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**Report of the Inter-regional Workshop on the
Production of Gender Statistics**

New Delhi, India, 6-10 August 2007

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INTRODUCTION

1. The *Inter-regional Workshop on the Production of Gender Statistics* was held in New Delhi, India from 6 to 10 August 2007. It was organized by the United Nations Statistics Division (UNSD), in collaboration with The World Bank, the United Nations Development Programme (UNDP) and the United Nations Fund for Women (UNIFEM) South Asia Regional Office. It was hosted by the Central Statistical Organization of the Ministry of Statistics and Programme Implementation, Government of India.

2. The workshop was organized as part of the UNSD Global Gender Statistics Programme to enhance the capacity of countries to collect, disseminate and use quality gender statistics. Following the Beijing Platform for Action's call to "improve data collection on the full contribution of women and men to the economy," the workshop placed special emphasis on such areas as: labour market segregation, informal sector and informal employment, time use, and access to and ownership of economic assets; and highlighted key steps in the production of gender statistics as well as key organizational issues to be considered in order to improve the effectiveness of national gender statistics programmes.

3. The specific objectives of the workshop were to:

- a) To improve knowledge on the production of gender statistics, particularly in the area of economic participation.
- b) To develop the capacity of a cadre of gender statistics experts to support their respective national statistics programmes.
- c) To foster networking and information sharing across regions.
- d) To establish a cadre of expert gender statisticians who can be called upon for future activities, at the regional and international levels, towards the development of gender statistics.

4. Thirty-five middle to high level statisticians from 23 countries –Armenia, Bangladesh, Cambodia, China, Egypt, Fiji, Former Yugoslav Republic of Macedonia, India, Jordan, Kenya, Latvia, Malaysia, Mongolia, Nepal, Pakistan, Palestine, Papua New Guinea, Philippines, Tanzania, Thailand, Uganda, Vanuatu and Vietnam– involved in the production and/or dissemination of gender statistics in their national statistical offices participated in the workshop, as well as 2 representatives from UNIFEM-SARO and the United Nations Division for the Advancement of Women (DAW).

5. Eight resource persons representing the following organizations also participated in the workshop: Ghana Statistical Service, International Labour Organization (ILO), United Nations Economic Commission for Europe and North America (UNECE), United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP), United Nations Statistics Division (UNSD), The World Bank and The World Bank Institute (see Annex I for the list of participants).

I. ACCOUNT OF PROCEEDINGS

A. Opening Remarks

6. Dr. S.K. Nath, Director General, Central Statistical Organization, Ministry of Statistics and Programme Implementation, Government of India, welcomed the participants to the workshop. In his introductory remarks he underscored the importance of gender statistics to guide national development plans and attain gender equity goals. Dr. Nath highlighted India's long history in promoting the development and production of gender statistics and demonstrated its continued support through collaboration in various activities including the hosting of the workshop. He exhorted participants to use the workshop to share their country practices and learn from each other.

7. Dr. Pronab Sen, Secretary, Ministry of Statistics and Programme Implementation, Government of India, delivered the inaugural address. In his speech, Dr. Sen underscored the importance of gender statistics to make evident and measure differentials between women and men, girls and boys. At the same time, he stressed the need to improve the quality of gender statistics and promote their use in policy-making and planning. He commended the agenda of the workshop highlighting its balanced incorporation of both theory and practice. He observed that the programme covered pertinent areas such as: the key steps in the production of gender statistics; the relevance of gender statistics in key areas of gender concern; and strategic organization and planning at national, regional and global levels. He stressed the importance of the practical group exercises, noting that these would be the key lessons to be taken home by participants.

8. Dr. Sen urged participants to implement the lessons learned during the workshop upon their return to their respective countries. He also underscored the critical role that information and communication technologies (ICT) could play in promoting and building capacity in gender statistics as well as in creating communities of practice and promoting the sharing of knowledge and experiences. Good practices and training materials could be made available on the web for use by countries and stakeholders in gender statistics. He exhorted the participants and organizers to take advantage of ICT to expand the knowledge base in gender statistics and wished success to the workshop.

9. Ms. Firoza Mehrotra, Deputy Regional Director, UNIFEM-SARO, India addressed the workshop participants, emphasizing the importance of the workshop for enhancing the gender responsiveness of national statistical systems. She stated that UNIFEM-SARO was committed to improving the visibility of women in the national accounting systems through the provision of technical and financial support to a number of countries in South Asia. To that effect, UNIFEM-SARO, in partnership with Governments, UN agencies and NGOs, had been conducting exercises to engender the population and housing censuses and was currently working with SAARC member countries to establish a gender database to facilitate engendered

planning, advocacy and the identification of gaps and challenges. Ms. Mehrotra wished success to the workshop and exhorted participants to engage in deliberations, sharing and learning.

10. Dr. Lucia Fort, Senior Gender Specialist, Gender and Development Group, The World Bank addressed the workshop participants. In her address, Dr. Fort stated that the World Bank, as an institution whose goal is to contribute to development, is both a producer and user of statistics and is keenly interested in improving their availability, quality and use in monitoring and planning. More specifically, she stressed the importance of improving statistics on the participation of women and men in the economy and of using those statistics for monitoring progress in achieving gender equality and women's empowerment. In this regard, she highlighted the Gender Action Plan which aimed to improve women's competitiveness in four key markets –product, financial, land and labour markets– through targeted actions that included promoting advances in research and statistics as well as implementing results-based initiatives.

11. Mr. Jeremiah Banda, Chief of the Demographic and Social Statistics Branch of the United Nations Statistics division, thanked the Central Statistical Organization, Ministry of Statistics and Programme Implementation, the Government of India, for hosting the workshop and for the hospitality extended to the workshop participants. Mr. Banda pointed out that the workshop was part of the Global Gender Statistics Programme whose main objective was to enhance the statistical capacity of countries to collect, process analyse and use quality gender statistics. It was his hope that the workshop would provide the participants with skills needed to identify and take into account relevant gender issues in the collection, production and dissemination of official statistics. It was imperative for countries to mainstream gender in all official statistical activities.

12. He noted that, in the spirit of the Beijing Platform of Action, gender statisticians should work tirelessly to improve data collection and analysis on the full contribution of women and men to the economy. In addition, he hoped the workshop would contribute to improve the production of gender statistics by training national experts; fostering networking across regions; and creating a pool of experts to support future regional and international gender statistics activities.

