



United Nations Statistics Division
Economic and Social Commission for Western Asia
Statistical, Economic and Social Research and Training Centre for
Islamic Countries
in collaboration with the
Department of Statistics, Jordan

1 – 4 December 2014
Amman, Jordan

Draft Report

Contents

Background and objectives of the meeting.....	3
Organization of the meeting.....	3
Summary and conclusions of the meeting:	4
General.....	4
Health	4
Work.....	5
Poverty.....	6
Time-use surveys	6
Violence against women (VaW).....	7
Use of census data for gender statistics.....	7
Analysis and presentation of gender statistics.....	8
Regional work programme on gender statistics.....	8
A summary of the pre-workshop assignment	9
Egypt.....	9
Iraq.....	10
Jordan	11
Morocco	12
State of Palestine	14
Sudan	17
Yemen.....	17
Annex 1. List of Participants.....	19
Annex 2. Work programme.....	21
Annex 3 Group exercises.....	26
1. Group Exercise for Session 4: Identification and communication of gender issues in the world of work.....	26
2. Group Exercise for Session 8: Population and Housing Censuses: Use of census data for gender statistics	27
Annex 4. Pre-workshop assignments	28
1. For gender experts.....	28
2. For census experts	29

Background and objectives of the meeting

1. The United Nations Statistics Division (UNSD), the Economic and Social Commission for Western Asia (UNESCWA), the Statistical, Economic and Social Research and Training Center for Islamic Countries (SESRIC), in collaboration with the Jordan Department of Statistics, organized a Workshop on Integrating a Gender Perspective into the Production of Statistics. The workshop was held on 1-4 December 2014, in Amman, Jordan.
2. The workshop brought together gender statisticians and census experts from twelve countries in the UNESCWA Region: Bahrain, Egypt, Iraq, Jordan, Lebanon, Morocco, Oman, Qatar, State of Palestine, Sudan, Tunisia and Yemen. The workshop was also attended by the Statistics Division of UNESCWA and the United Nations Statistics Division. The list of participants is available in Annex 1.
3. The workshop had three key objectives:
 - a. Strengthen the capacity of national official statisticians to apply international concepts and methods for gender statistics;
 - b. Exchange and share good practices and lessons learned on development of gender statistics among national statistical offices and relevant government units;
 - c. Promote the integration of a gender perspective into national statistical systems with the aim of improving the availability and quality of gender statistics.
4. Key reference materials used in the workshop include: (a) [Integrating a Gender Perspective into Statistics](#); (b) [Methodological Guidelines for the Gender Analysis of National Population and Housing Census Data](#); (c) [Guidelines on Producing Statistics on Violence against Women: Statistical Surveys](#) and the Violence against Women Toolkit and (d) the [World's Women 2010: Trend and Statistics](#).

Organization of the meeting

5. The meeting covered the following topics:
 - Session 1: Developing a coherent and comprehensive plan for the production of gender statistics
 - Session 2: Integrating a gender perspective into population and housing census operations
 - Session 3: Integrating a gender perspective into health statistics
 - Session 4: Integrating a gender perspective into work statistics
 - Session 5: Integrating a gender perspective into poverty statistics
 - Session 6: Violence against women
 - Session 7: Time use surveys
 - Session 8: Population and housing censuses: use of census data for gender statistics
 - Session 9: Analysis and presentation of gender statistics: an overview
 - Session 10: Regional work programme on gender statistics and development of national gender statistics frameworks
6. The work programme for the workshop is available in Annex 2. Two group exercises were conducted during the workshop and they are attached in Annex 3.

Summary and conclusions of the meeting:

General

7. Participants at the workshop expressed their appreciation to the Government of the Hashemite Kingdom of Jordan for hosting the workshop, to SESRIC for its support to the workshop and to UNSD and UNESCWA for organizing and conducting the workshop.

8. The workshop took note of the key activities undertaken under the Global Gender Statistics Programme, implemented by UNSD in collaboration with the Inter-agency and Expert Group on Gender Statistics (IAEG-GS). The meeting was also informed of the establishment of a Minimum Set of Gender Indicators, approved by the UN Statistical Commission in 2013, as a guide for countries to produce gender statistics and for the compilation of internationally comparable gender indicators, including on emerging issues such as asset ownership and control.

9. The workshop participants welcomed methodological guidelines developed by the United Nations on gender statistics and commended the EDGE initiative (Evidence and Data for Gender Equality) and its ongoing work on developing methodological guidelines on measuring asset ownership and entrepreneurship from a gender perspective.

10. Participants recognized that integrating a gender perspective into statistics entails: (a) identifying the gender issues relevant for policy making and ensuring their coverage in the national production of statistics; (b) integrating a gender perspective into all data collections, including the use of gender-sensitive methods in data collection to avoid gender bias and to improve the quality of statistics and (c) improving analysis, presentation and dissemination of gender statistics.

11. Similarly, the participants took note of the importance of integrating a gender perspective into the whole population and housing census process including during: (a) planning and design; (b) development of methods for the census; (c) data collection and processing; and (d) analysis, presentation and dissemination of the results. In this connection, the workshop highlighted the importance of government commitment to integrate gender in the census through awareness raising and sensitization training of relevant staff, consultation with gender experts on topic selection and specification, use of concepts and classifications that are not gender biased, proper training of field staff, awareness raising in the general public, and proper gender presentation and analysis of the results.

12. Participants acknowledged the importance of regular dialogue on gender issues and statistics between data producers (NSOs and other statistical offices within the National Statistical System) and data users, including stakeholders with an interest on gender, such as women's machinery, policymakers and other data users to ensure: (a) proper collaboration and coordination; (b) the production of policy relevant statistics and (c) the use of the gender statistics produced.

Health

13. While reviewing health related gender issues and statistics, participants at the workshop discussed "biological" differences between women and men such as the higher number of baby boys born compared to baby girls; and "gender" related differences such as engaging in risky

behaviours and other factors such as tobacco, alcohol use and discrimination against women and girls for selected health indicators. The importance of a life-cycle approach in gender analysis was acknowledged, as women and men have different health needs and issues at different life stages.

14. Participants noted that some countries in the region rely on population censuses and DHS surveys for monitoring health issues and highlighted that an improvement in Civil Registration and Vital Statistics Systems, including on the coding and registration of the Causes of Death would greatly improve the production of health statistics in the region, including on specific gender issues such as maternal mortality.

Work

15. Participants recognized that studying differences between women and men in the area of work needs to focus on four areas: (a) forms of work (paid and unpaid); (b) labour market access and exit (employed, unemployed, labour force, labour turnover and life cycle patterns); (c) characteristics and conditions of work (occupation, industry, status in employment, hours of work, sector, benefits) and (d) contributions and returns for their work (income, hours worked, value of unpaid and paid work to national production). Factors that have impact on the above four outcomes cover personal characteristics such as age, education as well as social construct such as family constraints, community expectations and discrimination in the labour market.

