ASSESSING DATA AND STATISTICAL CAPACITY GAPS FOR BETTER GENDER STATISTICS

FRAMEWORK AND IMPLEMENTATION GUIDELINES

PARIS 21

PARTNERSHIP IN STATISTICS FOR DEVELOPMENT IN THE 21ST CENTURY

ASSESSING DATA AND STATISTICAL CAPACITY GAPS FOR BETTER GENDER STATISTICS

FRAMEWORK AND IMPLEMENTATION GUIDELINES

Table of Contents

Glossary 4

Introduction 5

PART 1. The Framework 9

1. Background 10

2. Key concepts 12

2.1. The notions of “gender statistics” and “gaps” 12

2.2. National statistical system 13

2.3. The Capacity Development 4.0 conceptual framework 15

2.4. National strategy for the development of statistics 18

3. Why a new framework? 19

3.1. Persisting data gaps 19

3.2. A holistic approach to capacity development 20

3.3. Going beyond the existing methodologies and tools 20

3.4. NSDS and its guiding principles 23

4. The assessment process 24

PART 2. The Implementation Guidelines 29

1. Detailed steps of the review and the formulation of gender strategy for the NSDS 30

2. Main actors and their roles 35

3. Assessment tools 37

3.1. Assessing statistics gaps 38

3.2. Assessing capacity gaps 39

4. Expected deliverables 41

5. Timing 42

References 44

Annex 1. Capacity development for better gender statistics 48

1.1 Questionnaire A – Main Module 48

1.2. Questionnaire B – Short Module for gender focal points 72

1.3. Questionnaire C – Short Module for the ministries 78

1.4. Questionnaire D – Short Module for gender statistics users 82

ANNEX 2. Assessment details 86

2.1. The main tasks and deliverables of the gender statistics expert 86

2.2. Assessment template 88

ANNEX 3. 54 gender-specific SDG indicators selected by UN Women 93

ANNEX 4. Description of CD4.0 elements 98

4.1. Individual level 98

4.2. Organisation level 99

4.3. Systemic level 100

ANNEX 5. Methodological note on the selection of countries for project implementation 101

5.1. Context and rationale 101

5.2. Eligibility criteria 101

5.3. Methodology 101

ANNEX 6. National assessment framework of Bangladesh (UN Women) 105

ANNEX 7. Coverage of existing tools and framework focusing on the development of statistical capacity for better gender statistics 107

ANNEX 8. Members of the Expert Review Group 108

Glossary

Sex	"Sex describes the physical and biological characteristics that distinguish males and females" (UN Women, 2017a). Considering that characteristics "sex" reported during censuses, surveys or in administrative records may in fact refer to "gender", some countries in their data collection distinguish also "sex at birth[1]".
Gender	"Gender refers to socially constructed differences in attributes and opportunities associated with being female or male and to the social interactions and relations between women and men. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies, there are differences and inequalities between women and men in roles and responsibilities assigned, activities undertaken and access to and control over resources, as well as in decision-making opportunities. These differences and inequalities between the sexes are shaped by the history of social relations and change over time and across cultures" (UN, 2016b). Certain countries legally recognise non-binary or third-gender classifications (UNECE, 2019).
Sex-disaggregated data	Sex-disaggregated data are data on individuals differentiated by sex. They are collected and tabulated separately for women and men. They allow for the measurement of differences between women and men on various social and economic dimensions and are one of the requirements in obtaining gender statistics. Sex—disaggregated data have the capacity to reveal differences in the lives of women and men that result from gender roles and expectations (UN, 2016b).
Gender statistics	Gender statistics are defined by the sum of the following characteristics: a) Data are collected and presented by sex as a primary and overall classification; b) Data reflect gender issues; c) Data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives; d) Data collection methods take into account stereotypes and social and cultural factors that may induce gender bias in the data (UN, 2016b).
Gender indicators	Gender indicators serve to measure and compare the situation of women and men over time. Gender indicators can refer to quantitative indicators (mainly but not exclusively based on statistics differentiated by sex) or to qualitative indicators (based on women's and men's experiences, attitudes, opinions and feelings) (EIGE, 2015).
Gender mainstreaming in national statistical system[2]	Gender mainstreaming in national statistical system include activities that aim to apply gender perspective holistically at all stages of data production, statistical coordination, communication and statistics use.
National statistical system (NSS)	The national statistical system "is the ensemble of statistical organisations and units within a country that jointly collect, process and disseminate official statistics" on behalf of national government" (OECD et al., 2002). Official statistics compiled by national statistical system exist to provide information to the general public, governments, business and research communities in the economic, demographic, social and environmental fields. This information is essential for evidence-based decision making, for mutual knowledge of the States and peoples of the world (UN, 2015).
Data ecosystem	A data ecosystem includes the national statistical system along with the complex organisations of dynamic social relationships, which move and transform data/information (data infrastructure, tools, media, producers, consumers, curators and sharers) (PARIS21, 2018b).
National Strategy for the Development of Statistics (NSDS)	A National Strategy for the Development of Statistics is a country's plan for developing statistical capacity across the entire national statistical system (NSS). Such a strategy sets out a vision of where the NSS should be over a five- to ten-year timeline and a roadmap for achieving this goal. It also presents a comprehensive and unified framework for the continuous assessment of users' evolving needs and sets the priorities necessary to build capacity to meet these needs in a co-ordinated, synergistic and efficient manner. Furthermore, it provides both a framework for mobilising, harnessing, and leveraging national and international resources as well as a basis for an effective and results-oriented strategic management of the NSS (PARIS21, 2018b).
National statistical office (NSO)	"The national statistical office is the leading statistical agency within a national statistical system" (OECD et al., 2002).

1. For example Canada: "Sex at birth and gender refer to two different concepts. Sex at birth refers to sex assigned at birth. Sex at birth is typically assigned based on a person's reproductive system and other physical characteristics" (Statistics Canada, 2019).

2. In line with UN 2016b, this document uses both terms "mainstreaming" and "integrating" in this context.

Introduction

The Framework and Implementation Guidelines (thereafter the Framework) are a supporting document for assessing the state of gender statistics in a country and the capacity of the national statistical system that produces and uses these statistics. The Framework proposes methods, activities and tools for conducting the assessment. This document primarily addresses the official statistical agencies working in less developed national statistical systems. The assessment report resulting from the application of this Framework is meant to provide input for a strategy to address the challenges related to a successful production and communication of gender statistics that meet users' needs, which will be incorporated in the national strategy for the development of statistics.

The current version (V.3) was developed following two reviews by the Expert Review Team (Annex 8), which took place in the first and third quarter of 2019, as well as taking into account the preliminary findings from the launch of the first pilots in two countries in the first half of 2019.

Organisation of the Framework

This document is organised into two parts: the Framework (Part I) and the Implementation Guidelines (Part II).

Part I is divided into four sections: Section 1 presents the background of the Framework document; Section 2 defines the focus areas and the conceptual basis of the assessment; Section 3 provides the rationale behind the development of a new framework and its value added; and Section 4 outlines the general steps of the assessment process.

Part II presents the detailed steps, actors, tools and proposed timeline of the assessment process until the formulation and inclusion of the gender statistics strategy in the national strategy of development of statistics.