B. Organization of the workshop

13. As laid out in the agenda (Annex II), the workshop was organized into three distinct modules: (I) Production of Gender Statistics; (II) Gender Statistics in Key Areas of Gender Concern; and (III) Strategic Organization and Planning. Key organizational and substantive issues were covered within each module as follows:

- a) Module I: Production of Gender Statistics
 - i) Session 1: Overview of the production of gender statistics
 - ii) Session 2: Producer-user dialogue

- iii) Session 3: Data availability, accessibility and quality
- iv) Session 4: Bridging the data gaps
- b) Module II: Gender Statistics in Key Areas of Gender Concern
 - i) Session 5: Measuring women's and men's work: Towards a comprehensive framework
 - ii) Session 6: Time-use Statistics
 - iii) Session 7: Labour-market segregation
 - iv) Session 8: Informal sector and informal employment
 - v) Session 9: Access to and ownership of economic assets
 - vi) Session 10: Presentation of gender statistics
- c) Module III: Strategic Organization and Planning
 - i) Session 11: Strengthening national gender statistics programmes
 - ii) Session 12: Building partnerships: Global programmes
 - iii) Session 13: Building partnerships: Regional programmes

14. Expert resource persons covered the sessions within each module through plenary lecture presentations. These were followed by country presentations in the case of Module I, and by group exercises in the case of Modules II and III. The presentations and group exercises are available for download on the United Nations website (<http://unstats.un.org/unsd/demographic/meetings/wshops/default.htm>).

15. The country presentations enabled participants to share national practices and experiences with the establishment of user-producer groups, evaluation of data availability, accessibility and quality, identification of data gaps, as well as with specific methodologies for the collection of gender statistics, such as time-use surveys. The group exercises were designed to promote interaction among participants and to facilitate learning through the application of the knowledge gained in the substantive lecture presentations.

16. Participants worked in teams of 7-8 people to complete the group exercises. At the beginning of each group exercise the teams selected a chair and rapporteur who were responsible for coordinating the group work and taking notes and reporting back the results of the group work, respectively. A resource person was assigned to each team to provide guidance during the group exercise. At the end of each group exercise, the team rapporteur presented the results of their work to the plenary. The team presentations were facilitated by the respective resource person in order to promote discussion and provide clarification, where needed.

17. Each session concluded with a short plenary discussion that provided participants with a forum for more in-depth debate and the exchange of experiences and views. In addition, daily recap and wrap-up sessions were conducted by expert resource persons to highlight the key points and issues raised during the sessions.

C. Workshop materials

18. Participants received the following publications as basic material for the workshop:

- a) Handbook for Producing National Statistical Reports on Women and Men
Series: ST/ESA/STAT/SER.K/14
Sales No.: E.97.XVII.10
- b) Guide to Producing Statistics on Time Use: Measuring Paid and Unpaid Work
Series: ST/ESA/STAT/SER.F/93
Sales No.: E.04.XVII.7
- c) World's Women 2005: Progress in Statistics (book and wall-chart)
Series (book): ST/ESA/STAT/SER.K/17
Sales No. (book): E.05.XVII.7
Sales No. (wall chart): E.06.XVII.6
- d) Women and Men in the Caribbean Community: Facts and Figures, 1980-2001

II. SUMMARY OF DISCUSSIONS

A. Module I: Production of Gender Statistics

Session 1: Overview of the production of gender statistics

19. The first session of the workshop highlighted the four “action blocks” or essential steps in the production of gender statistics: (a) defining the key issues or areas of concern for which statistics are needed, (b) identifying the statistics and indicators required to address those issues, (c) assembling or producing the needed statistics, and (d) analyzing and disseminating the statistics produced. Participants were reminded of the Beijing Platform for Action’s (BPfA) call on national, regional and international institutions to ensure that statistics related to individuals are collected, compiled, analyzed and presented by sex and age, and reflect problems, issues and questions related to women and men in society.

20. In assessing the current state in the production of gender statistics, the session noted that despite the BPfA’s call, issues continued to be defined without regard to gender differences or concerns and the presentation and analysis of data by sex was not routinely done in response to identified gender issues or needs. Factors noted to underlie the limited improvements in the production of gender statistics included: (a) a lack of understanding of how gender was relevant for broad development goals, (b) reluctance to change already existing statistical production processes, (c) lack of knowledge on how to implement the needed changes, and (d) lack of commitment to gender equity and equality.

21. Participants explored ways to redefine the four “action blocks” in order to improve the production of gender statistics, noting the importance of maintaining a continuous dialogue and feedback between producers and users of statistics to bring about the needed changes. The challenges and changes needed in each action block were explored in more detail in the ensuing sessions on: user-producer dialogue; data availability, accessibility and quality; and data gaps.

Session 2: Producer-user dialogue

22. The session on producer-user dialogue explored in more detail the relevance of establishing a continuous communication channel between users and producers in order to improve the quality and use of gender statistics and the key principles for establishing such dialogue. It was noted that although producer-user consultation was not a new concept to statisticians, in the case of gender statistics, such interaction needed to span the full statistical production process to maximise gains.

23. Specifically, cooperation between users and producers was instrumental to reformulate development issues in terms of gender equity goals, and hence, to identify key gender issues for which data were needed. It was also necessary at the data collection stage to refine concepts, methods and classifications, and to get advice on questionnaire design, to ensure that these took into account social and cultural factors that could introduce gender-based biases. At the compilation and analysis stage, producer-user dialogue was necessary to ascertain areas for policy intervention; provide context, verify deductions and explanations of gender analyses; and enhance the visibility of women and men in statistical products.

24. User-producer groups could utilize various channels of communication including: informal discussions, individual consultations, requested comments and reviews of draft documents, technical workshops, meetings of advisory and/or consultative committees, dissemination workshops, etcetera. It was emphasized however that, regardless of the channel used, communication should be continuous and bi-directional.

25. The presentations by participants gave an overview of selected national experiences with the establishment, composition and operation of user-producer groups for the production of gender statistics. In general these had been established around specific projects such as the preparation of a publication on statistics on women and men or the identification of gender indicators for compilation and dissemination.

26. Among the key challenges in establishing effective user-producer groups identified by participants were: (a) problems with the institutionalization of such groups owing to the unavailability of individuals to meet on a regular basis and/or the expectation of fees for their participation in such dialogue; (b) the multiplicity of demands; and (c) the limited statistical knowledge of users. It was noted that statistical offices need to be flexible and have perseverance in reaching out to users in

order to overcome such obstacles. More specifically, participants noted that there was a need to: (a) redefine the cultural expectations surrounding the interaction between users and producers of statistics in order to create a culture of collaboration, (b) communicate in ways that would be accessible to a wide variety of users, and (c) develop good negotiation skills in order to harmonize different needs and expectations, and prioritize demands.