16. The workshop took note of the new definition of work as endorsed by the 19th International Conference of Labour Statisticians (ICLS) in 2013 and the related indicators on employment and other forms of work in particular own-use production work, volunteer work and unpaid trainee work, and discussed the challenges in producing work statistics in the region. Participants welcomed the recognition in the international standards of unpaid household services provided generally by women as a productive activity with important implications for livelihoods and wellbeing. An additional improvement in the new standards is the exclusion of subsistence activities from employment, as persons engaged in these activities generally do so because of lack of opportunities for remunerated work. Countries requested that technical assistance and guidance are needed to help operationalize the new concepts and definitions related to work in their data collection.

17. Participants emphasized the importance of conducting in-depth gender analysis in order to understand gender differences in accessing the labour market, in the type and condition of employment as well as in the total workload carried out. Such in-depth analysis can be achieved by (a) disaggregating data by variables covering personal characteristics and contextual variables such as family responsibilities; (b) tabulating employment data by detailed categories of occupational groups and industrial sectors and (c) analysing the reasons behind the gender differences.

18. It was noted that although women in the region have improved greatly in their attained level of education, the level of employment of highly educated women still lags behind. This is considered an important gender issue that requires further analysis to formulate proper policies to increase the participation and employment of women, in particular of highly educated women in the labour market.

19. One possible reason behind this phenomenon might be skill mismatch. Women are more likely to study and specialize in the field of humanities rather than science and technology, which usually have a larger job market than the field of humanities. Additional studies are necessary in order to fully understand and to identify the root causes of this phenomenon.

Poverty

20. Participants acknowledged the importance of using detailed types of female- and male-headed households in obtaining more relevant household-level statistics on poverty. It was shown that female-headed households and male-headed households are heterogeneous categories, varying widely in terms of demographic and economic composition, and a higher vulnerability of female-headed households cannot be generalized. The need to use clear criteria in identifying the head of household – during data collection and at the stage of data analysis - was also highlighted.

21. It was also explained that disaggregation of household-level poverty data by sex of the household members gives only a poor measure of gender gap in poverty, mainly because intrahousehold inequality is not taken into account. It is expected that resulted sex differences are heavily influenced by country-specific living arrangements and ageing factors. As a result, countries with greater sex differences by this standard, would be countries from the more developed region.

22. Second, it was acknowledged by participants that a broader concept of poverty is more effective in highlighting issues of gender-based intrahousehold inequality and economic dependency of women on men. This approach corresponds to a shift in thinking poverty, from poverty as economic resources to avoid deprivation to poverty as actual level of deprivation, not only in terms of food and clothing, but also in areas such as education and health. In this case, the statistics needed are measured at individual level and may refer to education, health, time use, participation in intrahousehold decision-making, social exclusion, or subjective evaluation of access to food and clothing. Furthermore, individual-level statistics on access to income and especially cash income, property ownership, and access to credit, can illustrate the economic autonomy of women (or lack of).

Time-use surveys

23. Participants took note of the importance and usefulness of Time Use Surveys (TUS) to provide evidence to answer many policies questions, particularly on gender issues related to work-family balance, time spent on unpaid work and the total contribution of women to the economy. The workshop discussed different methods in collecting time use data, the advantages and limitations of each method, as well as the importance of collecting simultaneous activities and information on contextual variables.

24. A number of countries in the region have carried out at least one time use survey, either through a dedicated survey or through a module on time use in a multi-purpose household survey. They include Iraq (2007), Morocco (1998 and 2012), Oman (2000 and 2008), Qatar (2013), State of Palestine (2000 and 2012) and Tunisia (2005-06).

25. Participants welcomed the revision of ICATUS (the International Classification of Activities for Time Use Statistics) that will be finalized in 2015. Many time use surveys conducted in the region have adopted ICATUS for the classification of activities. Recognising that national-specific situations may require further adaptation of the classification, countries expressed the needs for technical assistance on how to classifying activities following the ICATUS framework.

26. Many countries in the workshop expressed interest in satellite accounts and in valuating women and men's unpaid work and its contribution to the GDP.

Violence against women (VaW)

27. With regard to the measurement of violence against women, participants took note of the importance of undertaking dedicated surveys rather than a module attached to other surveys in order to ensure that all the special features, such as questionnaire design, training of interviewers and ethical considerations are taken into account and respected. Participants were informed of the UN Guidelines for the Production of Statistics on Violence against Women and the VAW Toolkit in the Arabic language published by UN ESCWA that provide detailed information on how to measure sexual, physical, psychological and economic violence from population-based surveys.

28. Participants at the workshop acknowledged the experiences gained in measuring violence against women in a number of countries in the region, either through a dedicated survey or through incorporating a module in a multi-purpose household survey. It was pointed out that capturing violence against women in the survey, the incidence and types of violence, requires the empowerment of women on their basic rights through campaigns to reach the public especially those living in rural areas. In this context, participants also stressed the importance of communicating with policy makers in a proper language to receive support for a dedicated VAW survey.

Use of census data for gender statistics

29. The workshop took note of the UNFPA *Methodological Guidelines for the Gender Analysis of National Population and Housing Census Data* as a useful resource on how to appropriately analyse census data for use in the promotion of equality and human rights issues between women and men. The manual recognizes that the census offers many opportunities for in-depth studies, but that this requires going beyond the standard tabulations and constructing more complex indicators and analyses mainly through multivariate analyses which may require collaboration with academic and research institutions outside the NSOs.

30. Participants acknowledged that population and housing censuses are a rich source of data for gender analysis if adequately exploited. This is because censuses collect lots of information on basic socio-economic and demographic characteristics and housing conditions of the entire population and up to the lowest levels of geographical division. As a result, censuses provide a lot of basic information on every person and their living conditions throughout the country thereby providing the opportunity for comparisons and analysis of characteristics between girls and boys, women and men thereby highlighting gender issues up to lower levels of geography. On the other hand, the workshop recognized that censuses are not an appropriate source of, and neither are they designed or intended to provide, data on such major gender-related topics as

gender-based violence, female genital mutilation, and time use. The workshop also noted that as censuses are carried out generally once every ten years, the data may be dated.

31. Through group discussions, participants identified relevant topics for generating policy-relevant data while distinguishing which ones would be appropriate for inclusion in population and housing censuses and which ones are more suitable for inclusion in surveys.

