies in the Philippines Statistical System to establish and sustain efforts towards improving gender statistics. However, much remains to be done. The presentation highlighted the need for continuous advocacy to improve gender statistics and for substantial funding to address data gaps on gender issues. There is also a need for an enhanced monitoring system to be put in place as well as a better implementation of statistical policies. Finally, the presenter recommended the organization of consultations between users and producers of gender statistics and the training and sensitization of government statisticians and other statistical personnel to integrate gender concerns in their work.

28. The South African presentation highlighted the existing gaps in gender statistics and what should be done to build a strong statistical system that would appropriately address the needs for gender statistics in the country. Among others, a strategic collective action is required by policy-makers, public and private development practitioners, NGOs and other users of gender-related data to adequately formulate the statistical needs and produce the needed data. The presentation also described the existing legislation, which is mandating the collection of data disaggregated by sex, but is insufficient to cover all other aspects of data production, including the activities that are needed, the responsibilities and the type of collaboration necessary to achieve the results and the type of outputs needed. The need to measure the effectiveness of policies was

also emphasized, since it is possible that the current policies reproduce the existing equalities and inequalities found in societies.

29. The case study of Andalusia, Spain highlighted the importance of legislation on gender statistics and stressed that the existence of other legislation concerning gender equality also demanding the production and use of gender statistics contributes to creating the right environment for the production of statistics. This was the case, for instance, of laws requiring gender budgeting and the monitoring of its effectiveness. In the Andalusia region, the 2007 statistical legislation included the provision for gender mainstreaming for the first time.

30. The representative of Korea presented the 2007 statistical act that references gender and the need to collect new data disaggregated by sex. The new act gives the Korean Statistical Office the jurisdiction to collect the data and expand the topics included in data collection to be more relevant for gender analysis.

Summary of discussion

31. The discussion stressed the importance of producing statistics in all areas of public concern. Since the ultimate goal is achieving gender equality in all aspects of life, progress should be measured by mainstreaming gender into the whole statistical system.

32. Participants also noted that there are great synergies between legislation on gender equality, fiscal and administrative processes, and gender statistics, as demonstrated by the presentation by Spain.

33. The discussion also highlighted how critical it is to distinguish between a national plan on gender statistics and a law on gender statistics. Without a specific law, there is no guarantee that gender statistics will be included in the work plan each year. Some participants expressed the view that the ideal situation would be to have a detailed law, although at times the level of detail needed may prove to be too complex to implement and monitor. It is essential, however, that the most important issues be clearly spelled out in the law. One of the challenges, it was pointed out, is how to organize administrative records to collect and disseminate all relevant gender-based information and how to legislate for the infrastructure that a modern public administration system needs.

34. The question was also raised about how to monitor and ensure compliance with the laws. In the case of the Philippines, for instance, although there is a very detailed legislation, there are no penalties for non-compliance. Monitoring is done through reporting and agencies that do not implement a particular activity are identified in public reporting processes. It was suggested that one way to ensure compliance is to associate the compliancy with funding.

Panel 3: Capacity building for the production of gender statistics

Mr. Dimitri Sanga, UN Economic Commission for Africa (ECA)

Ms Jessica Gardner, UN Economic Commission for Europe (ECE)

Summary of presentations

35. In the two presentations, the UN regional commissions presented their experiences in capacity building activities for the production of gender statistics. The ECA presentation emphasized the efforts needed at the African regional level to further the development of gender statistics. The main steps include: the setting up of the StatCom-Africa Working Group on Gender Statistics and the creation of a City Group on Gender Statistics: the Kampala Group. In addition, a Gender Statistics Network was set up to serve as a link between various stakeholders working for the improvement of the production and use of gender statistics.

36. The ECA presented an overview of their activities, including the development of training materials. In particular, to mainstream gender into Population and Housing Censuses, ECA is undertaking a project aimed at engendering the Principles and Recommendations on Population and Housing Censuses, Rev. 2 (P&R). The expected output is the production of a Gender African Supplement to the P&R. The Center for Statistics has also launched a gender statistics network and is supporting countries in their data collection efforts, including through time use surveys.

37. The ECE presented an overview of the training materials produced on gender statistics, including a training manual and training videos, and their training workshops. The ECE also organizes technical assistance missions by national and international experts to train small groups on particular aspects of the gender statistics methodology and funds study tours for national statisticians to learn how other statistical offices have approached the collection and development of gender statistics.

Summary of discussion

38. The discussion stressed the need to improve the coordination of strategies and outcomes of existing regional capacity building programmes in order to avoid duplication of similar activities. Representatives of regional commissions agreed that it is important to come together and share experiences to avoid duplications and build upon their unique experiences.

39. Participants agreed that it is crucial to measure the impact of capacity building activities in gender statistics. In particular, a tangible measure of the outcomes of statistical capacity building exercises should be developed. Also, an assessment should be made of the extent to which the various stakeholders are involved. One way to assess the impact of capacity building, it was noted, is to verify follow-up or subsequent activities that take place as a result of training and capacity building exercises. For instance, the effectiveness of the ECE/World Bank Institute project in Kazakhstan is substantiated by the fact that, as a direct result of the capacity building exercise on

gender-based violence targeting policy makers, there will be a survey on the subject in the coming year.

40. Participants emphasized the need for training and that all relevant stakeholders, including policy makers and other users, should participate in gender statistics training and capacity building exercises. Also, there was agreement that a training manual on gender statistics was a key tool to further develop gender statistics in countries. The ECE representative informed the group that there is a regional interactive web portal, created and maintained by the World Bank Institute as well as the ECE website on gender statistics that has modules available to assist in the production of gender statistics.