Session 3: Data availability, accessibility and quality

27. The session reviewed key issues with respect to data availability, accessibility and quality and examined their influence on the production of gender statistics. It was noted that assessments of data availability and quality were a crucial step in the production of gender statistics in order to identify already existing statistics that could be reassembled to address specific issues. In addition this step was also important for the identification of data gaps and of methodological issues in need of improvements.

28. From a gender perspective, the overarching goal of an assessment of data availability would be to establish how closely the original purpose for the data matched the present need. Such assessment would need to consider several dimensions, including: subject matter coverage (topics), unit of analysis of the available data (individual, household, institution, establishment, etcetera), reference period, cross-classifications possible, geographical coverage and periodicity.

29. Alternately, assessments of the accessibility of the data involved an evaluation of the extent to which the requisite data were regularly tabulated and published in ways that were relevant for addressing gender issues (i.e. sex-disaggregated, cross-classified with other relevant characteristics or factors, etcetera). Finally, assessments of data quality included consideration of such issues as: relevance of concepts, comparability of data over time, consistency across sources, applicability of the classifications, and level of disaggregation. Problems that compromised the quality of the statistics might occur at any point during the data collection and processing including during the planning and design of the instrument, advertising campaign, training of interviewers, field operations, checking and coding of results.

30. The country presentations illustrated some activities that were being conducted to assess the adequacy of data from a gender perspective and to improve the collection of gender statistics. Assessments had focused on an evaluation of the various sources of statistics including surveys, censuses, and administrative records, in terms of their coverage of topics, collection and dissemination of data by sex, and in some instances, evaluation of the methods, concepts and classifications used and operational issues that affect the reporting of gender-relevant information.

31. Activities that had been implemented in order to improve the quality and availability of gender statistics included: Establishment of gender statistics working or expert groups to identify data needs; training and sensitization of NSO staff regarding the concept of gender and the importance of gender statistics; involvement

of users and of gender specialists in the development of questionnaires, incorporation of female enumerators, gender sensitization of enumerators and of NSO functionaries.

32. Participants discussed various challenges faced in assessing and improving the quality of statistics from a gender perspective. These challenges included: lack of human and financial resources; lack of understanding about gender issues and their relevance for data collection; lack of know how to improve the quality of the statistics; cultural and religious barriers in society at large; low priority assigned to gender issues; lack of gender awareness among data users; slow response of other sectors and producers of statistics to data requests by the NSO; problems accessing administrative records; and delays in the processing and dissemination of the data collected.

Session 4: Bridging the data gaps

33. Participants continued the discussions regarding the identification of data gaps and the activities being conducted to bridge those gaps. It was noted that more information was being collected than disseminated. Thus, efforts should be placed on making available the existing information and in maximizing its use. In addition, it was noted that, in many instances, data that had been collected by sex was being disseminated only in the aggregate. There was a need to go back to the original sources of the data to ensure that such detail would not be lost during the data processing, tabulation and dissemination stages.

B. Module II: Gender Statistics in Key Areas of Gender Concern

Session 5: Measuring women's and men's work: Towards a comprehensive framework

34. The session reviewed the state of statistics on women's and men's work; presented the main features of the dominant framework for measuring work –the System of National Accounts (SNA); highlighted its key shortfalls and problems in capturing women's work; and identified some key features that would need to be incorporated into the framework in order to improve its coverage of women's work from a gender perspective.

35. It was noted that assessments of the quality of gender statistics generally identified women's economic participation as one of the areas requiring methodological improvement. This was due to problems with the definition of economic activity and its operationalization in surveys, as well as to the use of instruments that were not suitable for measuring some types of work done primarily by women, such as unremunerated housework. As a result, statistics on women's work tended to underestimate women's participation in economic activity vis-à-vis men's.

36. It was pointed out that the System of National Accounts defined all work that yielded goods and services within the SNA production boundary as economic

activity. This criteria, however, excluded domestic or personal services for own consumption –unremunerated activities which were disproportionately conducted by women. As a result, a large part of the contribution of women to production was not accounted for in terms of time spent, value added, income generated, etcetera.

37. Participants concluded that there was a need for a more comprehensive framework that would:

- a) take account of remunerated and unremunerated work in a way that their magnitudes could be compared, though not necessarily combined;
- b) recognize the importance of unremunerated work and capture the various types of unremunerated work, particularly cleaning, servicing, caring for dependents, transportation of household members and goods, unpaid volunteer services, etcetera,
- c) measure its extent and distribution;
- d) include methods for assessing its value in quantitative terms, and
- e) maintain consistency with the current framework.

38. It was pointed out that the development of such framework would require extending the definition of “work” to include both economic and non-economic activities; the development of a new set of instruments, classifications and methods to measure this expanded definition of “work”; and guidelines for the appropriate processing of the information and its use in developing satellite accounts.

39. At the end, the session introduced time-use surveys as an appropriate methodology to measure all forms of work.

Session 6: Time-Use Statistics

40. The session reviewed in more detail the key elements of time-use data; its potential uses; key methodological issues and considerations in the implementation of time-use surveys; and the classification of activities for time-use statistics. An overview of the main approaches used for the valuation of unpaid work through the use of time-use statistics was also presented.

41. It was pointed out that time-use data captured information on three major dimensions: First, the reference population and activity (“who does what during a day”); second, the time duration and number of episodes (“for how long and how often”); and third, the context of the activity (“where, with whom and for whom or what purpose”). As such, it could be used for the measurement, valuation and analysis of all forms of work, including unpaid work as well as for the measurement of quality of life or well-being. Thus, it could be used to improve estimates of women’s work.

42. Participants discussed various issues that needed to be considered in the collection and analysis of time-use data, such as cultural perceptions of time and their implications for the recording of activities; the scope and coverage of activities and their possible simultaneity; alternative modes of data collection and potential

problems with memory recall and interviewer burden; and sampling issues in reference not only households but also to who and how many household members to sample and the sampling of time in terms of hours in a day, days in a week and seasons in a year.