The importance of this document

As presented in section 3.3 of this document, there are multiple frameworks and tools for the assessment of official gender statistics relating to the capacity of the national statistical system (NSS). Although these tools focus on different aspects of the NSS capacity, ranging from legislation and co-ordination mechanisms to the professional experience of NSS staff, none of them assesses all of these aspects collectively. Nor do they address the incentives of official bodies and individuals and their relations to power, which drive the work of individuals as well as the official institutions producing gender statistics.

This Framework, contrary to existing ones:

- Adopts a comprehensive, granular and holistic approach to the capacity of the national statistical system to produce and communicate quality gender statistics meeting users' needs. It not only uncovers the various motivations and political dimensions that influence the capacity to deliver quality gender statistics, but also highlights the soft skills of individuals, like teamwork and leadership. Such capabilities prove decisive in gender statistics, given their crosscutting aspect and the tendency to give them low priority among the competing development priorities of various sectors' statistics.

- Proposes a sustainable way of promoting the production and use of gender statistics across the national statistical system by providing a solid basis for the formulation of the National Strategy for the Development of Statistics (NSDS). The assessment process proposed in the Framework is not meant to result in a stand-alone and out-of-context review. The reason why gender-specific strategies need to be integrated in the NSDS is to secure better political support, prioritisation and funding. The basis of this approach is above all the assumption of the widespread and active participation of various country's stakeholders involved in the production, communication and use of gender statistics.

- Devotes special attention to the use of gender statistics by lawmakers, media, private sector and civil society organisations, recognising the important role of these statistics for creating evidence-based policymaking and policy monitoring, enhancing transparency and good governance, and ensuring societal change.

Future developments of the Framework

The document remains flexible and open to further improvements and development of methods, steps and tools following the piloting phase. The Framework intends to assist the diversity and specific characteristics of different national statistical systems, likewise beyond the lifespan of the project.

PARIS21 developed the Framework and Guidelines in partnership with UN Women and under the initiative "Making Every Woman and Girl Count". As part of this collaborative effort, PARIS21 has worked to improve the Framework by integrating the experience from the country pilots as well as further analytical reports as they become available from partners. This document is the third draft of the Framework and follows a revision process prepared with experts in gender statistics from different national statistical offices, international organisations and non-governmental organisations (Annex 8).

The process outlined in this Framework, consisting of assessing the gaps in gender statistics as well as the statistical capacity, can be adapted to different country settings during its implementation. The first piloting of the assessment, initiated in two countries in the first half of the 2019, was meant to obtain feedback on the

functionality and usefulness of the assessment. PARIS21 will supervise and support the expert carrying out the assessment during the piloting phase to ensure that its objectives are met, and that feedback is efficiently received and addressed. This will be in conjunction with the strategic activities and political engagement of UN Women Country and Regional Offices. The Framework is a living document and will evolve in light of experiences and the feedback from experts and national statistical authorities. The document will be used for piloting in all remaining pilot countries of the project and will be updated a final time in fall 2020 at the end of the project. The specific guidelines for mainstreaming gender perspective in the national strategies of development of statistics (NSDS) will be developed as a separate document in the first half of 2020.

Part 1.

THE FRAMEWORK

1. Background

In 1995, the Beijing Declaration and Platform for Action urged the statistical community to strengthen efforts to generate sex-disaggregated data, compile gender statistics and disseminate analyses based on these in order to provide more evidence concerning the situation of women and girls and to emphasise the importance of women's roles in the economy and society. The Platform for Action (BPfA) promoted the use of gender statistics for policy planning and implementation at the international, national and regional levels. Since 2007, the Global Gender Statistics Programme[3] coordinated and implemented by the United Nations (UN) Statistics Division has focused on developing countries' capacity to collect relevant data and present reliable gender statistics and indicators to better inform policymaking. Its efforts included integrating gender within the statistical activities of national statistical offices (NSOs), with the aim of reducing different sources of bias that often hamper the interpretation of gender statistics such as underreporting, stereotypes and other cultural factors that affect data collection. In 2012, the UN Conference on Sustainable Development, or Rio+20, agreed on the Sustainable Development Goals (SDGs) to address the economic, social and environmental dimensions of development and their interlinkages. However, despite these initiatives and calls for action, a 2013 report on gender statistics by the UN Secretary-General noted that the production of gender statistics around the world was still lacking (UN, 2013a). This report also underscored that only 15% of countries had legislation mandating specialised gender-based surveys and only 37% had a co-ordinating body for gender statistics at the national level.

Another effort to bring attention to gender indicators was the development of the Minimum Set of Gender Indicators by the Inter-Agency and Expert Group on Gender Statistics (IAEG-GS)[4], following a request from the UN Statistical Commission in 2013. The Minimum Set established 52 quantitative and 11 qualitative indicators for international compilation and dissemination of gender statistics. Its aim is to address relevant issues related to gender equality and women's empowerment as well as to facilitate global comparisons of the state of gender statistics. There have also been efforts to develop regional or sectoral frameworks covering gender indicators, as for example the UNESCAP Core Set of Gender Indicators for Asia and the Pacific adopted in 2015, or the FAO Core Set of Gender Indicators in Agriculture.

In 2015, countries adopted the 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs). They comprise 232 unique indicators with 54 gender-specific ones (meaning they explicitly address a gender-related topic or call for sex-disaggregation in the indicator name) and refer to areas such as violence against women or unpaid care and domestic work. Since Rio+20, a number of international initiatives

3. The Global Gender Statistics Programme is mandated by the United Nations Statistical Commission, implemented by the United Nations Statistics Division (UNSD) and coordinated by the Inter-Agency and Expert Group on Gender Statistics IAEG-GS. The Programme encompasses: i) improving coherence among existing initiatives on gender statistics through international coordination; ii) developing and promoting methodological guidelines in existing domains as well as in emerging areas of gender concern; iii) strengthening national statistical and technical capacity for the production, dissemination and use of gender relevant data. https://unstats.un.org/unsd/demographic-social/gender/

4. The IAEG-GS brings together representatives of international agencies (both within and outside the United Nations system), statisticians from National Statistical Systems, and development partners, to review progress and provide guidance on future activities geared at advancing gender statistics. https://unstats.un.org/unsd/demographic-social/gender/

and public-private partnerships, such as Evidence and Data for Gender Equality (EDGE)[5], have emerged that focus on generating internationally comparable gender indicators, and on supporting improved gender-specific data to better inform policy and global development agendas, such as Data2X.[6]

Against this backdrop, the UN Entity for Gender Equality and the Empowerment of Women (UN Women), created in 2010, launched a flagship programme in 2016 called "Making Every Woman and Girl Count"[7] (hereafter Women Count) (UN Women, 2016). The programme supports Member States in the implementation of the 2030 Agenda for Sustainable Development and works to improve the production, availability, accessibility, and use of quality data and statistics on key aspects of gender equality and women's empowerment.

The 2018 UN Women report "Turning Promises into Action: Gender Equality in the 2030 Agenda for Sustainable Development" revealed that globally sufficient and regular data were only available for 10 of the 54 gender-specific indicators, making it difficult to assess and monitor the direction and pace of progress for women and girls. The document called for the need to integrate gender into national statistical strategies and prioritise it in regular data collection (UN Women, 2018a).

The 2018 Partner Report on Support to Statistics (PRESS)[8], one of PARIS21's flagship publications, noted that the strong multilateral donor commitment to statistics was not reflected in the production of gender statistics. Of the statistical projects reviewed, only 4% stated gender equality as a main objective, barely 10% contained activities in gender statistics, and the approximate budget for these activities was a mere 3% of the total budgets of all projects reported (PARIS21, 2018c).