41. Finally, the concern was raised that the high turnover of staff in statistical offices may undermine training and capacity building activities and should always be taken into account in the development of programmes.

(c) Seminar on gender statistics for monitoring and planning

Panel 4: Gender statistics requirements for monitoring goals and targets at national and global levels and experience in integrating gender statistics in national, regional and global reports

Ms Francesca Perucci, UNSD

Ms Sulekha Patel, World Bank

Ms Grace Bediako, Ghana Statistical Service

Ms Mary Mpereh, National Development Planning Commission, Ghana

Mr. Nouhoun Coulibaly, Cote d'Ivoire

Summary of presentations

42. The speakers focused on the state of gender statistics requirements for monitoring development goals and targets. At the global level, Ms Francesca Perucci (UNSD) presented a review of the work by the international statistical system in addressing monitoring requirements in relation to gender issues. The question is whether there are sufficient data in official statistics to monitor gender equitable progress towards all development goals, including the MDGs. Even with the increased political importance of monitoring international commitments and improved awareness of the relevance of statistics for policy making, member states and the international community are still not able to adequately monitor progress towards gender equality in all its aspects. The MDG monitoring framework fails to fully capture the gender dimension of development and the different outcomes of progress on women and men. Also, within MDG3, which specifically relates to gender issues, progress is tracked by indicators that are insufficient to measure progress in all dimensions of gender equality and women's empowerment. An attempt was made by the Inter-agency and Expert Group on MDG Indicators to go beyond the three MDG3 indicators and look at gender equality and issues across all areas covered by the eight goals, but the lack of data posed serious limitations to the exercise. This shows that data normally available in official national and international data sets are

still insufficient to monitor the basic aspects of development related to gender and to inform the necessary policies.

43. The MDGs have generated an increased recognition of the importance of statistics for policy-making and monitoring and highlighted the overall lack of adequate statistical capacity in many developing countries, spurring a number of new initiatives to help countries build stronger national statistical systems. For gender mainstreaming in statistics to be fully effective and to improve the availability and quality of data on women and men, statisticians concerned with the development of gender statistics need to become fully involved in the implementation of these initiatives and programmes. Recommendations such as those by the MDG Africa Steering Group and mechanisms such as the Interagency and Expert Group on MDG indicators, for instance, ought to be exploited more to spur capacity building for gender statistics.

44. Ms Sulekha Patel (WB) presented a review of gender issues in 45 PRSPs. The focus was on gender equality issues in three thematic segments – rights, resources and voice – which also correspond to three different realms of activity: the household, the market and society. This framework also inspired the definition of the indicators on gender equality that were used for the review of the PRSPs and go beyond the three official indicators of MDG3. The review found that the indicators related to the economic realm (markets) were much more prevalent than the ones related to the household or society levels. The presentation concluded that more work needs to be done to assist countries in collecting data for gender equality indicators, and to raise awareness of the importance of incorporating gender issues in data production and use among producers and users in country statistical and planning offices and among staff of international organizations, including the World Bank.

45. Ms Grace Bediako (Ghana) presented the case of the PRS exercise in Ghana and described how the statistical system has responded to the demand for data for gender equality indicators to be used in the strategic planning documents of the country. The Ghana Statistical Development Plan was formulated to respond to GPRS data needs. Overall, she highlighted that there was not enough analysis with a gender perspective across all sectors, as gender equality is not clearly mainstreamed into sectoral strategies. In the GPRS II, gender issues were most prominent in the good governance section of the document.

46. The presentation by Ms Grace Bediako was complemented by Ms Mary Mpereh from the National Development Planning Commission of Ghana who highlighted additional difficulties from the civil society perspective. She mentioned the difficulty of obtaining intra-household data and data on violence against women (VAW), and methodological issues related to gender responsive budget data (how much budget allocation is sufficient to address gender issues?). The joint presentation concluded with the following recommendations:

- Gender issues need to be integrated into the analysis of the any problem;
- Capacity building in statistics needs to be strengthened (statistical literacy);

- All Ghana Poverty Reduction Strategy data needs have to be addressed by the statistical plan;
- Data presentation should be improved, presenting separate figures for women and men and avoiding the practice of presenting totals only.

47. The fourth and final presentation was given by Mr. Nouhoun Coulibaly of Cote d'Ivoire on the process of integrating gender dimensions into PRSP in his country. He presented the steps undertaken by the Statistical Office, with the assistance of UNIFEM, to produce gender statistics based on survey data and to integrate gender into their final PRSP. He highlighted the importance of strong institutional and conceptual frameworks, a policy-based data production system, a close collaboration with relevant institutions and a proactive approach. The presentation also stressed the need to go beyond the simple data disaggregation by sex and understanding and highlighting the policy implications of the findings. As a way forward, he sees as a key step engaging with statisticians from different countries in the region to exchange experiences and lessons learnt.

Summary of discussion

48. The discussion focused on the need to adequately highlight gender differences by fully exploiting existing data, even when basic indicators do not show inequality. The example was made of MDG indicators on education that may have good coverage but not necessarily capture gender issues related to school attendance, retention and quality of education attained. Participants also agreed that simply presenting data on women and men is not sufficient as the situation of women and men is very different across sub-national groups and according to other variables, and that it was necessary to conduct gender analysis and cross-tabulate sex-disaggregated data with other characteristics of the population. An example cited was the incidence of sexual and gender-based violence, which is often higher among internally displaced persons and refugees than among the local population.

49. The discussion also highlighted that it was crucial that all UN agencies provided sex-disaggregated data for MDG reporting and that, to this end, better use of administrative data for gender statistics should be made. There was agreement that a gender dimension should be considered across all MDG indicators, and not just in Goal 3.