Analysis and presentation of gender statistics

32. With regard to the analysis and presentation of gender statistics, participants emphasized the importance of using graphs and tables in conveying main messages resulting from gender analysis. The discussion recapped the structure of a basic table for analysis of gender statistics and the two basic types of distributions relevant for gender statistics: (a) distribution of each sex by selected characteristic; and (b) sex distribution within the selected characteristic. For each type of distribution was shown (a) the use in calculating certain gender indicators, and (b) specific charts to present the data. The examples given highlighted the importance of focusing on a limited number of messages for each chart or table (usually related to a gender issue); design elements to facilitate comparisons between women and men; clarity and simplicity of the visual presentation; and consistency in presenting statistics on women and men. Participants were informed about the United Nations publications that illustrate how gender statistics could be presented, such as the reports of *World's Women: Trends and Statistics* and the *Handbook for producing National Statistical Reports on Women and Men*.

Regional work programme on gender statistics

33. The workshop was informed of the regional work programme on gender statistics in the UNESCWA region as well as the maintenance of The Arab Gender Issues and Indicators (GIsIn) Framework based on regional priority issues that would help improve gender statistics in countries. The Framework includes 107 gender indicators (92 quantitative and 15 qualitative), covering the 12 areas of Beijing Platform for Action. The indicators are divided into three tiers, where Tier-I includes indicators that are available and disseminated, Tier-II includes indicators that are available but not disseminated and Tier-III refers to those that are not available and may require new collection tools. The Framework is comprehensive and covers all gender indicators in the UNSD Minimum Set of Gender Indicators, as well as additional indicators that reflect regional perspective such as women in armed conflict, poverty and hunger.

34. As a follow-up to the gender statistics workshop in Istanbul in April 2014, a number of countries (Egypt, Iraq, Jordan, Lebanon, Morocco, Oman, Qatar, State of Palestine, Sudan, Tunisia, Yemen) presented their progress in developing their national frameworks through a three-step implementation plan by : (a) assessing the availability of national data sources for gender statistics (Women and Men publications, CEDAW, Development Strategies); (b) assessing the availability of data sources for gender statistics from regional and international sources (Arab GIsIn Framework, Gender in Figures publication); and (c) undertaking consultation process with users and producers of gender statistics (Social and Economic Statistics Division within the national statistical office, Women's Affairs within the country). Countries that complete the three-step process and develop their national framework are expected to compile available gender statistics in a database by first quarter of 2015. The countries are at different stages of developing

their national frameworks; Qatar has already developed its national framework and is in the process of developing its gender statistics database.

35. Countries in the region are expected to adapt the regional framework based on national circumstances. The regional framework maybe customized to include addition policy areas such as sports. Indicators that are being considered should be relevant for policy makers that are concerned about gender equality.

36. An agreement was reached during the Session that UNESCWA would send letters encouraging countries to finalise the national Frameworks. Efforts will also be made to develop a database for gender statistics compiled at country level under the Regional Gender Statistics Programme. In addition, a guideline on the indicators will be produced, in preparation for a workshop on conducting gender analysis in the next phase.

A summary of the pre-workshop assignment

37. Before the workshop, a questionnaire was distributed to gender statisticians in participating countries asking for information about integrating gender perspective into statistics in the country. More specifically, questions were asked on (a) whether any assessment was done on availability of gender statistics; (b) the collaboration between gender statistics focal point with data users and data producers working in other statistical areas, either within or outside of the National Statistical Office; (c) training on gender statistics; (d) producing publications on women and men; (e) uses of gender statistics for policy making and (f) challenges faced in producing gender statistics in the country.

38. For census experts from the participating countries, the questionnaire consists of items on (a) whether gender was taken into consideration when conducting the most recent population census; (b) evaluation of the census data on whether there was any sex-selective under-reporting or mis-reporting and (c) the production of a census monograph focusing on gender.

39. Questionnaires for both gender statisticians and census experts are attached in Annex 4.

Egypt

40. In 2013, an assessment was conducted by CAPMAS on the availability of gender statistics and it was found out that gender statistics was particularly weak in women and men in informal employment.

41. CAPMAS works with data users from all Ministries in particular the Ministry of Health, the National Council for Women and the National Council for Population. Difficulties in collaborating with the other ministries include the difference of concepts and definitions and lack of awareness on statistics in general.

42. There are collaborations between CAPMAS and the National Council for Women and the National Council for Population for gender statistics in employment and political participation. However there is still a lack of clear communication mechanism between different organisations and data are still lacking on women and men's employment, especially on informal employment.

Sample surveys capturing different aspects of women and men in society are lacking due to financial constraints.

43. The gender statistician within CAPMAS worked with the Egypt census 2006 team on reviewing questionnaires and manuals to ensure the integration of gender perspective into the census. A census monograph on gender was published based on the 2006 census data. However there are still lack of gender statistics in certain areas that are not covered by the census such as data on violence against women and time use.

44. Trainings on gender statistics with users and data producers are conducted two times a year. Topics of the training courses include identifying gender issues and required indicators, concepts and definitions and gender analysis.

45. The issue of women in political participation sets a good example on how data informs policy and how policy changes could impact on women's status in the country. A law in 1979 requires that allocated 30 seats to women in the parliament. The law was cancelled in 1986 and women's participation decreased significantly. As a result of the data showing disadvantage of women in political representation, a bill was approved in 2010 to set quotas again for women's participation in politics. Unfortunately the quota was cancelled after the 2011 revolution.

Iraq

46. The Central Statistical Office in Iraq has recently established a gender statistics unit and its tasks include providing training courses on gender statistics – concepts, definitions, data collection methods and compilation of gender statistics to other staff in the office and at regional level; reviewing data collection mechanism to ensure that the gender perspective is integrated and preparing a brochure on gender statistics.

47. The gender statistics unit collaborates with data users such as researchers and with data producers in other Ministries, covering areas such as population, health, education, work and violence. The main challenge working with other offices is the lack of interest of and collaboration from some Ministries. Differences in concepts and data collection mechanisms adopted in different offices also pose challenges in producing gender statistics.

48. Within the Central Statistical Office, collaboration with other offices was carried out in areas of agriculture, trade, environment and social affairs. The gender focal point reviews questionnaires and manuals for data collection mechanisms such as the Survey on Environment in 2013. However there is no evaluation of the collected data on sex-biases and no gender analysis was carried out based on the collected data.

49. Publication of statistics on women and men was not carried out due to lack of interest in the country because of custom, culture and traditional values.

50. Training in gender statistics is conducted three times a year, on topics covering economic and social characteristics, measurement of gender gap, violence, women's empowerment, concepts and definitions related to gender statistics and methods of compiling gender indicators. Trainees include staff of Central Statistical Office in regions and gender units in other Ministries.