The lack of support for the production of gender statistics is a major challenge to achieving the 2030 Agenda. Cognizant of this, UN Women and PARIS21 are collaborating to support countries in creating an enabling policy environment for gender statistics; regularly producing quality gender statistics to monitor countries' commitments to gender equality; and for making gender statistics accessible for and analysed by all users. The experience of PARIS21 in facilitating statistical capacity development and advocating the integration of reliable data in decision-making is a key asset for addressing the challenges to producing gender statistics at the country level.

This Framework is part of the Women Count programme. One of the main activities of this programme consists of creating partnership at the country level in developing joint projects. The main goal of these projects is to

5. EDGE is a joint initiative of the UN Statistics Division and UN Women that seeks to improve the integration of gender issues into the regular production of official statistics for better, evidence-based policies. See https://unstats.un.org/edge/.

6. Data2X, an alliance housed at the United Nations Foundation, is a technical and advocacy platform dedicated to improving the quality, availability and use of gender data. See https://www.data2x.org/.

7. Making Every Woman and Girl Count is funded by the governments of Australia, Ireland and the United States and the Bill and Melinda Gates Foundation. The programme works in partnership with governments, including national statistical offices, regional commissions, international agencies, private foundations, civil society organisations and academic institutions. For further information, see http://www.unwomen.org/en/how-we-work/flagship-programmes/making-every-woman-and-girl-count.

8. PRESS reports can be viewed on the PARIS21 website at https://paris21.org/news-center/news/press-partner-report-support-statistics.

provide technical support to countries to improve the production and use of gender statistics in all areas of the SDGs. The choice of UN Women "pathfinder" countries for the Women Count programme activities followed a multi- level process[9]. The initial independent pre-selection commissioned by UN Women for their assessment process was based on country-level demand, which had to come directly from government, in particular NSO and/or the ministry of women. Other elements considered were: the need to develop projects jointly with NSOs to ensure alignment with all other activities, establishing a relationship between the UN Women country team and the NSO (starting with a mapping of country teams where work on gender statistics was planned and synergies with existing initiatives by donors) and existence of other UN agencies and projects supported by Global Partnership for Sustainable Development Data (UN Women, 2017b).

The rationale behind country selection developed by PARIS21 is to identify countries where gender can plausibly by integrated into the NSDS process based on a set of different considerations, while guaranteeing geographical representation and some diversity in terms of statistical capacity of the selected countries involved (see Annex 5). UN Women "pathfinder" countries have been prioritised where feasible. Furthermore, PARIS21 supports assessments in countries, which prepare for a new NSDS and can create potential synergies with PARIS21 activities. Other selection criteria include country geographical representation and classification (Landlocked, Small Island Developing States, Least Developed Countries), and the responsiveness of the NSO and statistical capacity scores.

2. Key concepts

2.1. The notions of "gender statistics" and "gaps"

Gender statistics are an integral part of statistics that cuts across "traditional" thematic areas such as education, work, health, access to resources, or decision-making, to provide evidence needed to track commitments to gender equality. Gender statistics not only reflect gender issues but also diversity, capturing all aspects of women's and men's lives. Data collection methods for gender statistics take into account the stereotypes and social and cultural factors behind gender biases (UN, 2016a). Gender statistics are produced from both sex-disaggregated and other types of data that pertain uniquely to women or men (e.g. maternal mortality or testicular cancer). Gender statistics are important because on the one hand, they provide an evidence for research and policy development, and, on the other hand, they are input for monitoring and evaluating the effectiveness and efficiency of policy developments. Gender statistics, if correctly produced and analysed, reflect reality more accurately and inform the public about the respective roles of women and men in society.

9 The selection process led by Pricewaterhouse Coopers identified 12 pathfinder countries approved by the Women Count Donor Committee: 5 Tier I countries (Senegal, Morocco, Kenya, Bangladesh and Uganda), which began implementation in 2018, and 7 Tier II countries (Albania, Jordan, United Republic of Tanzania, Nepal, Colombia, Sierra Leone and Cameroon) (UN Women, 2017b).

Moreover, improving gender statistics in all phases of statistics production benefits overall national statistical system, by helping it to describe more fully the activities and characteristics of the whole population (UNECE, 2010).

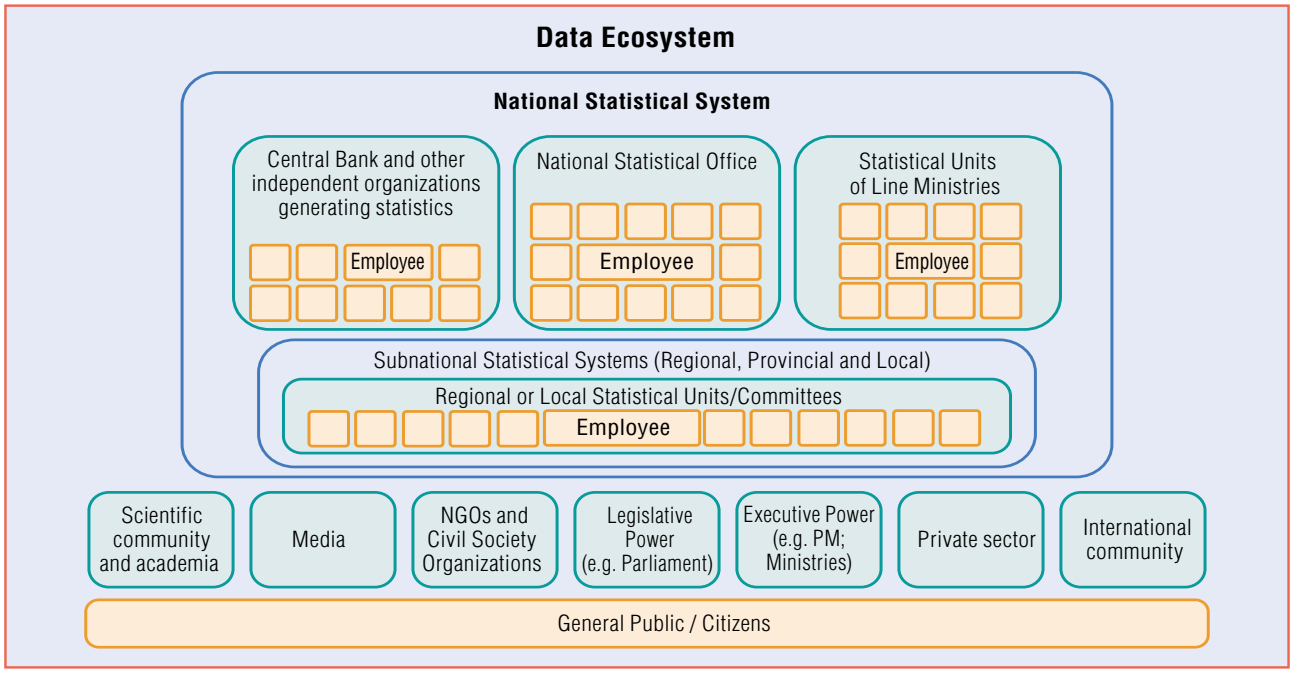
Data gaps relating to gender-specific information can occur through barriers to birth registrations, which later on can impede access to health care, education and other services for mothers and children. This gap is also visible in surveys, which are often male-biased in their design and implementation, as they do not to capture women's perspectives, their needs, challenges and their economic value. The production of gender statistics in most developing countries is still quite limited due to resource and technical constraints. This creates significant gender data gaps, in particular in areas that are sensitive or where the technical and financial requirements are significant (e.g., violence against women and time-use surveys) and in new and emerging areas where significant methodological work is necessary (e.g., gender and poverty, gender pay gaps and women's participation in decision-making) (UN Women, 2019).