50. The discussion also reiterated the need for a close collaboration among international agencies and development partners for the advancement of gender statistics. Agencies should work together at the international level to address the needs for better gender statistics. Similarly, in the national context, capacity building activities should be developed in collaboration with the all Ministries and offices concerned.

51. Participants finally agreed that it would be useful to estimate the cost of including a gender dimension in the production of statistics, as this can be perceived as being very high, although in most cases it is a matter of tabulating and disseminating what has already been collected and can therefore be done with little additional resources.

Panel 5: Promoting the use of gender statistics in evidence-based policy making

Mr. Souleymane Abdallah, ECA

Ms Neda Jafar, Economic and Social Commission for Western Asia (ESCWA)

Mr. Boubacar Soumaila, Niger

Summary of presentations

52. ECA presented the African Development Index (ADI), which was developed by a regional advisory panel to monitor the implementation of international agreements on gender issues and to measure progress made in the advancement of women in African countries. The index consists of two complementary components: 1) the Gender Status Index (GSI); and 2) the African Women's Progress Scoreboard (AWPS). GSI covers measurable aspects of gender relations and provides a quantitative assessment of gender equality (social, economic and political power). In the computation of the index, each component of the GSI has the same weight. The AWPS is a matrix that captures qualitative issues in relation to the performance of gender policies of African governments. It provides an assessment of the gap between political commitment and the implementation of gender policies. The index was developed keeping in mind the need to have a measure that was simple and easily understood for use by all countries in the region. Work is still needed to improve the index. This will be done in collaboration between the African Center for Social Development and the African Center for Statistics. The future work will involve gender specialists in addition to statisticians.

53. The presentation by ESCWA focused on efforts in the Arab region to improve the capacity of countries to measure gender-related aspects within the MDGs for monitoring and reporting. The ESCWA Statistics Division is developing a gender statistics training manual, which will be available in Arabic. It is based on a gender framework structured in three blocks to give the opportunity to countries to customize it to their situation.

54. The presentation by Niger covered their development of a database on gender statistics. There is still work to be accomplished as some key topics have not yet been included such as time use and violence.

Summary of discussion

55. Most of the discussion centered on the GSI. The wisdom of applying equal weights to the index's components was questioned, as were the composition of the index and the hypotheses behind the method. The feasibility and comparability of the index were also questioned, given the gaps in the existing data. While a composite index appeals to non statisticians, it can hide wide differences in the component indicators. Concern was also raised about the use of scales to measure and compare data, which could produce misleading results. There was the additional question of how flexible the index is to accommodate other indicators to capture specific realities in national context.

56. As for the Scorecard, questions were raised about the availability of data and the scaling system employed. UNECA recognized that data are limited at present, and that the scaling system needs to be improved.

57. Finally, participants wondered about the extent to which ADI is useful for actual policy-making and for promoting gender equality.

(d) Bringing a gender perspective into population and housing censuses and household surveys

Panel 6: National experiences with incorporating gender into population and housing censuses

Ms Ganga Devi Dabadi, Nepal

Ms Mylen Mahobe, Malawi

Mr. Chang-ick Kang, South Korea

Ms Lara Gama de Albuquerque Cavalcanti, Brazil

Ms Enaia Zidan, Palestine

Summary of presentations

58. Nepal presented the actions undertaken by the Central Bureau of Statistics, in collaboration with UNIFEM, to engender the operations of the 2001 Population Census in order to provide sex-disaggregated data to inform gender sensitive policies and programmes. One of the main reasons for engendering the census was to obtain data on ownership of assets by sex, as a measure of women's empowerment. Property ownership is very closely related with empowerment and status, determining the economic dependence or independence of the person concerned. For the first time, the census included a question on whose name (male or female member of the household) the property ownership was listed.

59. The Malawi presentation described the steps undertaken by the National Statistical Office to ensure that a gender perspective was mainstreamed at all levels of the 2008 census operations. Mainstreaming gender involved ensuring that gender issues were taken into account in all phases of the census undertaking, from redesigning the questionnaire to include gender specific questions, to recruiting women enumerators and providing gender-sensitive training to all staff, including supervisors. The presentation also stressed the need to further improve the knowledge of gender concepts and definitions through additional training and that a key component of engendering the census is the design of the questionnaire.

60. The Korean paper focused on the measurement of the economic activities and living expenses of the aged. The presentation highlighted why these items were investigated, what the results of the survey were, and how these results were used to improve the economic conditions and welfare of elderly women. The 2005 census results were used to analyze differences in living expenses between elderly (65 years of age and over) women and men and to formulate policies aimed at improving the lives of elderly

women, who were found to be more dependent upon their children and government subsidies than men were. The presentation also showed how survey data allowed for the analysis of labour force participation by sex and marital status and the role of women in child care to explain differences between male and female participation rates.

61. The presentation by Brazil focused on what is being planned to engender the 2010 population census and the main differences from the previous round. The main innovations, with respect to gender, relate to household headships and family composition. For the first time in Brazil, there will be the possibility of indicating joint headship (two or more people as reference for the household). Also, because of the increasing number of women identified as the household reference person, a new question is being introduced to indicate the reasons for the choice of a woman as a household reference person. The part on the family composition has also been significantly expanded, providing relevant information for gender analysis. The census will also include an additional module for a sample, covering more detailed information on life conditions. Finally, the presentation illustrated all other data sources available in the country to provide gender-based data.