51. Next stage of work of the gender statistics unit includes (a) carrying out a survey on marginalized women such as widowed and divorced women and households headed by women, in collaboration with Ministry of Women's Affairs and the United Nations; (b) conducting a study on displaced families and needs of women in those families; (c) working on the integration of gender into the work of Ministry of Planning; (d) developing and improving skills and expertise of gender statisticians in the National Statistical Offices and (e) including in the poverty reduction strategies the aspects concerning women.

Jordan

52. The last assessment on gender statistics carried out by Jordan Department of Statistics (DOS) was in 2012 through the UNSD Global Review of Gender Statistics. Results of the review are available at UNSD website.

53. Collaboration of DOS with users of gender statistics in Jordan is outgoing and covers areas on data needs, periodicity of published data and sustainable coordination mechanisms. Users include mainly representatives of Gender Units at the Ministries, Jordanian National Commission for Women as well as the NGOs such as Sisterhood - a Global Institute SIGI and the Higher Population Council. The collaboration, however, is usually ad-hoc and there is no permanent strategy or policy to enforce the collaboration.

54. The gender statistics unit obtains data from other Directorates in the Department, as well as from other Ministries such as the Ministry of Education and Higher Education, the Ministry of Foreign affairs, the Ministry of Interior affairs, the Ministry of Justice and the Ministry of Social Affairs. Additional data are collected from other nongovernmental organizations such as Amman Stock Exchange, Syndicates, Syndicates, Professional association etc. Gender statistics on 17 areas of interest are compiled and are available in both Arabic and English at http://www.dos.gov.jo/dos_home_e/main/index.htm.

55. The targeted audience for gender statistics includes planners, policy makers, academia, researchers and students, Women Machineries and other stakeholders. Accessing to gender statistics is still a major challenge for users because not all the users are familiar with the available data from DOS. Users sometimes do not have proper knowledge in understanding some statistical jargons especially those related to labour statistics. Moreover, most of the targeted audience does not know how to interpret the data and what kind of data would fit for their purposes.

56. The gender statistics unit in DOS plays a key role in integrating gender perspective into other data collection mechanisms. For example, the team reviewed the 2008 survey on women's economic participation in the informal sector (home based work) to ensure that the questionnaire and manuals for the enumerators reflect the Jordanian context. The data collected by the 2004 Population Census were reviewed and discrepancies found of data on employment and household headship when compared to those collected by labour force surveys. The unit also developed the chapter on violence against women and empowerment based on the 2012 Population and Family Health Survey.

57. The gender statistics unit has published a number of reports related to gender and they include the publications on Women and Men as well as analytical studies on women's participation in the informal sector and the status of female- and male- headed households. Gender analysis and data dissemination suffer from lack of financial and human resources. Jordan also has not conducted any survey on time use and violence against women, which are important to gender.

58. There are ad-hoc based trainings on gender statistics provided by the gender statistics unit in DOS. The topics include concepts and definitions, data sources for gender statistics, gender statistics in various areas such as labour and education, Gender Development indices and dissemination of gender statistics.

59. Gender statistics produced in the office were useful in when preparing for the national report for CEDAW convention and for the MDG report as well as for the Human Development report. DOS hopes to secure financial resource to conduct a survey on time use or on violence against women.

60. Lebanon

61. Lebanon has not conducted any assessment on gender statistics in the past 10 years. There are interactions with users mainly on data needs in various aspects and periodicity of the data required.

62. The office has compiled gender statistics in different areas such as education, employment and women in decision-making. Data were collected from the Social Statistics Department within the Central Administration of Statistics as well as from other Ministries (Education, Justice, Interior, Foreign Affairs). Users of gender statistics include decisions makers, International Organizations, NGO's, National Commission for Lebanese women and researchers. Major challenges faced in compiling gender statistics include difficulties in accessing data from the line ministries as well as lack of timely data. For example, there is no complete mortality data from the Ministry of Interior. Some gender statistics require periodic household surveys that are not always possible.

63. The Central Administration of Statistics plans to improve gender Statistics by conducting a comprehensive assessment on the availability of gender Statistics, by providing training to staff and by mainstreaming the gender perspective into the statistical production. The plan also includes producing a publication on Woman and Man in Lebanon.

Morocco

Gender

64. The most recent assessment of availability of gender statistics was conducted in 2012, in response to the UNSD Global Review of Gender Statistics. An earlier assessment was carried out in 2003-2004 and the results of the assessment were published in the Report on Production, Use and Dissemination of Gender Statistics.

65. Interactions of National Statistical Office with data users are inclusive, covering the Ministry of Solidarity, Women, Family and Social Development (Women machinery), the Ministry of Health and the Ministry of finances and others (Human rights, CESE, NGOs...). User consultation is conducted on users' needs in specific areas of gender statistics, periodicity, geographical coverage that is needed for as well as coordination mechanisms. The challenge in working with users is the lack of formal multi-lateral institutional arrangement. User consultation is often conducted bi-laterally and on an ad-hoc basis.

66. Main providers of gender statistics within the National Statistical Office include the Division of household surveys (for data on expenditure, income, time use, violence against women, welfare/well-being, informal sector), Division of labour force surveys (for data on employment, unemployment, underemployment, wages, formal/informal and child labour), and the Observatory of population's living conditions (for data on poverty - monetary, relative, multidimensional poverty, nutrition, social mobility, etc.). Data providers outside of the National Statistical Office include the demographic study and research centers (providing data on population projections, elderly, etc.), Ministry of Health and Ministry of Education.

67. Gender statistics in the country was published in various forms including the recent publication on "Moroccan woman in figures" and the compilation of the sex-disaggregated database based on the UNSD and UNESCWA frameworks.

68. Users of gender statistics include the media (through press releases), policy makers (mainly the Women Machineries, Ministry Of finances and other stakeholders), NGOs, human rights bodies, researchers and scholars, unions, etc.

69. Challenges faced in producing policy-relevant gender statistics include the adaptation of products according to users' needs and producing gender statistics in various formats to serve different groups of users.

70. Gender statistics focal point in the National Statistical Office reviewed questionnaires and manuals in various data collection exercises to ensure the gender aspect is integrated. The exercise was carried out for the 2014 Population and Housing Census, Labour Force Surveys, the 2013 Survey on Informal Employment, the 2012 Time Use Survey in 2012, the 2009-2010 Demographic National Survey and the 2009 Violence against Women Survey. Assessment of sex-biases in the data collection was carried out.

71. Currently more in-depth analysis is conducted by many directorates in the HCP per their specialties. Results of the analysis are published separately in thematic publications and materials. There is no regular publication dedicated only to gender analysis. The national statistical office is currently working on capacity building on gender data analysis based on census data.