As used in this Framework, the term "gaps" refers to a broad set of elements that concern both gender statistics and the statistical capacity to produce and communicate them. The assessment examines gender statistics produced by a country, focussing on the "gaps" related to missing indicators, quality, the frequency with which a country produces statistics, and the mismatch between statistical production and user demand. Additionally, the goal of the Framework's Questionnaires is to identify all the factors contributing to the absence of gender focus in the national statistical system and broader data ecosystem. This lack of gender focus can also arise when already-existing data are not analysed from a gender perspective. It may also be evident in how gender statistics are used, being both the cause and the result of the poor quality and insufficient reporting of gender statistics, which cannot serve as input for evidence based national policies or as a means of evaluating existing policies and advocating women's empowerment. Technically, the assessment process described in this Framework will focus on data gaps and capacity gaps.

2.2. National statistical system

National statistical systems need to regularly collect, analyse and disseminate data that address relevant gender issues (Hedman, et al., 1996). The official institutions forming the national statistical system are embedded in a data ecosystem (Figure 1), which consists of multiple data communities that interact with one another on all types of data, and use innovative technologies on the data value chain (Menon, 2017).

Figure 1. **Data ecosystem**



Source: PARIS21 (2018a), Proposing a Framework for Statistical Capacity Development 4.0, http://www.paris21.org/sites/default/files/inline-files/CD4.0-Framework_final.pdf.PARIS21, 2018a.

It is important to recognise that the communities of data producers and data users influence each other: data producers build the capacity of policymakers and public; and data users build the capacity of data producers through their need for new types of relevant and timely information. Gender statistics produced by the NSS are based on the problems and goals identified in national policies and plans, but also through dialogue with civil society. Statisticians, in collaboration with policymakers and other groups of users from the data ecosystem, look at gender issues, problems and the related goals identified at the national level. The role and weight of different data ecosystem's actors relating to data production, including gender information, has changed dramatically in recent years due to the expansion of information technologies and the resulting shift in the interaction of citizens and governments.

To ensure that gender statistics remain relevant by addressing new and pressing social and economic issues, gender must become part of the "mainstream" of statistical infrastructure, processes and activities (UN, 2016b). The process of making official statistics more gender-sensitive may include: i) new data collections that focus on gender issues (such as time use surveys or violence against women surveys), ii) revised definitions and concepts, iii) improving existing data collections (including the design of samples and effects of interviewers, the way interviews are conducted, the reprocessing of existing data to create estimates), and iv) improving the presentation and dissemination of results (UNECE, 2010). "Engendering" statistical processes also requires changing the overall institutional environment for the production and use of gender statistics, including the allocation of staff and budgets, the introduction of new legal frameworks, recognising new needs and stakeholders, as well as modifying stakeholders' coordination. Given that gender statistics cut across all fields of statistics, they must be integrated into all stages of official data collection, production, communication, and use. The roles of official statisticians and users of statistics in this process cannot be overemphasised, as it is crucial that they understand gender issues

and learn to identify the causes and effects of problems and the interrelations among different issues (Hedman et al., 1996). Statistical agencies should also make efforts to be more open and transparent and to make statistical information more accessible and useful for the citizens. The value of official statistics is enhanced the more they are used, and making data accessible and useable can contribute to a better citizen-state engagement.

In order to develop a new program of gender statistics or to improve an existing one, the NSO should create alliances with civil society organisations, including non-governmental organisations (NGOs) and women's groups, which are important allies in gathering information about the actual or potential impact of government policies (OECD, 2018). Furthermore, promoting literacy in gender statistics bolsters the demand for data by various user communities (e.g. media, academia, civil society organisations, policymakers, etc.). Current opportunities relating to the emergence of alternative data sources reinforce the need for the NSO to improve the relevance, timeliness, accuracy and availability of data; consider statistical literacy of users; and to strengthen its role as coordinator of the NSS. In addition, official gender statistics enable governments, international organisations, civil society, the private sector and the society to make decisions based on evidence and hold relevant bodies accountable. Fully integrating official statistics into policymaking was set as a common objective for international actors and government representatives in the Cape Town Global Action Plan for Sustainable Development Data (PARIS21, 2019). If gender statistics are to be made more accessible and taken into account in policymaking, the NSS needs to produce them on a regular basis, improve their relevance and present them in a meaningful and user-friendly way to reach a wide range of users. Encouraging a greater awareness among users and producers of gender statistics is critical in linking these statistics to policies. The NSS is under increasing pressure to improve its gender statistics production and communication, do more for advocacy and draw on new sources of data. These challenges require the NSS to build a qualified workforce, revisit its traditional ways of communicating with users, and adopt new organisational practices.

Looking at the capacity of the national statistical system defined in a very comprehensive and granular way, uncovering different incentives driving its individuals and considering the multifaceted interactions of the NSS with external stakeholders allows for a bigger spectrum of analysis and expands the pool of elements related to statistical capacity that can be considered from a gender perspective. The next section describes the conceptual structure guiding the Framework's approach to statistical capacity.

2.3. The Capacity Development 4.0 conceptual framework

In 2017, PARIS21 formulated the Capacity Development 4.0 (CD4.0) conceptual framework to guide national statistical systems in their need to respond to the demands of their stakeholders (i.e. data producers, users, data analysts, disseminators and data objects) and to support decision making on regional, national and global policies. The CD4.0 framework focusses on statistical capacity of the NSS (with its associated organisations and individuals) to collect, produce, analyse and disseminate high-quality statistics and data to satisfy users' needs (PARIS21, 2018a). The CD4.0 considers five key targets of capacity development:

1. **Resources**, which refer to human, physical, financial and legal means required to produce a statistical output;

2. **Skills and knowledge**, which comprise the cognitive and non-cognitive abilities to perform a task and the familiarity with regulations or procedures;

3. **Management**, which examines the combination of skills, knowledge and other resources to produce an output (i.e. use of means to accomplish an end);

4. **Politics and power,** which relate to the formal or informal interactions among individuals and organisations as indicators of the dynamics of the system;

5. **Incentives**, which comprise the motivations driving interactions and actions of individuals and organisations in the system.

These CD4.0 targets are then analysed on three levels of action that reflect the ***individuals*** in a statistical organisation, a statistical units or a focal point within the organisation, the ***organisations*** that produce official statistics, and the ***system*** as a collection of individuals and organisations interacting to collect, process and disseminate official statistics. The intersection of levels and targets of the CD4.0 is currently populated by 46 (non-exhaustive) capabilities. Table 1 provides a conceptual matrix of the CD4.0 including the intersections of levels and targets.