62. The presentation on the 2007 Census of Palestine provided an overview of measures undertaken to guarantee the inclusion of a gender perspective in the census with regard to the content, concepts and definitions, and dissemination of results. The Palestinian Central Bureau of Statistics also considered gender perspective issues during the planning stage by holding meetings and workshops with the different centers and institutions engaged in gender-related issues and direct discussions with the ministry of women's affairs. The Bureau also ensured that 50 per cent of the staff working at the preparatory stage were women and that all gender issues were considered according to international recommendations. Particular attention was given to targeting women and covering gender issues in the census campaign and working closely with women's affairs institutions.

Summary of discussion

63. Participants expressed strong interest in the new Brazilian approach of allowing the possibility to indicate joint household headship. The discussion highlighted the need for these new tools to be ultimately developed on the basis of what concept better suits the national context. There was some concern that using the conventional classification of household headship (i.e., whether household is female- or male-headed) implies a kind of hierarchy within the household that suggests subordination.

64. Participants were also interested in how Korea analyzed the census results for policy use. It was emphasized that good institutional coordination and early planning, including for data analysis, are crucial for the effective use of results by policy makers.

65. The discussion on how to engender the census pointed out that when incorporating changes in the questionnaires to integrate a gender perspective, it is crucial that the new questionnaires be carefully pre-tested to ensure that the objectives are met.

66. Finally, participants agreed that the low representation of women in some of the critical phases of census planning and execution, as is the case in many countries, is a serious concern and efforts should be made to ensure a balance of women and men at all stages of the census operations.

Panel 7: Producing gender statistics from agricultural censuses and surveys

Ms Diana Tempelman, Food and Agriculture Organization (FAO)

Ms Gunvor Marit Stensli Iversen, Norway

Summary of presentations

67. The presentation by FAO highlighted some of the main gender concerns in the agricultural sector, where men dominated rural out-migration, access to productive resources, such as land and animals, and access to agricultural inputs. The history of FAO's work in the area and the main methodologies to address gender issues were also presented. In the 1990s, work concentrated on revising concepts and definitions, providing technical support through user-producer workshops and re-analysing existing data from a gender perspective. With the 2010 round of agricultural census, a more comprehensive methodology and guidelines were developed, which resulted in improved census undertaking in some countries and a compilation of lessons learnt. The methodology has been further improved and with the 2010 round of censuses, there are very good examples of best practices, where censuses cover issues such as access to access to productive resources, ownership, labour, and time use. Some of the remaining challenges include: a better exploitation of existing gender-disaggregated data and their further integration into national statistical systems.

68. Further exploring the theme of agricultural censuses, the Norwegian presentation focused on the case study of Malawi where, benefiting from an awareness of the importance of gender issues in agriculture, the agriculture census was planned, developed, and implemented with a strong gender perspective. This was made possible by the collaboration between the funding agency and the National Statistical Office. Ultimately, collecting information that could be disaggregated by sex and was relevant to gender issues became one of the priority areas of the agriculture census.

Panel 8: National experiences with incorporating gender into household surveys

Ms Rosemary Uside, Kenya

Ms Janet Ncheka Zulu, Zambia

Summary of presentations

69. The presentation by the representative of Kenya focused on the country's experience in the 2008 Demographic and Health Survey (DHS). In Kenya, all ministries and state corporations have appointed gender officers to ensure that gender issues are addressed accordingly. Over the years, the Kenya DHS have incorporated modules on

many such issues, including domestic violence, female genital cutting, maternal mortality, HIV behavior, HIV knowledge and malaria, among others. Similarly to other countries in the panel, efforts were also directed towards engendering the entire survey process—data collection, processing and analysis.

70. The presentation by Zambia covered their national 2004 Living Conditions Monitoring Survey (LCMS). The survey collected data on the living conditions of households and members of the household in the areas of education, health, economic activities, household food production, household expenditure, household income and assets, poverty, housing characteristic, amenities, access to facilities, and community development issues. In order to provide data that could be analysed from a gender perspective all aspects of living conditions captured information for male and female individuals separately. When the information related to the whole household, a distinction was made between male and female headed households. Most of the information contained in the report was analyzed by sex, but some gaps remain and some of the data collected were not effectively exploited. The main lessons learnt from the experience were that more training is needed for statisticians at all levels in gender statistics and users should be more extensively involved in all phases of survey development, including questionnaire design, analysis and report writing.

Summary of discussion (Panels 7 and 8)

71. Opening the discussion, the Chairperson noted that the presentations in both panels 7 and 8 had, among others, produced consensus on one important message: the need for training of statisticians and enumerators on gender issues. The chairperson also highlighted another key aspect of the process of engendering data collection operations and that is the need for a balanced sex composition of staff at all levels. In Kenya for instance, only 7 of the 25 members of the technical committee that oversaw the Kenya DHS were female. This reflected a general under-representation of women in the Kenyan Bureau of Statistics, which employed less than ten women among its professional staff. This is often the case in national statistical offices across Africa, in contrast with other regions where women have gained ground in the statistical field, as in the case of the Philippines where women have a large presence among statisticians. Participants agreed that there was a need for women's representation among professional statisticians in National Statistical Offices to be improved, as has been already accomplished in some countries.

72. Participants also discussed what is meant by making surveys sensitive to gender issues and agreed that this should not be interpreted as adding one or two questions on gender. Rather, it requires a critical review of the overall approach to data collection and dissemination, including revisiting concepts, definitions and methods used. The view was expressed that in some cases, disaggregating by sex some of the basic information may already provide additional valuable information, while for other topics it is necessary to add specific questions. An in-depth assessment of gender issues is required, however, before questions are added to any survey. The representative from the FAO cited the disaggregation of the agricultural labour force by sex and age as an example of producing

gender sensitive statistics based solely on the existing questionnaire. Similarly, the concept of agricultural sub-holdings, when adequately measured and with the sex of the holder specified, can provide valuable information to identify gender disparities.