72. Gender statistics produced are used for the implementation and monitoring of government plan for equality (ICRAM 2012/2016); for the annual reports on the gender responsive budgeting and for reporting to the MDGs and human rights monitoring.

73. In terms of future work, a road map is being set up in order to address gender data gaps and to improve the use and the dissemination of gender statistics based on the UNSD Minimum Set of

Indicators and the ongoing process of the UN-ESCWA regional framework. In addition, it aims to improve the technical capacity of staff working on gender statistics, on both production and analysis of gender statistics.

Census

74. During the 2014 population and housing census of Morocco, a variety of strategies were employed in order to integrate gender into the census process. This involved having consultations with and/or use of gender specialists regarding (i) census advertising, (ii) reviewing of previous census(es) data and its analysis, (iii) data collection tools used, (iv) selection of topics to be covered and phrasing of the questions and response categories, (v) preparing/revising interviewer manuals, (vi) gender-sensitization training, (vii) tabulation and analysis of data, etc. There was also gender-based recruitment and use of personnel in all phases of the census (e.g., in decision making positions related to the census operation and during data collection).

75. Given that the most recent census in Morocco was conducted in September 2014, the evaluation on errors in census data for sex-selective under-reporting has not been carried out yet.

76. There are plans to prepare a gender Monograph based on data from the 2014 population and housing census.

State of Palestine

Gender

77. The Palestine Central Bureau of Statistics conducts two types of assessments on statistics outputs and programmes, in which gender statistics is a core area being covered by the assessments. The first type assessment is carried out to review the statistical programmes on whether they meet the needs of stakeholders. The second type assessment is done by external experts on methodologies used by the Bureau on different statistical areas, including gender statistics. The latest assessment related to gender statistics was carried out in 2010, to review the coverage of gender indicators by the Bureau of Statistics. Another assessment was carried out on indicators on time use and violence against women.

78. The 2010 assessment on gender statistics made several recommendations: (a) it is important to integrate a gender perspective into all major surveys and censuses; (b) there is a need to make all aspects of data collection, processing, analysis, presentation and dissemination gender-responsive; (c) the Gender Statistics Programme should work with other programmes within the Social Statistics Division to ensure that data are all disaggregated by sex and gender-relevant statistics (violence against women for example) are routinely collected, analysed and disseminated; (d) the network between the Gender Statistics Programme and gender advocates among women's organizations, research groups and international agencies should be facilitated; and (e) users and experts on gender statistics and time use should be consulted on specific objectives for the second Palestinian Time Use Survey to develop an appropriate cost-effective design to meet these objectives.

79. The Bureau of Statistics works closely with all stakeholders covering different areas of statistics. Main partners consulted on gender statistics include gender units in ministries,

Ministry of Women's affairs, researchers on gender issues, advocacy centres and universities as well as the international agencies. The aspects of user consultation include indicators coverage, tools and methods of data presentation, geographical coverage and level of disaggregation of data.

80. Gender statistics compiled by the Bureau of Statistics cover topics on education, labour, social affairs and public efforts. The data are collected from a number of household surveys conducted within the Bureau of Statistics such as the labour force surveys, household expenditure and income surveys, ICT surveys and health surveys. Data are also collected from other agencies such as the Palestine Cabinet, General personnel council, Palestinian Legislative council, Ministry of Economic, Engineer association, Ministry of Foreign affairs and the Ministry of Social Affairs.

81. The main challenge faced while compiling data from other data sources is the harmonization of terminologies, definitions and classifications across all data producers. The Palestine Bureau of Statistics is also working to explore more administrative sources for gender statistics, instead of relying heavily on household surveys.

82. To ensure that gender is integrated into data collection, the Gender Statistics Programme reviewed questionnaires for the labour force survey (2012), the population census (2007) and other surveys since 2009. A number of gender statistics reports are published over the past 10 years, such as the *Women and Men in Palestinian Territory: Trends and Statistics*; *Social and Health Status of Palestinian Women*; *Women and work*; *Women and Education*; and *Women and Public Life*.

83. Training on gender statistics is provided by the Gender Statistics Programme annually covering topics on concepts about gender and sex; use of administrative records for gender statistics; preparing statistical report and understanding statistical data. Trainees include people from universities and gender units in other Ministries.

84. Gender statistics have provided evidence for policy making in Palestine. For example based on data collected on the Violence against Women Survey in 2011, Palestine set up the National Strategy to Combat Violence against Women and the National Transfer system on violence against women in 2012.

85. Plans on further improving gender statistics in the country entail (a) exploring administrative records for gender statistics; (b) standardizing concepts, definitions and classifications across different data sources; (c) expanding the use of statistical databases for planning and policy-making; and (d) expanding the statistical database to include issues and data for small geographic areas and for different population groups such as those disaggregated by poverty level.

Census

86. The most recent population and housing census of the State of Palestine was conducted in 2007 and had a main objective of providing figures for the Palestinian population and their geographical distribution in accordance with a number of relatively stable basic characteristics to inform socioeconomic development purposes.

87. As part of the 2007 census, gender was taken into account in the following aspects: (i) consultations with and/or use of gender specialists regarding census advertising, (ii) reviewing previous census(es) data and its analysis as well as data collection tools used, (iii) selection of topics to be covered and phrasing of the questions and response categories, (iv) preparing/revising interviewer manuals, (v) gender-sensitization training, and (vi) tabulation and analysis of data, etc.

88. The State of Palestine Central Bureau of Statistics (PCBS) endeavored to meet the expectations of governmental and local users' needs from census data by including questions applicable for women in the censuses. In this regard, PCBS liaised with ministries especially the Ministry of Woman Affairs, governmental departments, international organizations, NGOs, universities, different users by conducting workshops and bilateral meetings in order to prepare a list of different variables and indicators.

89. In conducting the population and housing censuses in the State of Palestine, a gender perspective was taken into consideration in designing questionnaires to ensure that all kinds of questions were classified by sex: demographic, migration, health, education, labor force, births, deaths, etc. All questions were asked for both sexes except for the fertility questions (births) which were asked only to women.

90. In the tabulation plans, the main classification for population tables was by type of locality (urban, rural), age, sex, and geographical distribution. Gender perspective was taken into consideration in all analytical studies based on census data, such as, social and economic studies, labor market and vocational training, conditions and requirement for care of elderly persons, graduates, housing condition and other studies.

91. In the State of Palestine there is no need to make any special gender-based recruitment as there exist ample qualified women as legislators and managers, employees, etc. This is because the percentage of female students in the universities is more than that of male students. The Head of PCBS and her technical assistant are females, and recruitment for employment in all phases of the census was based on qualifications, experience for applicants of both sexes and the requirement to be from the area where they were going to carry out the census work. Consequently, many female employees took advantage of the opportunity and worked in all phases of the census project.