43. Participants also reviewed various approaches used for the classification of activities, including the trial UN International Classification of Activities for Time-Use Statistics (ICATUS). It was pointed out that the choice of classification should be closely related to the objectives of data collection –it should define the framework for the analysis of time-use data. In relation to ICATUS, it was noted that the classification had been adopted by various countries and adapted to fit national circumstances. The importance of using a common classification to facilitate international comparability was also highlighted.

44. Pratima Gupta, Assistant Director, Central Bureau of Health Intelligence of India made a presentation on the experience of India with time use surveys, which dated back to the 1970s. The most recent survey was conducted in 1998 by the Central Statistical Organization of the Government of India. The key objectives of this latest survey were to assess the contribution of women and men in the national economy through unpaid household work and gender differentials in household activities. Thus, in addition to collecting information on economic activities, the survey focused on time spent in non-market productive activities, particularly extended SNA activities and non-economic activities.

45. At the end of the session, participants worked in groups to complete the exercise on time-use. Each group was assigned one of three types of time diaries: (a) 24-hour “light diary”; (b) 24-hour diary with open time intervals; and (c) 24 hour diary with fixed time intervals. The exercise asked participants to:

- a) analyze for which objective the given type of diary is most and least appropriate;
- b) design a time diary for the type of diary assigned to the group;
- c) test the diary on 4 respondents from the group;
- d) code the 4 diaries using the ICATUS; and
- e) suggest a statistical table for summarizing the data from the diary in line with the objectives specified by the group.

46. Participants recognized the value of time-use statistics to improve measurements of women’s and men’s work and expressed interest in learning more about the underlying methodology. At the same time, some participants noted that the exercise was an example of a case where the instrument dominated the data collection process. It was pointed out that it is important to first define the objectives of the data collection in terms of identified user needs, and then select the appropriate instrument.

Session 7: Labour-market segregation

47. The session reviewed key issues in the measurement and analysis of labour market segregation, such as the definition of labour market segregation, its causes and types, relevant indicators and key data source. Labour market segregation was defined as the practice of restricting particular population groups to certain (economic/non-economic) activities in order to maintain the economic advantages and higher social status of the other population groups. Gender based labour market segregation was that based on the sex of the individual.

48. Participants discussed various types of segregation that may be relevant from a gender perspective, such as those related to the entry into and exist from the labour market (employment, unemployment, labour turnover, and life cycle patterns); those related to the types of economic activities carried out (occupations, industries, status in employment, institutional sector, size of establishment, place of work, and exposure to occupational hazards); those related to labour inputs (hours worked, work schedules, and absenteeism), and those related to the returns to labour (income, basic wages, overtime payments, fringe benefits, social security benefits, and regularity of payments).

49. The group exercises required participants to analyse different statistical tables and answer the questions listed below, in light of the issues addressed during the presentation:

- a) What is the effect of marital status on labour market participation of men and women?
- b) What can you say of occupational segregation when you have different levels of detail?
- c) How does the time spent in activities like paid work; care and education of children; watching TV; personal time, etcetera, vary when the person lives alone or in a couple with children or without children, or is a single parent?
- d) How does the gender pay gap vary by age, race and occupation?
- e) How does the gender gap vary by industry and rural/urban areas?

50. Participants concluded that often very detailed data was needed in order to adequately capture gender-based labour market segregation. For example, group 2 found that increasing the level of detail for a particular occupational category revealed that women tended to have lower positions compared to men employed in the same occupation.

51. The exercises also revealed that paying attention to issues of work-life balance was crucial for understanding the differences in the labour force participation patterns of women and men. In particular, it was very important to consider the marital status of the women and men as well as the presence of children in the household and their age. In this regard, participants noted that women's and men's behaviour with regards to labour-force participation varied by region and by country. For example, in Africa, women with children were more likely to work than those without children. By

contrast, using time-use data from France, group 3 found that married women with 3 or more children spent the least time on paid work, but that male and female single parents spent a similar amount of time on paid work. Finally, group 1 found that in the United States, the presence of children increased women's participation in part-time work.

52. Regarding the gender pay gap, using data for the United States, group 4 concluded in general that the lower the earnings, the smaller the pay gap between males and females and between blacks and whites. This exercise led participants to note that detailed information was also needed on such characteristics as age and race in order to better capture gender-based labour force segregation. The group concluded that as age increased, the pay gap also increased, possibly reflecting women's involvement with childcare and housework.

Session 8: Informal sector and informal employment

53. The session on informal sector and informal employment reviewed the essential differences between these two concepts, key measurement issues, data sources and selected examples of data analysis. It was noted that informal sector was not the same as informal employment. Informal sector referred to the characteristics of the enterprises whereas informal employment referred to the characteristics of the jobs.

54. Regarding informal sector, it was pointed out that the International Conference of Labour Statisticians had recommended a set of criteria for identifying and classifying informal sector enterprises and activities in terms of the enterprise characteristics. These criteria, however, had been difficult to measure in practice. As a result, most countries collected statistics on informal sector based on the size of the enterprise. For international comparability, the Delhi Group had recommended a narrower definition based on the largest common denominator of currently used national definitions. This definition required 3 essential criteria to be applied simultaneously: (a) productive units with less than 5 employees; (b) not registered; and (c) excluding those with paid domestic workers.

55. It was also noted that in measuring the informal sector it was important to define the measurement objectives, which could vary from: a focus on employment, the enterprise, or on its contribution to GDP. In all cases, a gender analysis was important to elucidate differentials in women's and men's participation in the informal sector, the conditions of their employment, and their respective contributions to the economy.

56. Regarding informal employment, the lecture pointed out that the focus was on capturing information about jobs and working conditions. Specifically, informal employment referred to: (a) the total number of informal jobs, whether carried out in formal sector enterprises, informal sector enterprises, or households; or (b) the total number of persons engaged in informal jobs during a given reference period. Informal

jobs of employees were those where the employment relationship was not subject to national labour laws, income taxation and social protection or entitlement to certain employment benefits. Some participants noted that the UNIFEM's report: Progress of the World's Women 2005 had a comprehensive discussion of women's involvement in informal employment.

57. Overall, the session highlighted that these two concepts were of interest to gender statisticians and advocates not only in terms of participation but because of the vulnerability associated with each. Participants noted that, in looking at informal sector and informal employment, it was necessary to consider the employment status of women and men and the characteristics of the jobs they occupied. For example, women tended to be own-account workers with low productivity and no employees, while men tended to be located in more productive enterprises and to employ other workers.