73. It was agreed that in general making surveys more gender sensitive leads to better results and better analysis. Participants also agreed that sex-disaggregated statistics should be tabulated at the lowest geographical level possible—such as for instance, at the district level, since political decisions were often made at this level. Finally, in order to allow comparisons and complementary use of data from different surveys, participants pointed out the concepts, definitions and classifications should be harmonized across surveys.

(e) Measuring women's work

Panel 9: Measuring women's participation in the labour force

Ms Annette Lindhardt Olsen, Denmark

Ms Enaia Zidan, Palestine

Mr. Lonkila Moussa Zan, Burkina Faso

Mr. Ben Paul Mungyereza, Uganda

Summary of presentations

74. The four presentations described different ways of collecting data on women's participation in the labour force. Data sources for measuring women's participation varied among the countries.

75. In Denmark, data on labour forces are collected on the basis of the Register-based Labour Force Statistics (a product of several administrative registers) in combination with labour force surveys. The Register-based Labour Force Statistics is part of the Danish statistical information system, which covers the whole population. The two sources are combined to measure and describe the situation of women and men in the labour market. The statistical information system in Denmark is highly developed, and a personal identification number allows for data from various registers to be linked. The positive aspects of the business registry include availability of data on the whole resident population, high quality data produced with regularity, and availability of longitudinal data for trend analysis. On the other hand, the limitations of the register-based data are that they do not provide for an easy measurement of the number of hours worked and the gender pay gap and do not cover the informal sector. A new system is under development. The E-income, which will provide a monthly updating of all occurrences of employment and more timely data on wage periods, number of jobs, amount of working hours and place of work. These data will, among others, provide better opportunities to analyse the structure of women's labour market and the gender pay-gap.

76. In Palestine, data on the labour market are collected through the Labour Force Survey. Since 1995, when data collection on labour force started, the Palestinian Central Bureau of Statistics has taken into consideration a gender perspective, so that all

information is published by gender according to users' needs. Results of the 2007 labor force survey indicate that women's participation rate is very low compared with other countries in the region, due mainly to the lack of stability in the Palestinian labor market. The current political and economic situation does not encourage women to enter the labour market. Overall, it was found that there is a need to increase women's participation in the labour market through promotion programmes that support working women.

77. The representative from Burkina Faso presented an overview of the situation of women and men in the labour market in the country and the existing sources of data. The presentation highlighted some of the limitations of the existing sources for labour force data, including the lack of a gender perspective in the collection and analysis of data and the fact that some of the typically female occupations, especially the ones that are not remunerated, were not taken into consideration. Overall, the statistics produced are considered to underestimate women's contribution to the economy and there is a need to improve the concepts and definitions used in data collection, as well as to strengthen the capacity of statistical services in the production of gender statistics.

78. The representative from Uganda explained the steps taken to improve the measurement of women's work in Uganda, such as consultations with stakeholders and the development of a modular approach for the surveys. To ensure that gender issues are adequately captured, Uganda Bureau of Statistics (UBOS) always consults with the Ministry of Gender, Labour and Social Development and Uganda Gender Forum to review the questionnaires and include additional relevant questions. Also, to improve the measurement of women's work, a separate more detailed labour module was attached to the 2002/03 and 2005/2006 National Household Survey questionnaires. This helped to capture much more detailed information on the labour market in relation to gender. The presentation also described the first Gender and Productivity Survey, which was conducted between October 2007 and February 2008. The questionnaire was jointly developed by the Economic Policy Research Centre and the UBOS, in consultation with the Ministry of Gender, Labour and Social Development. The questions were developed to better capture women's contributions and were those related to women's work were carefully framed so as to include both paid and unpaid work. The preliminary results for 2008 are consistent with the household survey results of 2003 and show that the participation rate for women in rural areas is higher than in urban areas. In rural areas, female participation rate is higher than that for men.

Summary of discussion

79. Participants expressed interest in the Denmark's experience with the use of personal identification number and the possibility of use of microdata by researchers. The concern was expressed, however, that registry-based data collection has some limitations to capture both people outside the labour force and those outside the formal labour market. In that respect, the system is probably better suitable to more advanced economies, where the informal sector is not significant.

80. The discussion also focused on what needs to be done, including changes in current country policies and programmes, to improve women's participation in the labour force. Formulating and implementing the necessary policies obviously also implies obtaining the necessary data. In that respect, participants agreed on the need for better data and more detailed analyses based on cross-tabulations of all relevant characteristics of women's participation in the economy. The information and analysis are required to understand how various factors (e.g., marital status, number and age of children, sector of work, education) impact on women's labour market outcome (e.g., participation rates, wages).

Panel 10: Measuring employment in informal sector and informal employment

Mr. Lindiwe Ngwenya, Zimbabwe and Mr Malte Luebker, International Labour Organization (ILO)

Mr. Ahmed Al-Budirate, Jordan

Mr. S. Chakrabarti, India

Ms Jacqueline Tull, Guyana

Summary of presentations

81. The joint presentation by ILO and Zimbabwe highlighted how traditional measures of employment can be very misleading when it comes to assessing the situation of women in the labour market. The presentation described what aspects of the labour market should be investigated and what measures should be used to adequately capture the situation of both women and men in the labour market. The Zimbabwe labour force survey of 2004 considered the following: women and men in the informal sector enterprises and in informal employment, and unpaid domestic work. More changes are being introduced in the 2009 labor force survey to allow the estimation of informal employment and employment in the informal sector, to measure the extent of engagement in secondary jobs and in non-SNA work and the working time. For example, a new section on social security has been added to capture a job-based concept of informality.