92. The Palestinian Central Bureau of Statistics has published Gender Gaps in West Bank according to the data of Population, Housing and Establishment Census, 2007 - http://www.pcbs.gov.ps/Portals/_PCBS/Downloads/book1659.pdf. In terms of contributors, the PCBS contracts gender specialists for preparation of census gender analytical report. The analysis in the report includes: simple tables with descriptions and analysis of the data according to role of gender in Palestinian society; Calculation of more elaborated indicators through conversion of data classified by sex into statistics on gender issues to get information about the gaps and get the reasons for that, then make conclusions and recommendations; and integration of data from different sources including from surveys and from other publications that are produced by PCBS on women and men statistics, reports on children and other publications.

Sudan

93. A national assessment on gender statistics was carried out in 2014 to prepare for the national framework on gender statistics (as part of the ESCWA regional framework on gender statistics). The assessment identified gender indicators that (a) are available; (b) are collected but not compiled and disseminated and (c) are not collected and require additional data collection.

94. Interacting with users is considered important as it helps for the Central Bureau of Statistics (CBS) to produce policy-relevant gender statistics. Producers of gender statistics include the Demographic, Social and Economic Directorate of CBS as well as Ministries of Health, Education, Labour, Justice and Social Affairs.

95. Main gender statistics products include gender parity index in three levels of education, net intake rate in the first grade of primary education, the drop out rate, maternal mortality ratio, total fertility rate, female genital mutilation, labour force participation rates for persons 15-24 years old and persons 15 years and above, share of women and men in employment by sector and etc. Challenges in producing gender statistics are the lack of coordination among different data producers, variation of data coverage in different data sources and incomparable data compilation methods across data sources. In addition, not all sources produce statistics disaggregated by sex.

96. Gender statistics produced in the country are used to inform (a) the national policy for the empowerment of women; (b) gender-responsive budgeting and (c) gender equality policy.

97. Future work of the CBS on gender statistics include providing trainings, two times a year, to staff within the newly-established gender statistics unit as well as to staff working in the other sectors producing gender statistics. Topics of the training will include concepts and definitions, data collection, methodologies of compiling gender indicators, gender analysis and report writing. CBS is also planning to integrate gender-relevant questions in the censuses and surveys planned in the National Strategy for the Development of Statistics (2014 – 2018). As the first step, the Household Budget and Poverty Survey (2014 - 2015) will include a gender-relevant module collecting individual level data on various measures of poverty. CBS also plans to work with other Ministries to further explore the use of administrative sources for gender statistics.

Yemen

98. Gender statistics in Yemen does not receive lots of attention from policy makers and still focus on “women statistics” in a few areas such as education, work and political participation. The Gender Statistics Unit in Yemen Central Bureau of Statistics consists of two full-time employees. Main tasks of the unit are compiling data from other sources and conducting research and gender analysis.

99. Main challenges faced in Yemen on gender statistics include (a) lack of interest on gender issues and statistics at the management level; (b) lack of technical capacity of staff in the office; (c) not enough data collection mechanisms and specialized surveys that are relevant for gender and (d) financial constraints.

100. Future work of Yemen Central Bureau of Statistics includes obtaining an established source of funding from the management; training of staff on gender statistics; establishing the data flow from other data sources to compile gender statistics and seeking financial resource to conduct a survey on violence against women.

Annex 1. List of Participants

	Country / Organization		Contact Person Information
1.	BAHRAIN	1	Ms. Mooza AL-DOSERI Senior Statistical Data Supreme Council for Women Bahrain
2.	EGYPT	2	Ms. Ghanda ABD EL RAHMAN Statistician Central Agency for Public Mobilization and Statistics Egypt
3.	IRAQ	3	Ms. Zainab AL-AMERI Chief Statistician Central Statistical Organisation Iraq
		4	Mr. Alaa JASIM Statistics Directorate Maysan Central Statistical Organisation Iraq
4.	JORDAN	5	Ms. Manal SWEIDAN Head of Gender Statistics Division Department of Statistics Jordan
		6	Ms. Lama MITWALLI Statistician Department of Statistics Jordan
		7	Ms. Bothaina AL_ALAWNEH Statistician Department of Statistics Jordan
5.	LEBANON	8	Ms. Ibtissam EL JOUNI Social Scientist Central Administration of Statistics Lebanon
6.	MOROCCO	9	Ms. Salma SLIMANI Administrator Second Grade Haut Commissariat au Plan Morocco
		10	Ms. Sabry EL HASSANIA Statistics Engineer Direction of Statistics/HCP Morocco
7.	OMAN	11	Ms. Mayasa AL-BULUSHI Statistician National Center for Statistics and Information Oman
8.	QATAR	12	Ms. Wafaa Omer AL_AMRI Statistical Researcher

	Country / Organization		Contact Person Information
			Ministry of Development Planning and Statistics Qatar
9.	STATE OF PALESTINE	13	Ms. Omayma ALAHMED Director, Technical Operation Department, Census Directorate Palestinian Central Bureau of Statistics
		14	Mr. Ashraf HAMDAN Director of gender statistics Palestinian Central Bureau of Statistics
10.	SUDAN	15	Ms. Magda SAYED Assistant Director Of Population Census Directorate and Focal Point Gender Statistics Government of Sudan
11.	TUNISIA	16	Ms. Arbia FEICHICHI EP HAMMAMI Head of vital statistics and gender focal point National Institute of Statistics Tunisia
		17	Mr. Joseur Mourod Statistics Engineer Regional Director, Tunisia
12.	YEMEN	18	Mr. Hesham Ahmed AL NUWAIRAH Director of Gender statistical department Central Statistical Organization Yemen
13.	UN Economic and Social Commission for Western Asia	19	Ms. Neda Jafar Head, Statistical Policies and Coordination Unit Statistician, Gender and MDGs UN House, ESCWA Riad El Solh, P.O. Box 11-8575 Zip Code 1107 2270
14.	United Nations Statistics Division	20	Ms. Margaret MBOGONI Statistician Statistics Division, United Nations Two UN Plaza DC2-1558 New York, NY 10017
		21	Ms. Haoyi CHEN Statistician, Social and Housing Statistics Section Statistics Division, United Nations Two UN Plaza DC2-1550 New York, NY 10017

Annex 2. Work programme

**United Nations Statistics Division
Economic and Social Commission for Western Asia
Statistical, Economic and Social Research and Training Centre for Islamic
Countries**
in collaboration with the
Department of Statistics, Jordan

**Regional workshop on integrating a gender perspective in the
production of statistics**

Amman, Jordan
1 – 4 December 2014

Agenda

The United Nations Statistics Division (UNSD) and the Economic and Social Commission for Western Asia (UNESCWA) are organizing a regional workshop on gender statistics, in cooperation with the Department of Statistics, Jordan. This regional workshop is intended to train national statisticians on the production and use of gender statistics, as well as discuss the newly developed UN manual: *Integrating a Gender Perspective into Statistics*. Participants will also benefit from the training on the use of census data for gender analysis, based on the UNFPA *Guide on Gender Analysis of Census Data*.