58. During the group exercise participants explored the relationship between informal and formal employment and poverty. The exercise revealed that those in informal employment had a considerable higher risk of experiencing poverty compared to those in formal employment. In addition, it also showed that among those in informal employment, the self-employed had a higher risk of experiencing poverty compared to those who were employees. This underlined the importance of always disaggregating employment by informal or formal, and of examining the role of other characteristics such as status in employment when analyzing the linkages between employment and poverty.

59. Participants questioned the gender-differentials observed in the group exercise. It was not clear how the poverty rates for women and men had been calculated. Participants pointed out that income and expenditure data, which were commonly used to calculate poverty rates, were usually collected at household level. Thus, it was not clear how this information had been used to derive poverty rates at the individual level. Participants also questioned the use of the concept of head of household to analyze poverty by sex owing to the biases that arise when collecting this type of information. Participants agreed that new measurement tools were needed to collect information on income and expenditures at the individual level.

60. Participants also assessed the proposed new MDG3 indicator for monitoring the empowerment of women through employment. It was generally agreed that the existing indicator (share of women in non-agricultural wage employment) had several limitations because it did not include the agricultural sector which employs a high percentage of women in many countries. In light of this, participants considered the introduction of employment in agriculture and the breakdown of the indicator by informal employment to be an improvement. Participants concluded that the new indicator would better capture improvements in women's economic participation by tracking their relative employment in vulnerable jobs. However, the new indicator still did not fully measure empowerment of women. For this, it would be necessary to include also indicators measuring decision-making such as:

- a) Percentage of registered women voters
- b) Percentage of women who are managers
- c) Ratio of average monthly earning in agriculture, non-agriculture and informal/formal sector
- d) Poverty rates of formal and informal workers by sex; and
- e) Status in employment within the agricultural sector by sex

Session 9: Access to and ownership of economic assets

61. The session reviewed the current state of gender data on access to and ownership of economic assets and its importance for measuring women's and men's economic participation. It was pointed out that work, although crucial, was only one aspect of the participation of women and men in the economy. Other such aspects as decision-making within the economic sphere, and access to and control over assets and resources were equally important dimensions shaping women's and men's participation in the economy.

62. Assets, defined as “stocks of financial, human, natural or social resources that can be acquired, developed, improved and transferred across generations,” could be an income generating mechanism and could strengthen individual's ability to cope with unexpected crises and aggregate shocks. The lack of economic assets increased the vulnerability of individuals and could limit their choices. In addition, asset inequality could lead to differential productivity between those who owned assets and those who did not, which created poverty and inequality traps.

63. Where data were available, these showed that women and men often owned different types of assets and acquired such assets through different channels. Moreover, women were less likely than men to own and control assets, especially productive assets. Social norms, intra-family arrangements and civil codes could limit the ownership and control of assets by women. These gender differences in access to and control of assets could lead women to be at greater risk of experiencing poverty and economic vulnerability compared to men, especially in the event of a divorce or the death of the husband.

64. To better understand gender patterns in assets ownership and control, it was important to know both the proportion of women and men who owned particular assets, as well as the value of those assets. Access and ownership of economic assets were widely measured in surveys (particularly LSMS-type surveys), but using the household as the unit of data collection and analysis. This limited the usefulness of the data from a gender perspective as information would be needed at the individual level.

65. Suggestions for improving gender data on economic assets included:

- a) Land: Collect data on land access, ownership, titling and management at the plot level and by sex

- b) Livestock: Collect individual level data on livestock ownership and management by sex
- c) Housing: Collect household and individual level data on ownership, titling, and rights over dwelling by sex
- d) Business assets: Collect individual level data on business asset ownership and management by sex
- e) Savings and other financial assets: Collect individual level data on ownership of bank accounts, stocks and bonds, and rents, interest and dividends by sex
- f) Other physical assets: Collect individual level data on ownership of consumer durables and culturally specific items (i.e. Real estate, vehicles, jewellery) by sex.

66. It was also pointed out that such data on economic assets could be collected through various instruments, including:

- a) Specialized surveys: Could be the most comprehensive and flexible source of information, provided that survey collected information on asset ownership and control at the individual level. Specialized surveys could, however, be very expensive, therefore could be conducted in only rare cases.
- b) Existing surveys: Could be improved by revising existing questions and adding new questions.
- c) Population and housing censuses: Could also be improved by including questions on some of the basic information needed.
- d) Existing data: In addition, the tabulation and analysis of existing data using a gender perspective was encouraged.

67. The World Bank noted that it was developing a set of questions that could be included in existing surveys or in ad-hoc surveys. These questions were currently being tested and should be available to be used by interested statistical offices in a year's time.

68. It was pointed out that the inclusion of new questions in existing surveys could overburden the respondents and affect the quality of the overall results. Questions on individual ownership might also be sensitive in some countries. These limitations should be carefully considered but they should not prevent the collection of the gender relevant information. Strategies should be adopted to develop publicity campaigns and to carefully evaluate what are the most essential questions that could be included in existing surveys.

Session 10: Presentation of gender statistics

69. The session reviewed basic principles of statistical data presentation and highlighted key points for improving the presentation of gender statistics to reach a wide audience. It was noted that the presentation of gender statistics involved displaying the information in ways that highlighted key gender issues and or facilitated comparisons between women and men. Thus, it was crucial to consider

such issues as the level of detail and underlying factors when choosing the data to be displayed.

70. Participants agreed that data must always be presented in a meaningful and unambiguous way and that choosing of the right presentation format was key for the clear and accurate interpretation of the data. Participants reviewed various examples of data presentation using different formats (tables, graphs and charts) and discussed their effectiveness in delivering the key message. Among the key points raised were:

- a) Regardless of the presentation format, the display of data should focus on one key message. Tables, graphs and charts should include only the most essential features to convey the message.
- b) To ensure accurate interpretation of the data, the title, source, scale used and definitions should be clearly spelled out.
- c) In order to reach a wide range of audience, a short message could be added for non-specialized readers.
- d) The precision of statistical terms and definitions should be maintained, but the clarity of the message for a broad audience should not be compromised.

C. Module III: Strategic Organization and Planning

Session 11: Strengthening national gender statistics programmes

71. The session focused on the status of gender statistics and how countries could improve and sustain national gender statistics programmes. The session recapped the key steps to be followed in the production of gender statistics: (a) identifying issues for which statistics were needed; (b) defining data requirements, (c) assessing availability and quality of existing data, identifying the gaps and producing the needed statistics; and (d) analyzing and disseminating the statistics produced. The importance of promoting producer-user dialogue at all states of the production of gender statistics was reiterated.