Table 1. **Capacity Development 4.0 conceptual framework matrix**

Target/Level	Individual	Organisation	System
Resources	Professional backgound	Human resources (HR) Budget Infrastructure	Legislation, principles and institutional setting Funds infrastructure Plans (NSDS, sectoral) Existing data
Skills and knowledge	Technical Skills Work 'know-how' Problem solving and creative thinking	Statistical production processes Quality assurance and codes of conduct Innovation Communication	Data literacy Knowledge sharing
Management	Time management and prioritisation Leadership	Strategic planning, monitoring and evaluation Organisational design HR management Change management Fundraising strategies	NSS coordination mechanisms Data ecosystem coordination Advocacy strategy
Politics and power	Teamwork and collaboration Communication and negotiation skills Strategic networking	Transparency Workplace politics	Relationship between producers Relationship with users Relationship with political authorities Relationship with data providers Accountability
Incentives	Career expectations Income and social status Work ethic and self-motivation	Compensation and benefits Organisational culture Reputation	Stakeholders' interests Political support Legitimacy

Source: PARIS21 (2018a), *Proposing a Framework for Statistical Capacity Development 4.0*, http://www.paris21.org/sites/default/files/inline-files/CD4.0-Framework_final.pdf.

The identification of five core targets resulted from a discussion over global concerns and agreements on how to achieve quality statistics[10]. The CD4.0 differs from existing frameworks for statistical capacity development, which focus mainly on organisational skills, knowledge and systemic resources, but underestimate the individual level (i.e. incentives and the intersection of skills and knowledge) and the systemic level (i.e. data literacy and knowledge sharing) (PARIS21, 2019). The research supporting the CD4.0 shows the importance of thoroughly defining and addressing all areas of the data ecosystem, including the multifaceted interactions at its different levels, in order to obtain effective interventions in capacity development. In order to better portray these interactions let us consider this CD 4.0 example as applied to gender statistics: in a given country, NSS staff dealing with gender statistics may lack the technical skills to analyse and produce gender statistics (the "skills and knowledge" in the column of "individuals" of CD4.0). Low income and limited career prospects may be one reason why institutions fail to attract skilled workers (the "incentives" at the individual and organisational level). This suggests that budget allocations are insufficient to develop gender programmes in the NSS (the "resources" at the organisational level), which may arise because of weak political support for gender issues (reflecting the "incentives" at the systemic level).

Defining all factors that contribute to the poor quality or complete absence of official gender statistics, and the failure to include them in policymaking and policy monitoring requires the adoption of a fresh perspective on its production, coordination and communication by the NSS. In fact, all elements of the data ecosystem and their interactions must be considered. Integrating a gender perspective into national statistics involves a systematic evaluation of gender issues and gender biases in the production of all official statistics and at all stages of data production as well as an understanding of how these statistics are used and by whom. It is a complex process requiring a review and revision of several aspects: the conceptual basis of data collection tools, coding, classification systems and terminologies, tabulations, data presentation and dissemination. Furthermore gender training is essential for all personnel involved in data collection or media campaigns that include gender-specific messages, and in the gender-sensitive selection of field interviewers (Corner, 2003), (UN, 2013b). Above all, political will is necessary: not only in national statistical offices but also in the statistical services of other government agencies and any institution providing administrative data (UN, 2006). It is equally important that these institutions be sensitive to the needs of users. Promoting transparency and open data by making it available to everyone and by providing the technical and legal characteristics necessary for it to be freely used, can considerably contribute to the improved dialogue with users. Apart from the required leadership and advocacy of policymakers and the NSO heads, integrating gender in the NSS necessarily implies the existence of a legal framework that specifically addresses the production and communication of gender statistics, and the fruitful cooperation between the producers and users of gender statistics. A new focus must also be given to the activities and position of gender units and gender focal points within the NSS (UN, 2016).

10. The CD4.0 is a result of structured and shared reflections of national and international actors on the need to make statistical capacity development more effective. This wide consultative process involved a number of representatives from NSOs, international agencies, civil society, think tanks, academia and the private sector. The CD4.0 framework was also reviewed by multiple statistical experts to ensure it is comprehensive in terms of the national statistical system and applicable a variety of contexts.

These few examples support the fact that the capacity of the NSS to produce and communicate better gender statistics must be defined in a multidimensional and comprehensive manner. The reason the CD4.0 was selected to guide this Framework's way of evaluating the NSS capacity is its holistic and aligned approach to capacity development, which is necessary in gender statistics due to their crosscutting character. This choice is also in step with the general capacity development priorities expressed by countries via the results of the Joint Survey on New Approaches to Capacity Development (PARIS21, 2019) as well as with the overall need for a further capacity-building development, in order to foster a better understanding of gender statistics and promote their use (UNECE, 2018).

2.4. National strategy for the development of statistics

It is essential that the findings from the review process specified by this Framework be considered in the development of a strategy that carries significant political weight and requires both the authorisation and active participation of decision makers. Addressing all these challenges cannot occur in an ad-hoc manner and must be part of a wider, comprehensive and unified strategy. This section presents the national strategy for the development of statistics. This strategy is an instrument, a process and a product that will help to develop statistical capacity across the entire national statistical system.

In many countries, the formulation of a national strategy for the development of statistics (NSDS) is commonly used to identify activities addressing gaps, issues and challenges in the NSS – as well as to build on achievements in statistics development. An NSDS is expected to provide a country with a plan for developing statistical capacity across the entire national statistical system. It has a vision of the NSS in five to ten years and sets milestones for achieving this end. The NSDS presents a comprehensive and unified framework for the continual evaluation of evolving user needs and priorities for statistics and for building the necessary capacity to meet these needs in a coordinated, synergistic and efficient manner. An NSDS enables the mobilisation of national and international resources and provides a basis for managing the national statistical system in an effective and results-oriented strategic manner (PARIS21, 2018b).

Three stages coprise the NSDS lifecycle:

1. Preliminary stage
2. Design stage
3. Implementation stage

The "design stage" starts with the assessment of the NSS, setting out a vision of the NSS, including the definition of its core values, identifies a strategic plan for the NSDS and elaborates the NSDS document. Gender statistics gaps related to data as well as to the functioning of the NSS will be more easily addressed if they are integrated

at the very beginning of the NSDS design stage during the NSS assessment. The NSDS provides the link between statistical strategies and national development policy frameworks. It may incorporate specific national sectoral policies, such as gender-related policies (like for example Magna Carta of Women[11]) or international commitments, such as the Sustainable Development Goals or other international initiatives (PARIS21, 2018b). Alternatively, it is possible to conduct this assessment at the NSDS implementation stage, as part of its monitoring step. In this case, the assessment results could feed into the mid-term review of an existing NSDS. Finally, this assessment could also be used to provide an overview of the state of gender statistics as they relate to data and statistical capacity in order to formulate a national development plan.

The review process as defined by this Framework is part of the NSDS design stage and serves as a foundation for the creation of a gender statistics strategy to improve the state and use of gender statistics in the NSDS. It sets out priorities and provides a continual assessment, which in turn should lead to the integration of gender into the country's NSS.

3. Why a new framework?

3.1. Persisting data gaps

The 2019 Report of the Secretary General on the progress towards the Sustainable Development Goals, Gender confirmed that despite new impetus for statistics and progress towards gender equality brought by the 2030 Agenda, there remain a number of challenges related to the set of indicators for SDG 5 (gender equality) and other gender indicators across various Sustainable Development Goals. The report stressed that achieving the 17 Sustainable Development Goals without also achieving gender equality and the empowerment of women and girls is not possible. While some indicators of gender equality are progressing, such as a significant decline in the prevalence of female genital mutilation and early marriage, the overall numbers continue to be high. Women represent less than 40 per cent of those employed, occupy only about a quarter of managerial positions in the world and face a gender pay gap of 12 per cent. About a fifth of those aged 15 to 49 had experienced physical or sexual partner violence in the previous 12 months. Moreover, insufficient progress on structural issues at the root of gender inequality, such as legal discrimination, unfair social norms and attitudes, decision-making on sexual and reproductive issues and low levels of political participation, are undermining the ability to achieve Sustainable Development Goal 5 (UN, 2019).