The key objectives of the workshop are:

- Strengthen the capacity of national official statisticians to apply international concepts and methods for gender statistics;
- Exchange and share good practices and lessons learned on gender statistics among national statistical offices and relevant government units;
- Promote the integration of a gender perspective into national statistical systems with the aim of improving the availability and quality of gender statistics.

Day 1: Monday, 1 December 2014

TIME	TOPIC
8:30 – 9:00	Registration and welcome
9:00 – 10:00	Opening Remarks <ul style="list-style-type: none"> • Dr. Qasem Al-Zoubi, Director General, Jordan Department of Statistics • Ms. Margaret Mbogoni, UNSD • Ms. Neda Jafar, UN-ESCWA • Introduction of resource persons, participants and staff members • Group Photo
10:00 – 11:00	Session 1: Developing a coherent and comprehensive plan for the production of gender statistics (Chair: Ms. Manal Sweidan, Jordan) <ol style="list-style-type: none"> 1. Global Review of Gender Statistics Programmes (Ms. Haoyi Chen, UNSD) 2. Overview of gender statistics: why, what, for whom and how (gender statistics for policy-making and research, mainstreaming a gender perspective in statistics) (Ms. Haoyi Chen, UNSD) 3. Discussion/conclusions
11:00 – 11:15	<i>Tea Break</i>
11:15 – 12:30	Countries' experience in integrating gender into national statistics <ol style="list-style-type: none"> 1. Country experience: <ul style="list-style-type: none"> - Ms. Mooza Al-Doseri, Bahrain; - Ms. Ghada Abd El Rahman, Egypt - Mr. Hesham Ahmed Al Nuwairah, Yemen (last session) 2. Discussion/conclusions
12:30 – 13:45	<i>Lunch Break</i>
13:45 – 15:45	Session 2: Integrating a gender perspective into population and housing census operations (Chair: Mr. Ashraf Hamdan, State of Palestine) <ol style="list-style-type: none"> 1. Integrate gender into population and housing census operation (Ms. Margaret Mbogoni, UNSD) 2. Country experience: Ms. Manal Sweidan, Jordan 3. Discussion/conclusions
15:45 – 16:00	<i>Tea Break</i>
16:00 – 17:30	Session 3: Integrating a gender perspective into health statistics (Chair: Ms. Ibtissam El Jouni, Lebanon) <ol style="list-style-type: none"> 1. Bringing gender issues into statistics on health (Haoyi Chen,

	UNSD) 2. Discussion/conclusions
--	--

Day 2: TUESDAY, 2 DECEMBER 2014

TIME	TOPIC
9:00 – 10:00	Session 4: Integrating a gender perspective into work statistics (Chair: Ms. Mooza Al-Doseri, Bahrain) <ol style="list-style-type: none"> 1. Bringing gender issues into work statistics (Ms. Haoyi Chen, UNSD) 2. Country experience: Ms. Manal Sweidan, Jordan 3. Discussion/conclusions
10:00 – 11:00	Session 5: Integrating a gender perspective into poverty statistics (Chair: Mr. Hesham Ahmed Al Nuwairah, Yemen) <ol style="list-style-type: none"> 1. Bringing gender issues into poverty statistics (Ms. Haoyi Chen, UNSD) 2. Country experience: Ms. Magda Sayed, Sudan 3. Discussion/conclusions
11:00 – 11:15	<i>Tea Break</i>
11:15 – 12:30	Group exercise
12:30 – 13:45	<i>Lunch Break</i>
13:45 – 15:45	Session 6: Violence against women surveys (Chair: Ms. Ghada Abd El Rahman, Egypt) <ol style="list-style-type: none"> 1. Guidelines for Producing Statistics on Violence Against Women (Ms. Neda Jafar, UN-ESCWA) 2. Country experience: <ul style="list-style-type: none"> - Ms. Zainab Al-ameri, Iraq - Ms. Sabry El Hassania, Morocco - Ms. Arbia Feichichi ep Hammami, Tunisia 3. Discussion/conclusions
15:45 – 16:00	<i>Tea Break</i>
16:00 – 17:30	Session 7: Time use surveys (Chair, Ms. Sabry El Hassania, Morocco) <ol style="list-style-type: none"> 1. Time Use Surveys and gender statistics (Ms. Neda Jafar, UN-ESCWA) 2. Country experience <ul style="list-style-type: none"> - Mr. Ashraf Hamdan, State of Palestine - Ms. Arbia Feichichi Ep Hammami, Tunisia 3. Discussion/conclusions

Day 3: Wednesday, 3 December 2014

TIME	TOPIC
9:00 – 12:30	<p>Session 8: Population and Housing censuses: Use of census data for gender statistics (Chair: Ms. Arbia Feichichi Ep Hammami, Tunisia)</p> <p>UNSD Presentations (Ms. Margaret Mbogoni, UNSD)</p> <ol style="list-style-type: none"> 1. Strengths and weaknesses of the use of census data 2. Census data tabulations for gender analysis 3. Limitations on the kinds of conclusions that can be drawn from census data tabulations 4. Types of indicators that can be constructed with census data 5. Comparison of census data indicators with similar indicators from other sources <p>Country experiences:</p> <ul style="list-style-type: none"> - Ms. Salma Slimani, Morocco - Ms. Omayma Alahmed, State of Palestine - Mr. Joseur Nourod, Tunisia
12:30 – 13:45	<i>Lunch Break</i>
13:45 – 15:45	<p>Session 8: (cont'd)</p> <p>Presentations (cont'd)</p>
15:45 – 16:00	<i>Tea Break</i>
16:00 – 17:30	<p>Session 8: (cont'd)</p> <p>Group exercise</p>

Day 4: Thursday, 4 December 2014

TIME	TOPIC
9:00 – 10:45	<p>Session 9: Analysis and presentation of gender statistics: an overview (Chair: Ms. Zainab Al-ameri, Iraq)</p> <p>Presentation</p> <ol style="list-style-type: none"> 1. From raw data to easily understood gender statistics (Ms. Haoyi Chen, UNSD)
10:45 – 11:00	<i>Tea Break</i>
11:00 – 12:30	Group exercise
12:30 – 13:45	<i>Lunch Break</i>
13:45 – 16:00	<p>Session 10: Regional work programme on gender statistics</p> <p>Presentation</p> <ol style="list-style-type: none"> 1. Regional perspective, the way forward (Ms. Neda Jafar, UN-ESCWA) 2. Country presentations on framework and future plans 3. Discussion
16:00– 16:30	<i>Tea Break</i>
16:30 – 17:00	<p>Conclusions</p> <p>UNSD/ESCWA will introduce the major conclusions of the workshop. Plenary discussion will then follow for all participants to comment.</p>
17:00-17:30	<p>Closing Session</p> <ul style="list-style-type: none"> • Closing Remarks (UNSD, ESCWA)