72. The presentation underscored the importance of using the Beijing Platform for Action (BPfA) as a guide for the development of gender statistics at the country level, and as a yardstick for measuring progress. The minimum requirements suggested by the BPfA in order to promote the development of gender statistics included having an organization with staff dedicated to the work on gender statistics and whose objectives were to ensure coordination, monitoring and the promotion of linkages with all fields of statistical work, and to prepare outputs that integrated statistics from various subject areas

73. Regarding the organizational setup, it was pointed out that the institutional arrangement was critical for the success of the gender statistics programme. For example, it might be necessary to have a committee on gender statistics and legal provisions which were mandated by an act or law. It was pointed out that, of the 23 countries participating in the workshop, fifteen had a unit/focal point responsible for gender statistics in the national statistical office, and one or two had a national

committee on gender statistics. The remaining had no unit or group responsible for gender statistics.

74. Among the key functions to be performed by gender statistics units were:

- a) coordination, monitoring and linkages with other statistical areas within the National Statistical Office (NSO) and other producers;
- b) advocacy;
- c) improving gender statistics within the national statistical system;
- d) substantive support to other ministries and agencies dealing with statistics; and
- e) training NSO and non-NSO staff.

75. In this regard, it was noted that of the 23 participating countries, 15 indicated that the main tasks of the gender statistics units/focal point was the collection/compilation and dissemination gender statistics. Only three noted identifying user needs and advocacy for gender statistics as main tasks; and four noted collaboration with other departments and training as major tasks.

76. In addition, the BPfA suggested the following outputs for gender statistics units:

- a) statistics disaggregated by sex and age, reflecting gender issues in all statistics about individuals;
- b) collection, compilation, analysis and presentation of gender statistics on a regular basis;
- c) improving concepts and methods;
- d) developing and testing appropriate indicators and research methodologies; and
- e) improving data collection on various issues including the full contribution of women and men to the economy.

77. Regarding the responsibilities of Governments, the Platform called for the:

- a) regular production of a statistical publication on gender;
- b) regular review by the producers and users of statistics of the adequacy of the national statistical system and its coverage of gender statistics; and
- c) use of more gender sensitive data in the formulation and implementation of programmes and projects.

78. To illustrate this point, Mrs. Gopa Chattapadhyay, Director, Data Processing Division, National Sample Survey Organisation, Ministry of Statistics and Programme Implementation, Government of India, presented an assessment of the collection of gender statistics through national sample surveys. The surveys conducted included: (a) household surveys on such topics as employment and unemployment; consumer expenditure; health, education, land holdings, debt and investment, and (b) enterprise surveys on unorganized manufacturing, services and trade, and (c) other surveys to capture issues relevant to slum areas, constructions and village facilities.

79. It was pointed out that, owing to the large sample sizes generally used, it was possible to generate state level estimates for sub-group populations. However, not all the data, was currently collected or tabulated by sex. Regarding data from household surveys, sex-disaggregated information was currently available on worker population ratio, labour force participation rate, employment rate, and workers by industry. For data from enterprise surveys, sex-disaggregated data was available for ownership of own account enterprises and workers, but not for worker compensation, GVA, assets and liability. Likewise, the consumption and expenditure survey currently did not collect the information by sex, only demographic data were collected by sex.

80. Participants worked in groups to: (a) assess the state of national gender statistics in each member country and identified key strengths and weaknesses; (b) identify challenges and opportunities to improve national gender statistics programmes ; and (c) propose a set of actions to be conducted in a period of 6 to 18 months to improve gender statistics at the national level.

81. Overall, participants identified the following pooled strengths among the gender statistics programmes of their respective countries:

- a) having plan/programmes of gender statistics and its improvement;
- b) having a regular publication on gender statistics;
- c) having large data sets from censuses and survey reports disaggregated by sex
- d) having demographic and social statistical sections which could handle gender statistics;
- e) having a committee on gender statistics, and
- f) having a statistical law with the provision for sex disaggregated data.

82. Among the key weaknesses identified were:

- a) having no gender statistics unit in the national statistical office;
- b) lack of resources and capacity to generate and analyse gender statistics;
- c) no statistical law/act explicitly dealing with gender statistics;
- d) lack of coordination of gender statistics;
- e) lack of a comprehensive database, with statistics on key areas of gender concern such as: trafficking, property ownership and violence against women;
- f) absence of advocacy on gender issues; and
- g) lack of framework on gender based discrimination.

83. Regarding challenges and opportunities to push forward national gender statistics programmes, participants recognized the following:

- a) Challenges:
 - i) insufficient resources;
 - ii) lack of flexibility to mainstream gender statistics in all activities of the NSO;
 - iii) cultural and social barriers constraining the collection of some gender sensitive statistics ;
 - iv) establishment of an effective user-producer dialogue mechanism;
 - v) obtaining practical support from policy makers and users of gender statistics;and

- vi) strengthening statistical capacity for gender statistics;
- b) Opportunities:
 - i) increasing demand for gender statistics;
 - ii) constitutional and reporting obligations such as Beijing Platform for Action, CEDAW; and
 - iii) existing collaboration between NSO and line ministries.

84. Key actions proposed to be implemented at the national level within a 6 to 18-month period in order improve gender statistics included:

- a) prepare a strategic plan for generating gender if not yet in place;
- b) establish a producer/user committee;
- c) identify data needs;
- d) mount an advocacy strategy;
- e) conduct workshops on gender statistics;
- f) enact law if not in existence;
- g) build gender statistical capacity;
- h) review concepts and definitions pertaining to gender issues and statistics; and
- i) establish linkages with partners and donors to develop gender statistics.

85. The session concluded with an evaluation of the actions proposed in order to push forward national gender statistics programmes. It was noted that, although the actions proposed were important steps, these would take longer than 6 to 18 months to be implemented. The actions were too broad for implementation and each would require a more detailed plan of action to become feasible. It was also noted that priorities would need to be set.

Session 12: Building partnerships: Global programmes

86. The session covered programmes to be implemented at the global level to promote the development of gender statistics. Presentations by the United Nations Statistics Division and the World Bank informed participants of the various plans and activities that were being implemented and requested feedback to ensure that global programmes responded to the needs identified at the country level.