82. The presentation by Jordan showed the difficulties to reflect the actual participation of women in the economy in official labour statistics, which are believed to under-report women's participation in the Jordanian labour force. To address some of these shortcomings, a survey was conducted in 2008 on the informal sector and informal employment. The survey focused on women in informal work and home-based entrepreneurship. The economic activity rates from the informal sector survey were higher than those from the conventional employment and unemployment survey, for both women and men.

83. In India, employment in the informal sector (referred to as "unorganized sector") is measured by the employment/unemployment surveys. Home-based workers represent a significant part of the informal sector employment in India. An Independent Group of Experts constituted by the Central Statistics Office with membership from the Government and other stakeholders to provide a conceptual framework for the measurement of home-based workers and their characteristics, including defining criteria

to clearly distinguish between home-based worker and homeworkers (who are those who work in their homes, resulting in a product or service as specified by the employer). Data and analysis have shown that over the years, there have been changes in the composition and distribution of the unorganized sector while the organized sector has remained more stable. Remaining challenges include: measuring gender related characteristics of the expanding informal economy and the economic integration and technological advances; measuring the impact of work or lack of work on the personal life of individuals; understanding gender differentials in the links between unpaid care work and production; and understanding the characteristics of home-based work.

84. Guyana has completed a plan for their 2008/09 Labour Force Survey, which will implement all the recommendations set forth by the International Labour Organization Sub-Regional Office, including the adoption of a new module on informal employment. The presentation illustrated the definitions used and examples from the questionnaire for measuring the informal employment. Further work in the region will include a harmonized approach to the operationalization of informal employment in labour force surveys.

Summary of discussion

85. Participants agreed that it was useful for countries to document and share their experiences in mainstreaming gender into data production and dissemination, especially for the measurement of work in the informal sector and the informal employment. It was also stressed that gender mainstreaming in statistics could be improved through an institutional framework with structures, advocacy, training, analysis and documentation of best practices by the NSO and the collaborating government agencies.

86. The issue was also raised of the need to clarify the definition of “decent work” particularly in relation to employment in the informal sector. The representative from ILO clarified that there has been a shift from enterprise characteristics (that define informal sector) to job characteristics (that define informal employment), partly to emphasize the lack of rights of workers.

Panel 11: Measuring unpaid work (unpaid productive economic activities, caring economy, volunteer work)

Mr. Emilianus Karugendo, Tanzania

Ms Heather Dryburgh, Canada

Mr. Khizan Hayat Khan, Pakistan

Ms Paula Rodríguez Modroño, Spain

Summary of presentations

87. The representative from Tanzania described the country’s first time use survey, which was carried out in 2006 with the purpose of gathering data on the full extent of activities and particular work-related activities including those, such as housework and care for others, that are not considered as economic activities in the standard definition

but that are critical for the welfare of the country's population. The sample included household members aged 5 years and above. The analysis of the results indicate that the amount of time spent in unpaid activities is higher than the time spent in paid work and therefore when determining what contributes to the national accounts it is essential to give adequate attention to the activities that are currently left out as being non-productive.

88. In the Canadian data collection on time use, the focus was on collecting data on care-giving and unpaid work. In Canada, this was done through an unpaid work module attached to the labour force survey and consisting of six questions. A comparison among the time use survey, care giving survey, and the unpaid work module showed that the unpaid work module is a useful and convenient method for collecting a limited amount of data on unpaid work. The presentation concluded by stressing the importance of utilizing available multiple sources for information and considering the multiple uses for the data collected.

89. The presentation from Pakistan focused on the situation and trends of the unpaid family workers in the country. Between 2001-02 and 2005-06, there was an unprecedented rise in the share of unpaid family workers among the employed, from 33 percent to 43 percent, respectively. This was due to an increase in the number of females employed as unpaid family workers, although the large increase is probably due to the improved measurement of women's participation in the economy, which was underestimated in previous surveys.

90. The Spanish presenter illustrated a case study from Andalusia, Spain, utilizing microdata (demographic and socioeconomic variables and all diary activities, including care work) from the European Union (EU) Time Use Survey. Different patterns emerge from the EU time use surveys depending on the existing public policies, the development of the market economy and income levels, and extent of survival of traditional roles. The main factor determining differences in the time use of EU citizens is *gender*. Overall, it was found that women work more than men (work total = paid work + unpaid work). Childcare and care of elderly or dependents is mainly a female activity. The study showed that in order to facilitate international comparisons, there is a strong need to harmonize international time use surveys, methodologies, and classifications.

Summary of discussion

91. Participants expressed interest in the methods and results presented and found that exchanging these experiences was very useful. There was agreement, however, on the need to clarify what is meant by unpaid work, given the different concepts and definitions of unpaid work used by the presenters (unpaid family work, unpaid domestic work, volunteer work, care work, etc.). The concept of unpaid work is strategically important in gender statistics. Participants also found that the use of the terms productive and non-productive were not gender sensitive and suggested to replace the term non-productive work with unpaid family work or unpaid domestic work. The importance of keeping time spent on care of the elderly separate from the care of the ill, because of the different policy implications was stressed.

92. Some of the methodological difficulties were also discussed. In particular, participants expressed the concern that concurrent or simultaneous activities prove to be difficult to classify. For example, South Africa noted that in the pilot phase of their Time Use Survey, problems were discovered in estimating the time spent on care of children. Those activities tend to take place simultaneously with other activities and are often underestimated when reported. This problem needs to be clearly addressed in the instructions for the respondents. As in the case of Tanzania and Spain, the time use diary allowed the possibility to record different activities each hour and also to indicate whether those activities were carried out simultaneously or not. Child-care was one of the activities that were recorded. Some participants raised the question of including the younger age groups in order to capture the extent of child labor.