Annex 3 Group exercises

1. Group Exercise for Session 4: Identification and communication of gender issues in the world of work

Instruction:

In your group, review the table provided below and

- 1 Identify key gender issue(s)
- 2 Determine key message(s) to be highlighted
- 3 Propose title(s) / heading(s) that highlight the gender issue(s) shown
- 4 Draft a short paragraph explaining key message(s)
- 5 Discuss its relevance for labour market and social policies
- 6 Was the information provided sufficient to highlight the gender issuers) identified? If no, what type of additional information is needed?

Table. Employment by major occupation group and sex (2012)

Occupation	Total		Women		Men		Sex distribution	
	N	%	N	%	N	%	% W	% M
Managers	2,433	7	1,150	9	1,283	5.9	47	53
Professionals	4,323	12.5	2,369	18.6	1,955	9	55	45
Technicians and associates professionals	1,915	5.5	700	5.5	1,215	5.6	37	63
Clerical support workers	2,211	6.4	1,270	10	940	4.3	57	43
Service and sales workers	4,651	13.5	2,193	17.2	2,458	11.3	47	53
Skilled agriculture forestry and fishery workers	9,501	27.5	3,286	25.8	6,215	28.5	35	65
Craft and related trade workers	4,729	13.7	692	5.4	4,037	18.5	15	85
Plant and machinery operators and assemblers	2,621	7.6	387	3	2,234	10.3	15	85
Elementary occupations	2,135	6.2	697	5.5	1,438	6.6	33	67
Armed forces occupations	12	0	0	0	12	0.1	0	100
Total	34,530	100	12,744	100	21,787	100	37	63

2. Group Exercise for Session 8: Population and Housing Censuses: Use of census data for gender statistics

Gender experts:

Scenario: You are in charge of the Government Department which is responsible for gender affairs in your country. So far, your department has not been able to monitor the situation of women/girls and men/boys in your country because of lack of data given that the last census was over 20 years and that the Statistics/Census Department has not conducted any relevant surveys from which your department can get the necessary data. Your Government has decided to conduct a population and housing census and the Statistics/Census Department has invited your office to a meeting which has been scheduled for data users to make requests for data that they would like to get from the census.

Census experts:

Scenario: You have invited several Government departments to learn about their data needs from the planned census. One of the invited departments is the one in charge of gender affairs.

Discussion:

Census experts: Ask for input from the gender affairs department in terms of what they need from the census

Gender experts: Express your needs regarding what relevant data your department wants collected

The census and gender experts discuss and negotiate and reach a compromise or do not reach a compromise in terms of the topics that will be included in the census

As a result of the discussion and negotiation between the Gender Department and the Statistics/Census Department:

- 1) Was the Gender Department able to convince the Statistics/Census Department to include all the topics on which the data on gender is needed? If not, what topics could not be included?
- 2) Did the Statistics/Census Department propose other alternative sources of data for topics that could not be included in the census? If so, which other sources were suggested?

Annex 4. Pre-workshop assignments

1. For gender experts

In the last 10 years:

1. Has an assessment being conducted on the availability of gender statistics in your Office?
 - a. When was the latest assessment conducted?
 - b. What were the results of the assessment?
 - c. Briefly indicate your role in this process (if any).
2. Has your work on gender statistics involved interacting with data users?
 - a. If yes, what are the users you most often interact with?
 - b. What are the aspects covered in the user consultation?
 - c. Challenges encountered.
3. Has your work involved compilation of data disaggregated by sex from other departments/divisions in your NSO or from other national agencies/sources?
 - a. If yes, indicate the main providers of data.
 - b. What are the main products you have compiled?
 - c. What are the target audience for your products?
 - d. List the main challenges in this work.
4. Has your work on gender statistics involved collaborating with colleagues from data collection programmes/department(s) in your NSO
 - a. reviewing questionnaires and manuals used for data collection? If yes, specify the name and the year of the surveys/censuses
 - b. assessing sex-biases in data obtained in surveys, censuses, civil registration or other administrative sources of data. If yes, indicate the data sources and the specific data assessed.
 - c. assisting/leading the analysis of gender statistics in analytical reports produced? If yes, indicate what reports.
5. Has your work involved producing statistical publications on women and men? What were the main challenges?
6. Has your work on gender statistics involved training other staff on gender statistics? If yes, indicate:
 - a. The topics covered in the training
 - b. How often was the training being carried out?
 - c. Who are the trainees?
7. Are the gender statistics produced by your NSO used in policy making or background reports for policy making? Give three examples.
8. Think about your current work on gender statistics, the overall production of gender statistics in your NSO, as well as current challenges and further needs in producing gender statistics in your country. Indicate
 - a. The main directions of developing gender statistics or goals of improving gender statistics in your NSO in the next year
 - b. Your own contribution in this overall plan.

2. For census experts

1. Describe your role in the most recent population census of your country
2. Were gender considerations taken into account in the most recent population census of your country?
 - a. If Yes, on what aspects?
 - i. Consultations with and/or use of gender specialists regarding census advertising, reviewing previous census(es) data and its analysis as well as data collection tools used, selection of topics to be covered and phrasing of the questions and response categories, preparing/revising interviewer manuals, gender-sensitization training, tabulation and analysis of data, etc.
 - ii. Having a gender-based recruitment and use of personnel in all phases of the census (e.g., in decision making positions related to the census operation, during data collection)
 - b. If No, explain why.
3. Was any evaluation carried out on errors in census data that showed sex-selective under-reporting or mis-reporting(e.g., undercount of females or girls, sex-bias in reported births, deaths and economic activities)
 - a. If Yes please describe how the evaluation was done, what characteristics were covered, and the results
4. Was a gender monograph produced as one of the core census publications?
 - a. If yes please bring a copy.
 - b. Who contributed to the preparation of the census gender monograph (staff of your office - data collection specialists, demographers, gender specialists - , external collaborators from line ministries, research and academia groups, consultants, etc.)?
 - c. Please give details on the analysis that was undertaken in the preparation of the census gender monograph in terms of whether it involved simple tables and their descriptions, calculation of more elaborated indicators, special tabulations of data, more in-depth analysis, or integration of data from different sources.