87. The United Nations Statistics division presented the UN Global Gender Statistics Programme which aims to promote networking and information sharing across countries and regions to expand the knowledge base. It was noted that the Programme stemmed from the recommendations of the Inter-Agency and Expert Group Meeting on the Development of Gender Statistics that took place on 12-14 December 2006. The three main components of the programme were the:

- a) formation of an Inter-Agency and expert group to provide direction at a global level;
- b) development of an online portal to promote communication among practitioners and the sharing of resources, information and data; and
- c) development of training curricula and courses on gender statistics to build statistical capacity.

88. It was also pointed out that technical working groups would be established to provide direction on specific aspects of the programme. In particular, the programme would establish three technical working groups to advise on: (a) the online portal for gender statistics; (b) global gender statistics and indicators database; and (c) training curricula development.

89. It was pointed out that the official launch of the programme would take place at the Global Forum on Gender Statistics which was scheduled for 10-13 December 2007 in Rome, Italy.

90. The World Bank presented its Gender Action Plan which aims to promote women's economic advancement through a variety of activities and interventions. The plan focused on four key areas (product, financial, land and labour markets) and proposed actions at the policy and agency levels. A key premise of the plan was that markets must work for women and empower them to compete under equitable terms as men.

91. The key action areas highlighted included:

- a) To engender operations and technical assistance in economic sectors
- b) To implement results based initiatives
- c) To improve research and Statistics
- d) To undertake targeted communication campaigns.

92. Among the expected results of the plan were:

- a) Increased attention to and action on gender issues in the Bank;
- b) Improvements in policies and programmes that enhance women's access to economic resources and participation in markets; and
- c) A growing body of knowledge and increased research capacity on the linkages between gender and other characteristics.

Session 13: Building partnerships: Regional programmes

93. Activities and programmes at the regional level were presented by the United Nations Economic Commission for Europe, North America and Central Asia (UNECE) and the World Bank Institute. UNECE programme focused on improving data collection and dissemination in national statistical systems as well as data compilation and dissemination at the regional level through its online gender statistics database. It was noted that the programme was approved and monitored by the Conference of European Statisticians, which provided the overall framework for the work of the Statistical Division of UNECE. Priority areas included: Violence against women; segregation in labour market; reconciliation of family and work and unpaid work; participation in decision making; entrepreneurship; gender attitudes; poverty and gender and minorities.

94. An assessment conducted by the Programme identified that countries in the region were facing the following challenges to improving official gender statistics:

- a) Measurement issues;
- b) lack of regular data sources;
- c) gender not properly considered in existing data collection and dissemination activities;
- d) underutilization of existing data; and
- e) institutional issues in engendering national statistical systems.

95. To address these challenges, UNECE, was conducting methodological work as well as technical cooperation. The methodological work included the development of a manual on how to gender sensitize national statistical offices. The manual was being developed in collaboration with the World Bank and other international organizations. In addition, a framework of indicators on gender statistics was being developed for the region. Technical cooperation activities included the development of training tools as well as the organization and conduct of regional and national workshops on gender statistics. The workshops and materials were being developed in collaboration with the World Bank Institute.

96. The World Bank Institute also presented its collaborative programme with UNECE whose objectives were to:

- a) Improve sensitization of users and statisticians to the production, use and update of gender statistics;
- b) Improve sensitization of national statistical systems in all areas of statistical work;
- c) Improve the availability and quality of gender statistics in areas which have data gaps;
- d) Raise awareness on the differences in opportunities for women and men and ultimately advocate for more gender sensitive policies;
- e) Contribute to the World Bank Gender Strategy and Gender Action Plan.

97. The programme components included: regional and national capacity building; support of research and analytical work and preparation of the training manual on how to gender sensitize national statistical offices; and upgrading and updating of the UNECE Gender Statistics Databases. The project was geared at capacity development by organizing training of trainers and training at national level.

98. The strategies and approaches used were multifaceted, namely: (a) participatory in that ownership of the project was by NSOs in recipient countries; (b) adaptive by using user friendly modules; (c) proactive by developing advocacy tools that created awareness at all levels of the national statistical system; and (d) results oriented because activities were designed to focus on processes, outcomes, and expected impacts.

99. To exemplify, the World Bank Institute presented a video on the importance of gender statistics developed for advocacy and capacity building. It also informed participants of a workshop on gender sensitization of national statistical systems for the countries of Central Asia conducted in Almaty, Kazakhstan, 23-27 April 2007, and

presented the online portal developed for workshop participants to maintain communication exchange information and materials, and create a community of practice. The World Bank Institute noted that it was exploring possibilities of initiating a similar project for countries in Africa, in collaboration with the United Nations Economic Commission of Africa (UNECA), and was interested in replicating the experiences in other regions.

100. Participants expressed interest in learning more about the World Bank programmes and activities. They also requested information regarding the appropriate channels for contacting the World Bank to request assistance pertaining to gender statistics. It was noted that countries should contact the World Bank local office in their countries or the focal persons of the Gender Action Plan.

III. Conclusions

101. Overall, participants concluded that continued exchange of experiences across countries and regions through training workshops was crucial to expand the knowledge base on gender statistics. The group recommended that additional workshops on the production and analysis of gender statistics in such areas as health, education, gender-based violence and decision-making be conducted to build technical capacity in these other areas of gender concern. In addition, participants suggested that future workshops incorporate an indicators-based framework or discuss in more detail the production of relevant indicators for monitoring and planning.

102. Recognizing the centrality of producer-user dialogue in the production of gender statistics, participants recommended that representatives of the relevant ministries of women's affairs should also attend such training workshops. Participation of representatives of women's machineries would serve to build capacity among users of gender statistics and to promote collaboration among producers and users of statistics.

103. While recognizing the role of training workshops in facilitating the exchange of experiences, participants noted that there was also a need to explore the possibilities offered by emerging information and communication technologies (ICT). It was noted that ICT could expand the reach of training workshops by extending access to interested practitioners in countries worldwide and also by facilitating continued interaction among practitioners and users of gender statistics.

104. Participants also stressed the importance of gender statistics programmes at the global and regional levels to promote developments in gender statistics and their mainstreaming into development processes. They recommended that global and regional gender statistics programmes should be continued where these exist and developed and implemented where they do not exist. They also recommended that channels for communication and exchange among practitioners across countries and regions be established to expand the knowledge base on gender statistics.