Panel 12: Measuring women's full contribution to the economy (satellite accounts)

Ms Maria Eugenia Gomez, Mexico

Ms Jessamyn O. Encarnacion, Philippines

Summary of presentations

93. The representative from Mexico presented a methodology to compile satellite accounts on production and consumption of unpaid household services, extending the production and consumption boundaries as defined in the System of National Accounts 1993 (SNA). Based on the National Time Use Survey, National Income and Expenditures Survey and the System of National Accounts of Mexico of 2002, time spent and monetary values were estimated for various unpaid household services and added to the GDP to obtain an expanded GDP showing the contribution of women's unpaid household services. The presentation highlighted the key purposes of producing satellite accounts, including: to promote the recognition of unpaid work—mostly carried out by women—as part of the contribution of individuals to the economy and the well-being of the society; and to provide the necessary data for the formulation of gender-sensitive measures and policies for the wellbeing of women and men in society.

94. The presentation by the Philippines illustrated the efforts to estimate women and men's contribution to the economy on the basis of the time use survey conducted in 2000 and information derived from more recent labour force surveys. New methodologies were used to produce estimated levels and monetary values of unpaid work, which when added to GDP and GNP resulted in both cases in significant increases in the total contribution of women to the economy—from 39 to 47 per cent and from 38 to 46 per cent, respectively.

Summary of discussion

95. The main issues raised related to the measurement of unpaid work through time use surveys and the risk of double-counting when one activity is done simultaneously with another (an example given was a woman plaiting hair at the same time minding a child at home, compared to when done as an exclusive activity in a salon) and to the

difficulties of estimating the cost of activities for their valuation in the national accounts (time spent x wages).

96. The other issue raised related to the need for policy makers and users to have a clear understanding that satellite accounts refer only to work outside the SNA, and that there is a big part of unpaid work already within the SNA, which should be accounted for in official statistics. It was pointed out that in time use studies it may not be always possible to clearly distinguish between activities that are within or outside the production boundaries of the SNA. Definitions need to be made very clear in order for them to be implemented as intended and for non-SNA experts to utilize and understand them. There is also a need to ensure that the appropriate methodologies are used when measuring unpaid work. One of the key steps is to ensure that both data producers and policy makers and other users understand gender issues and the SNA. Ultimately, it is important to be able to fully capture all contributions to the economy and to make the best use of these data in policy making and monitoring.

III. RECOMMENDATIONS

In the final session, participants at the Second Global Forum on Gender Statistics deliberated on the conclusions and recommendations that emanated from the rich presentations, discussions and participants' interventions over the three days. The resulting recommendations may be summarized as follows:

1. NSOs should work with all stakeholders in the national statistical system, and in collaboration with international and regional organizations and development partners, to institutionalize the mainstreaming of gender into the whole national statistical system by:
 - a. Promoting the adoption of statistical legislation that requires the integration of gender perspectives into the production, analysis and dissemination of statistics;
 - b. Ensuring the integration of gender into National Strategies for the Development of Statistics, as well as in national development strategies;
 - c. Ensuring the adoption by national statistical systems of appropriate standards and methods to reflect gender issues and gender differences in the production of statistics;
 - d. Promoting exploitation of existing data by using the appropriate tools for gender analysis;
 - e. Ensuring that gender issues and concepts are well defined, in consultation with users, before data collection is undertaken, and objectives and plans for gender analysis formulated;
 - f. Developing data collection tools, including new concepts, definitions and methods that are appropriate for gender analysis, through adequate research, testing and piloting;
 - g. Ensuring that NSOs take a leadership role in supporting and coordinating the programme for the provision and dissemination of the necessary gender-based data, including providing technical assistance to other data producing institutions.
2. International and regional organizations and development partners, in collaboration with NSOs and other authorities within the national statistical system, should:
 - a. Provide system-wide capacity building activities and ensure that adequate financial and human resources are in place, for the integration of gender into all levels of statistics production and their use;
 - b. Develop and deliver training programmes on gender statistics, including gender analysis, to agencies within the national statistical systems, as needed, to enable them to effectively respond to the needs of all users and in particular of policy makers;

- c. Organize user-producer training workshops to ensure gender statistical literacy of all user groups and to improve understanding of gender issues and gender mainstreaming by all partners in the national statistical system.
3. NSOs should work with all relevant national authorities to establish a strong collaboration between producers and users of statistics to identify policy priorities in relation to gender issues and define related data needs.
4. NSOs should work with all relevant national and regional authorities and development partners to establish effective networks for regional cooperation and develop common goals and strategies for the production and use of gender statistics.