Many of the gender-specific SDG indicators cover areas where measurement methodology is not well developed or emerging. In fact, official statistics are often missing also for established areas. Country-level data gaps impede national, regional and global monitoring of progress on the SDGs. Only 12 of the 54 gender-specific indicators

11. https://pcw.gov.ph/law/republic-act-9710

(22 per cent) are produced with enough regularity to be classified as Tier I by the IAEG-SDGs, meaning that not enough data is available to monitor progress across all regions (UN Women, 2018b).

3.2. A holistic approach to capacity development

The "In-depth review of gaps in gender statistics" prepared in 2018 by Mexico and the UNECE Secretariat stressed the need of further development of capacity building in order to produce and promote knowledge, and that the use of gender statistics requires strategic attention (UNECE, 2018).

Considering the crosscutting character of gender statistics and its importance in completing the picture of the whole society, it is important that NSS capacity assessment relative to gender statistics production, communication and use be conducted in a holistic manner. Lack of financial resources, failure to prioritise and marginalisation (considering gender statistics as an "add-on" or limiting gender analysis to sex-disaggregation) often hamper the integration of a gender perspective in the NSS. Assuring the enabling legal framework as well as political will at all levels, not only in national statistical offices but also in the statistical services of other government agencies and in all institutions providing administrative data, emerge as important factors for creating the beneficial environment for improving gender statistics. Moreover, recognising the systemic incentives (political support and stakeholders' interests) is as important as measuring the "hidden" incentives of individuals working on gender statistics (motivation of staff and career prospects). The Framework attempts therefore to use a multi-level and comprehensive approach to capacity development as defined by the CD4.0 and to cover its all elements (Annex 4).

3.3. Going beyond the existing methodologies and tools

Up to now, numerous international and regional attempts have been made to assess the state of gender statistics at national and regional levels. One of the main international assessments was the 2012 Global Review of Gender Statistics[12] of the United Nations Statistics Division (UNSD), which was prepared in collaboration with UN Regional Commissions as part of the follow-up actions requested at the 2011 session of the United Nations Statistical Commission. The UN Regional Commissions carried out the review at the regional level, based on a common questionnaire jointly developed by the UNSD, the United Nations Regional Commissions and the Inter-agency and expert group on gender statistics. The purpose of the document was to: i) conduct a review of gender statistics in national statistical systems; ii) obtain information on how gender perspectives are integrated into national statistical systems, including both traditional and emerging areas of statistical production; and iii) gather information to help identify good practices and challenges to integrating gender into the production and use of statistics. The questionnaire focusses on five assessment areas (institutional arrangements, production

12. https://nsdsguidelines.paris21.org/node/416

of gender statistics, addressing users' needs, assessment of mainstreaming gender into NSS, and the legal framework). Five UN regional commissions distributed the Global Review questionnaire, which was answered by 126 countries in 2012 (Vikat, 2012). The global results clearly showed that multiple challenges remained in mainstreaming gender in national statistical systems, despite significant progress in the institutionalisation of gender statistics (UN, 2012), (UN, 2013a), (UNECA, 2016), (Vikat, 2012), (UN, 2013b), (Serrao, 2012).

One regional effort to assess the state of gender statistics in West Asia produced document "Gender Statistics in the Southern Caucasus and Central and West Asia". This publication, prepared by the Asian Development Bank, was the result of a regional assistance project, "Promoting Gender-Inclusive Growth in Central and West Asian Developing Member Countries". The project sought to improve the capacity of 10 member countries to produce and use sex-disaggregated statistics[13]. The report featured a questionnaire focussing on the following areas: development and policy context, policy and program framework for gender statistics, institutional arrangements, gender statistics activities and achievements, work plan on gender statistics, international reporting, skills development and priority gender indicators. The purpose of the analysis was to provide a baseline of capacity in the field of gender statistics, drawing from national assessments conducted in all the relevant countries. Low priority accorded to gender statistics was identified as the main challenge, compared with the demands for other types of statistical capacity building in the region. The authors found that, despite the availability of gender statistics publications in all the countries involved, the attention given to these publications was limited. Other areas for improvement included coordination among data-producing agencies, establishing clear policies and plans, and using a gender-sensitive approach when handling statistics (Asian Development Bank, 2012).

Another regional initiative to support the development of national gender statistics programmes was the UN ESCWA Conceptual Framework for the Development of National Gender Statistics Programmes, published in 2016. The document addressed the fundamental elements of developing gender statistics programmes by proposing a road map for gender statistics programmes based on national, regional and international instruments and frameworks (UN ESCWA, 2017). The document's checklists focus on meeting users' needs, creating an enabling environment for gender statistics and mainstreaming a gender perspective in statistical processes. Some of the challenges in the production, dissemination and communication of gender statistics identified by the authors relate to an insufficient awareness of the importance of gender equality in statistics, and in leadership. The authors further note that it is difficult to obtain sex-disaggregated data at the subnational level. Moreover, many NSO do not have sufficient resources to expand data collection in order to encompass emerging issues and new methodologies (e.g. relating to time-use surveys or violence against women surveys) or to adopt gender-focused concepts and methods in production of statistics such as income, social security, head of household and polygamy. The main problems are inadequate data analysis, lack of coverage of issues specific to men,

13. Countries included: the Southern Caucasus group (Armenia, Azerbaijan and Georgia); the Central Asia group (Kazakhstan, the Kyrgyz Republic, Tajikistan, Turkmenistan, and Uzbekistan); and the West Asia group (Afghanistan and Pakistan) (Asian Development Bank, 2012).

inappropriate training for field interviewers (or no training at all) and insufficient human resources dedicated to gender. Other challenges refer to coordination and the use of statistics: the document points to the scarcity and poor maintenance of centralised databases for gender statistics; the lack of coordination between data producers and data users; and finally, the limited use of gender statistics in policies and strategies.

Between 2017 and 2018, a number of assessments of national gender statistics were carried out under the UN Women initiative, Women Count. The goal of the initiative is to strengthen the capacity of a country's national statistical system to produce and use gender statistics to inform and monitor the implementation of gender-related commitments in the 2030 Agenda. Within the context of this initiative, UN Women assessed national needs related to gender statistics in such countries as Bangladesh, Georgia[14], Kenya, Nepal, United Republic of Tanzania and Uganda[15]. These assessments have been used to formulate a strategy for project implementation by addressing the country's enabling environment, data production, and data accessibility and use (in line with the strategy outlined in UN Women 2016). Apart from data gaps, the Assessment of the Status of Gender Statistics in Bangladesh identified three interrelated problems. The first brought on by a limited political will and lack of understanding of the importance of quality gender statistics, accompanied by an inadequate legal and financial environment. The second problem is technical resources, particularly with regard to sensitive, methodologically demanding or emerging areas. The third problem is described as "a confluence of limited data dissemination and communication capacities of national statistical systems and limited ability of governments and other stakeholders to utilize and advocate for gender statistics to inform decisions, policy research, advocacy, policies and programmes" (UN Women Bangladesh, 2018). The methodology of this assessment relied on 15 open questions organised within the three core areas of policy environment, data production and data dissemination, and access and use (Annex 6). It aims to provide information on the extent to which gender statistics data gaps are linked to these core areas. In the case of Bangladesh, the assessment was carried out in less than four months and relied on a desk review of relevant documentation, internet searches, and bilateral discussions with a range of stakeholders and the organisation of a workshop to validate the findings. The assessment recognised the limits of its analysis due to time and called for a more in-depth study. The Bangladesh assessment also recommended developing a medium- to long-term action plans for addressing the need for stronger gender-mainstreamed national statistical systems.