IV. Annex I: List of participants

	Country/Organization	Name	Title & Affiliation	E-mail address
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V. Annex II: Workshop Agenda

This workshop is part of the United Nations Statistics Division Global Gender Statistics Programme to enhance the capacity of countries to collect, disseminate and use quality gender statistics. It will provide participants with the skills needed to identify and take into consideration relevant gender issues in the production and dissemination of official statistics. Following the Beijing Platform for Action's call to "improve data collection on the full contribution of women and men to the economy," the workshop will place special emphasis on such areas as: labour market segregation, informal sector and informal employment, time use, and access to and ownership of economic assets; and highlight key organizational issues to be considered in order to improve the effectiveness of national gender statistics programmes.

The workshop is being organized by the United Nations Statistics Division, in collaboration with the World Bank, the United Nations Fund for Women South Asia Regional Office and the United Nations Development Programme. It is being hosted by the Government of India's Ministry of Statistics and Programme Implementation.

Objectives

- To improve knowledge on the production of gender statistics, particularly in the area of economic participation.
- To develop the capacity of a cadre of gender statistics experts to support their respective national statistics programmes.
- To foster networking and information sharing across regions.
- To establish a cadre of expert gender statisticians who can be called upon for future activities, at the regional and international levels, towards the development of gender statistics.

Target audience

The workshop will be attended by middle to high-level statisticians working on gender statistics from national statistical offices.

Organization

The 5-day workshop will be organized into three distinct modules: (I) Production of Gender Statistics; (II) Gender Statistics in Key Areas of Gender Concern; and (III) Strategic Organization and Planning. Expert resource persons will cover the topics within each module through the use of formal presentations followed by group exercises designed to enable participants to apply the knowledge gained in the presentations. The lectures and group exercises for each substantive topic will place particular emphasis on:

- Key conceptual and methodological issues
- Data needs and sources
- Presentation and analysis of relevant statistics and indicators

At the end of the workshop participants will be able to develop a work plan to improve the production of national gender statistics on selected topics in their respective countries.

Monday	Module I: Production of gender statistics	
8:00 - 8:45 am	Registration and welcome	45 min
9:00 - 10:30 am	Opening ceremony	90 min
10:30 -10:45 am	Tea/Coffee break	15 min
10:45 - 11:15 am	Introductions and Ice-breaker exercise	30 min
11:15 - 12:15 pm	Lecture: Production of gender statistics: An overview	60 min
12:15 - 1:00 pm	Plenary discussion	45 min
1: 00 - 2:00 pm	Lunch	60 min
2:00 - 2:30 pm	Lecture: User-producer dialogue	30 min
2:30 - 3:30 pm	Country presentations: Good practices and challenges in promoting user-producer dialogue	60 min
3:30 - 4:00 pm	Lecture: Data availability and quality	30 min
4:00 - 4:15 pm	Tea/Coffee break	15 min
4:15 - 5:15 pm	Country presentations: Good practices and challenges in improving data availability and quality	60 min
5:15 - 5:30 pm	Lecture: Bridging the data gaps	15 min
5:30 - 6:00 pm	Plenary discussion	30 min
Tuesday	Module II: Gender statistics in key areas of concern	
9:00 - 9:30 am	Day 1 recap and wrap-up	30 min
9:30 - 10:30 am	Lecture: Measuring women's and men's work: Towards a comprehensive framework	60 min
10:30 -10:45 am	Tea/Coffee break	15 min
10:45 - 11:45 am	Lecture: Time-use	60 min
11:45 - 1:00 pm	Group exercise: Time-use	75 min
1: 00 - 2:00 pm	Lunch	60 min
2:00 - 3:00 pm	Group presentations and discussion: Time-use	60 min
3:00 - 4:00 pm	Lecture: Labour market segregation	60 min
4:00 - 4:15 pm	Tea/Coffee break	15 min
4:15 - 5:30 pm	Group exercise: Labour market segregation	75 min

Wednesday	Module II: Gender statistics in key areas of concern	
9:00 - 10:00 am	Group presentations and discussion: Labour market segregation	60 min
10:00 - 10:30 am	Day 2 recap and wrap-up	30 min
10:30 - 10:45 am	Tea/Coffee break	15 min
10:45 - 11:45 am	Lecture: Informal sector and informal employment	60 min
11:45 - 1:00 pm	Group exercise: Informal sector and informal employment	75 min
1: 00 - 2:00 pm	Lunch	60 min
	Half-day sight seeing tour	
Thursday	Module II: Gender statistics in key areas of concern	
9:00 - 10:00 am	Group presentations and discussion: Informal sector and informal employment	60 min
10:00 - 10:30 am	Day 3 recap and wrap-up	30 min
10:30 - 10:45 am	Tea/Coffee break	15 min
10:45 - 11:45 am	Lecture: Access to and ownership of economic assets	60 min
11:45 - 1:00 pm	Group exercise: Access to and ownership of economic assets	75 min
1: 00 - 2:00 pm	Lunch	60 min
2:00 - 3:00 pm	Group presentations and discussion: Access to and ownership of economic assets	60 min
3:00 - 4:00 pm	Lecture: Presentation of gender statistics	60 min
4:00 - 4:15 pm	Tea/Coffee break	15 min
4:15 - 4:45 pm	Group exercise: Presentation of gender statistics	30 min
4:45 - 5:30 pm	Group presentations and discussion: Presentation of gender statistics	45 min

Friday	Module III: Strategic organization and planning	
9:00 - 9:30 am	Day 4 recap and wrap-up	30 min
9:30 - 10:30 am	Lecture: Strengthening national gender statistics programmes	60 min
10:30 –10:45 am	Tea/Coffee break	15 min
10:45 - 12:00 pm	Group exercise: Defining a national strategy	75 min
12:00 - 1:00 pm	Group presentations and discussion: Defining a national strategy	60 min
1: 00 - 2:00 pm	Lunch	
2:00 - 2:30 pm	Building partnerships: Global Programmes UNSD Global Gender Statistics Programme	30 min
2:30 - 3:00 pm	Building partnerships: Global Programmes The World Bank's Gender Action Plan	30 min
3:00 - 3:30 pm	Plenary discussion	30 min
3:30 - 3:45 pm	Tea/Coffee break	15 min
3:45 - 4:05 pm	Building partnerships: Regional Programmes UNECE Gender Statistics Programme	20 min
4:05 - 4:25 pm	Building partnerships: Regional Programmes The World Bank Institute Programme	20 min
4:25 – 4:45 pm	Plenary discussion	20 min
4:45 - 5:00 pm	Day 5 recap and wrap-up	15 min
5:00 - 5:30 pm	Workshop closing and evaluation	45 min