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Annex 2. Work Programme

Day 1: Monday, 26 January 2009

9:30 am – 6:00 pm

Registration 08:30 am – 09:30 am

Opening Ceremony 09:30 am – 11:00 am

Opening prayer, *Mr. Tony Oduro-Denkyira*

Welcome Address *Ms Grace Bediako*, Government Statistician, Ghana

Formal opening remarks by:

Mr. Paul Cheung, Director, United Nations Statistics Division

Mr. Makane Kane, Resident Representative, UNFPA-Ghana

Ms Sulekha Patel, Senior Demographer, World Bank

Mr. Michel Mouyelo-Katoula, Division Manager, African Development Bank

Keynote Address by His Excellency *Mr John Dramani Mahama*, the Vice President of the Republic of Ghana

Tea Break 11:00 am – 11:30 am

Roundtable discussion on Incorporating a Gender Perspective in National Statistical Systems (Chair: Francesca Perucci, UNSD)

11:30 am – 1:00 pm

Mr. Jerolimick Piah, Assistant Minister for Planning and Administration, Ministry and Gender and Development, Liberia

Ms Grace Bediako, Government Statistician, Ghana Statistical Service

Mr. Pali Lehohla, Statistician General, Statistics South Africa

Lunch 1:00 pm – 2:30 pm

Afternoon Session: Seminar on creating an enabling environment for the advancement of gender statistics

Panel 1: High-level advocacy for gender statistics (Chair: Sylvie Cohen, UN-DAW)

2:30 pm – 3:30 pm

Ms Mireille Matenin Coulibaly, UNIFEM

Ms Alicia Alvarez Alvarenga, Paraguay

Ms Linda Laura Sabbadini, Italy

DISCUSSION

Panel 2: The role of statistical legislation in promoting gender statistics (Chair: Sylvie Cohen, UN-DAW)

3:30 pm – 5:00 pm (with a 15 minute coffee break at 4:15 pm)

Ms Lina Castro, Philippines

Mr. Pali Lehohla, South Africa

Ms Lina Gálvez Muñoz, Spain

Mr. Ki-Taek Jeon, Korean Women's Development Institute

DISCUSSION

Panel 3: Capacity building for the production of gender statistics (Chair: Daniela Gregr, UNDP)

5:00 pm – 6:00 pm

Mr. Dimitri Sanga, UNECA

Ms Jessica Gardner, ECE

DISCUSSION

END of day 1

Day 2: Tuesday, 27 January 2009

9:00 am – 6:00 pm

Morning Session: Seminar on gender statistics for monitoring and planning

Panel 4: Gender statistics requirements for monitoring goals and targets at national and global levels and experience in integrating gender statistics in national, regional and global reports (Chair: Diane Tempelman, FAO)

09:00 am – 11:00 am

Ms Francesca Perucci, UNSD

Ms Sulekha Patel, World Bank

Ms Grace Bediako, Ghana Statistical Service

Mr. Nouhoun Coulibaly, Cote d'Ivoire

DISCUSSION

Tea Break 11:00 am – 11:30 am

Panel 5: Promoting the use of gender statistics in evidence-based policy making (Chair: Lina Castro, Philippines)

11:30 am – 12:30 pm

Mr. Souleymane Abdallah, UNECA

Ms Neda Jafar, UNESCWA

Mr. Boubacar Soumaila, Niger

DISCUSSION

Lunch 12:30 pm – 2:00 pm

Afternoon session: Bringing a gender perspective into population and housing censuses and household surveys

Panel 6: National experiences with incorporating gender into population and housing censuses (Chair: Margaret Mbogoni, UNSD)

2:00 pm – 4:30 pm (with a 15 minute coffee break at 3:45 pm)

Ms Ganga Devi Dabadi, Nepal

Ms Mylen Mahobe, Malawi

Mr. Chang-ick Kang, South Korea

Ms Lara Gama de Albuquerque Cavalcanti, Brazil

Ms Enaia Zidan, Palestine

DISCUSSION

Panel 7: Producing gender statistics from agricultural censuses and surveys (Chair: Ben Paul Mungyereza, Uganda)

4:30 pm – 5:00 pm

Ms Diana Tempelman, FAO

Ms Gunvor Marit Stensli Iversen, Norway

DISCUSSION

Panel 8: National experiences with incorporating gender into household surveys (Chair: Ben Paul Mungyereza, Uganda)

5:00 pm – 6:00 pm

Ms Rosemary Uside, Kenya

Ms Janet Ncheka Zulu, Zambia

DISCUSSION

END of day 2

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Day 3: Wednesday, 28 January 2009

9:00 am – 5:00 pm

Theme of the day: Measuring women's work

Panel 9: Measuring women's participation in the labour force (Chair: Sulekha Patel, World Bank)

09:00 am – 10:15 am

Ms Annemette Lindhardt Olsen, Denmark

Ms Enaia Zidan, Palestine

Mr. Lonkila Moussa Zan, Burkina Faso

Mr. Ben Paul Mungyereza, Uganda

DISCUSSION

Panel 10: Measuring employment in informal sector and informal employment (Chair: Mr. Mamadou Falou Mbengue, Senegal)

10:15 am – 12:00 (with a 15 minute tea break around 11:00)

Mr. Lindiwe Ngwenya, Zimbabwe/ Mr Malte Luebker, ILO

Mr. Ahmed Al-Budirate, Jordan

Mr. S. Chakrabarti, India

Ms Jacqueline Tull, Guyana

DISCUSSION

Panel 11: Measuring unpaid work (unpaid productive economic activities, caring economy, volunteer work) (Chair: Gunvor Marit Stensli Iversen, Norway)

12:00 – 12:30 pm

Mr. Emilianus Karugendo, Tanzania

Ms Heather Dryburgh, Canada

Lunch 12:30 pm – 2:00 pm

Panel 11 continuation: Measuring unpaid work (unpaid productive economic activities, caring economy, volunteer work)

2:00 pm – 3:00 pm

Mr. Khizan Hayat Khan, Pakistan
Ms Paula Rodríguez Modroño, Spain
DISCUSSION

Panel 12: Measuring women's full contribution to the economy (satellite accounts) (Chair:
Pali Lehohla, South Africa)

3:00 pm – 4:00 pm

Ms Maria Eugenia Gomez, Mexico
Ms Jessamyn O. Encarnacion, Philippines
DISCUSSION

Wrap up and recommendations

4:00 pm – 5:00pm

END of day 3