The Agri-Gender Statistics Toolkit prepared in 2017 by the Food and Agriculture Organisation (FAO) is one of the tools that address the NSO capacity for the production of better gender statistics. The Toolkit was originally conceived as guidance for selected Central Asian countries to support the enhanced production and use of sex-disaggregated agricultural data; it was later extended to include a wider audience beyond the region (FAO, 2017).

14. Not included in the 12 pathfinder countries of the Women Count global programme; but it is among other countries directly supported by the Women Count regional programme in Europe and Central Asia.

15. As of finalisation of this document.

The document's focus is to assist statisticians working in national statistical offices and the statistical units of relevant ministries and government agencies, such as ministries of agriculture, natural resources management and economic development. The document provides guidance on identifying priority topics relevant to gender, agriculture and rural development for which data is lacking; It also offers advice on producing gender statistics using targeted indicators to measure gender disparities, analysing and interpreting statistics and presenting and disseminating data for use by policy-makers and other stakeholders. The toolkit also portrays some of the challenges identified in the Central Asian Region relating to the lack of gender sensitivity in data production, the weak influence and autonomy of the NSOs, scarce financial, technical and staff resources of the NSS, as well as a low dissemination of gender-specific data despite regular data collections. While the toolkit focusses primarily on data production processes, one of its chapters addresses training and NSO capacity development, offering advice on adopting a gender sensitive approach in the statistical production. The suggestions relating specifically to the statistical capacity presented in the toolkit are, however, limited and the results of the toolkit's application are not provided in the document.

The frameworks and tools described above, all present ways to assess or improve the NSS capacity to produce better gender statistics. They share a similar definition of statistical capacity despite various levels of granularity and methods of administration. Some of the questionnaires and checklists guiding this assessment define and consider "enabling environments" such as legal frameworks and national planning. However, their approach to the NSS capacity is limited in scope, targeting only selected capacity aspects, such as the management, skills and the resources of the NSO and NSS. Apart from the UN ESCWA framework document and the Women Count assessment, none of the tools addresses the individuals working in the NSO. The questionnaires and checklists from the reviewed documents do not address the "individual" aspects of statistical capacity in an exhaustive manner (see Annex 7). This fragmentary understanding of statistical capacity is a general problem, highlighted in PARIS21 studies and surveys (PARIS21, 2018e; PARIS21, 2019).

The production of gender statistics is a complex multi-level and multi-actor process. As presented in the UN, 2016b the implications of gender mainstreaming in statistics at the organisational level involve leadership, the existing legal framework for official statistics, the cooperation between producers and users of statistics, and the collaboration of the NSO with international and regional actors, women's groups and academia, training of statisticians, refocusing of activities and position of gender units and gender focal points within the NSS.

The challenges relating to the production, communication and use of gender statistics require a new approach to the development of the NSS capacity to produce quality gender statistics that meet users' needs.

3.4. NSDS and its guiding principles

The assessment process proposed by this Framework, supported by the National Strategy for Development of Statistics, are meant to serve as solid basis for the formulation of gender strategy for advancing the production, coordination and use of gender statistics in the NSS. It is vital that assessments of gender statistics

be developed not as stand-alone evaluations but as integral components of a broader plan, such as the NSDS formulation process. Closing the identified gaps with concrete NSDS strategies and plans is the most effective way of assuring sustainable efforts towards integrating gender perspectives in the NSS. The NSDS process, as proposed by PARIS21, stresses not only the importance of country ownership and leadership, but also that the NSDS be designed in accordance with national development programmes and priorities (PARIS21, 2018b).

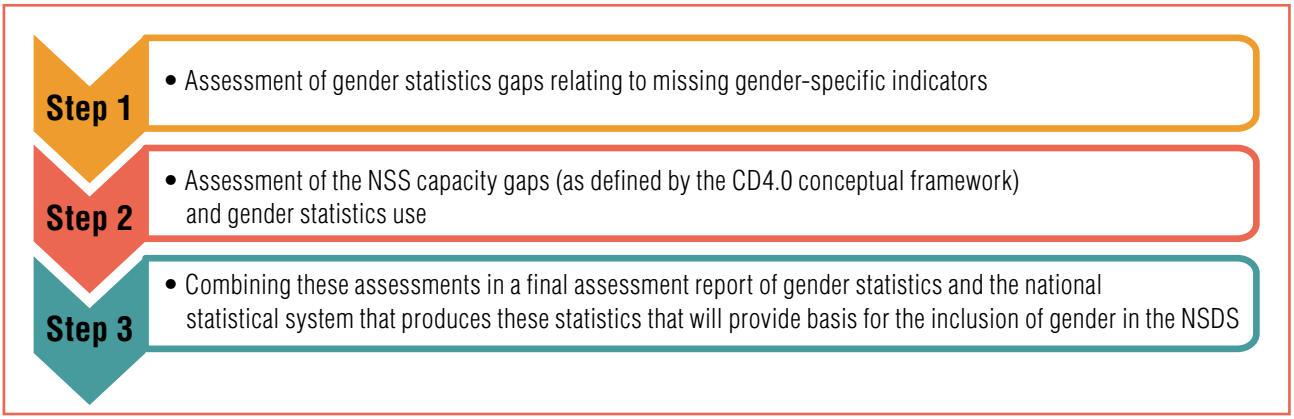
Along with the NSDS process, the review described by this Framework should be fully owned by the country concerned (PARIS21, 2018b). It should express a vital interest in the improvement of its gender statistics reporting and use. National stakeholders are expected to participate in the development of the framework of gender-specific indicators in line with national priorities, as well as the SDG reporting and other international commitments (BPfa, CEDAW, CRC, etc.), Stakeholders participation is necessary for an efficient assessment. The Framework promotes the idea of a national coordination mechanism for gender statistics that brings together different data-producing agencies and users, e.g., planning ministry, ministry of women. It urges that all relevant stakeholders participate in national workshops (inception and validation workshops, data reporting workshops). The Guidelines describe all NSS actors involved in the assessment (NSO, line ministries) and highlight the role of data users (government, policymakers, the CSOs, media, private sector, research and academia).

Based on these principles, the Framework attempts to offer a comprehensive and practical tool to address the challenges relating to the enhanced production, communication and use of gender statistics.

4. The assessment process

The Framework and accompanying Implementation Guidelines present the methods, tools and steps for assessing gender statistics at the national level. This document offers a set of organising principles for identifying gaps in data and in the NSS capacity in relation to production, coordination, communication and use of gender statistics. The process described in the Framework comprises of three main steps as presented in Figure 2.

Figure 2. **The main steps of the assessment process**



Identifying missing and/or insufficiently disaggregated gender-specific indicators is the first step. The purpose

is to anchor the NSS capacity assessment in the evaluation of actual data gaps. Identifying these gaps will be facilitated if a country establishes a target framework of gender-indicators, which reflects its priorities. This Framework can be linked to the National Development Plan, the existing or planned gender policy or any other gender-related official strategy or policy, since national priorities and country ownership are the overarching principles of this undertaking. The process proposed by this Framework also puts emphasise that gender statistics gaps in the global SDG monitoring framework be filled in. As such, the reported target set of indicators would result in a union of country priorities relating to gender statistics with, the 54 gender-specific SDG indicators (Annex 3) and the Minimum Set of Gender Indicators[16]. The methods and tools for the evaluation of the NSS capacity gaps are set out in the Implementation Guidelines.

Once the supply and the demand of the needed gender-specific indicators are determined, this information should then be linked to the "broader picture" of the NSS capacity gaps. The Step 2 (as set in Figure 2) looks at the interactions of the NSS with the data ecosystem. In order to obtain a holistic view on gender statistics production, coordination, communication, use, strategic plans, existing legal frameworks and the overall enabling environment for gender statistics, the Framework includes four questionnaires.

When designing the Questionnaires, the existing assessment frameworks and their tools discussed in Section 3.3 were reviewed, adapted and complemented by questions from the PARIS21 STEP questionnaire[17], along with questions from the Tool for Assessing Statistical Capacity (US Census Bureau, 2017), and research questions raised in the PARIS21 Discussion Paper "Measuring Statistical Capacity Development" (PARIS21, 2018e). The resulting set of questionnaires is as follows:

1. **Questionnaire A: the main questionnaire** (Annex 1.1) for the gender focal point is designed to assess the state of gender statistics production, coordination, communication and use, by looking at the NSS and its interactions with data ecosystem stakeholders. It looks at the existence of an enabling environment and the past and future plans and strategies aiming at developing and improving gender statistics.

2. **Questionnaire B: short module for gender focal points** (Annex 1.2) includes questions pertaining to the individual level of capacity as defined by the CD4.0 conceptual framework.

3. **Questionnaire C: short module for line ministries** (Annex 1.3) aims to obtain information about administrative data production and data users in the government.

4. **Questionnaire D: short module for gender statistics users** (Annex 1.4) is a brief overview of the use of official gender statistics by policymakers, CSOs, media, private sector and advocates, and provides the NSO with the information about existing needs for a gender statistics reporting and training.

16. As of November 2018, the Minimum Set of Gender Indicators are fully aligned with Sustainable Development Indicators. https://genderstats.un.org/#/home. As of July 2018, 22 quantitative indicators of the Minimum Set correspond to SDG indicators and among them 18 overlap with the aforementioned selected gender-specific SDG indicators.

17. https://paris21.org/statistical-evaluation-and-progress-step

The assessment process outlined by this Framework is suitable for a national assessment (rather than sub-national or sectoral). The scope of the assessment goes beyond the NSS, as it also includes interactions of NSS actors with data ecosystem stakeholders. It is meant to be a flexible instrument, allowing countries to focus on particular domains of NSS capacity as defined by the CD4.0. Detailed information on data gaps, when combined with the overall information on statistical capacity, provides a solid basis for formulating sectoral and overall strategies that address the main obstacles, which hinder the national production of consistent, quality and relevant gender information. These strategies are to be included in the wider NSDS process.

PARIS21 encourages the participation of country stakeholders during the assessment process. Specifically, this means that the design of a national strategy for the formulation of gender statistics (NSDGS) should be informed by plenary discussions with all stakeholders involved in the production, coordination, communication and use of gender statistics. To that end, the assessment process is accompanied by a set of workshops that gather all relevant actors. The purpose of these workshops is not only to present the assessment process and its outcomes, but also to provide a venue for exchanging ideas and bringing together different agencies that often work in isolation. PARIS21 also encourages countries to create, in case of lack thereof, national mechanisms for coordinating gender statistics production and use. One example of such a mechanism would be an inter-agency group on gender statistics that fosters contact between senior staff involved in gender statistics production from the NSO and users from relevant ministries. The Implementation Guidelines provide a more detailed description of the proposed steps.

Part 2.

IMPLEMENTATION GUIDELINES

The Implementation Guidelines are organised in a number of distinct sections that can be applied individually or in sequence. They are a living and evolving document designed to support the assessment process. Sections will be updated following the piloting phase, taking into account the experiences of participating countries.

1. Detailed steps of the assessment

The most important concerns when planning the assessment process during the NSDS design phase are: to identify a highly skilled and experienced expert, to secure a timely delivery of all outputs, and to obtain quality answers[18]. The assessment is estimated to last from five to six months to allow for a detailed technical analysis and feedback from its main participants. The reason for using different questionnaires for different users is that the assessment can be completed sooner. Considering the wide-reaching scope of this assessment, it is essential that efforts be made to co-ordinate it with other statistical capacity development undertakings in a given country, in order to avoid duplications and create potential synergies in those efforts.

For the assessments undertaken after the end of the pilot phase, the gender statistics unit/focal point in the NSO should choose a coordinator of the assessment. In case a formal body for gender statistics already exist (e.g. inter-agency group on gender statistics), in could lead the assessment process, since it represents key stakeholders.

The assessment process until the formulation of gender strategies for the NSDS consists of the following steps:

1. **Identifying a Gender Statistics Expert** is to be carried out by the NSO in cooperation with the ministry of women and, if possible, with help from international/regional/national organisations supporting the empowerment women. During the piloting of the assessment, PARIS21 will assure the presence of a Gender Statistics Expert to prepare the review document. It is essential that the expert have in-depth knowledge and experience of the NSS and gender statistics. This person should be independent from the NSO and the ministries to ensure autonomy, impartiality and to assume an independent evaluation. The main task of the Gender Statistics Expert is to link the identified data gaps to the evaluation of the capacity gaps of the national statistical system and the enabling legal and political environment, as defined by the scope of the Questionnaire A. After the initial desk review, the Gender Statistics Expert analyses the state of gender indicators based on a detailed report on gender statistics gaps from the data planning tool, whenever available, or an analysis of the existing online databases. If necessary, the Gender Statistics Expert can also carry out interviews with focal points and other information providers to the Questionnaire A and analyse answers to all questionnaires. Having collected all necessary information, the Gender Statistics Experts drafts the assessment report. The Section B includes a detailed description of the expert's profile. In the absence of resources to hire a Gender Statistics Expert independent from the NSO, a possible alternative is that the gender focal point in the NSO facilitates or leads the assessment with help of an inter-agency group on gender statistics (if existent).

18. The last two parameters emerged from the experiences highlighted by the UN Women assessments; see UN Women Bangladesh (2018).

2. **Identifying other international and regional initiatives in the country** in order to create synergies. Given that the assessment is wide-reaching, it is essential that it be coordinated with other statistical capacity development undertakings in the country, to make sure agencies do not duplicate one-another's efforts and that the country benefits the most from different areas of expertise.

3. **Identifying a focal person in the NSO.** The focal person should have an in-depth knowledge about different activities related to gender statistics in the NSO (e.g. production, coordination, communication). Very often staff in different departments works on gender statistics on a part-time basis rather than full-time. Taking into account any possible availability constraints as well as different areas of expertise, it would be advisable to identify two focal points (the main focal point and the supporting focal point). This could also account for different coverage in terms of their experience and area of work. For instance, the coordinating staff might not necessarily have an in-depth knowledge about data collection.

4. **Review of the Framework and Guidelines**. The aim of this review is to ensure that the Gender Statistics Expert is familiar with the methodology and the objectives of the assessment. It is recommended that the expert work closely and on a regular basis with the NSO's focal person. The steps and coordination of this work should be agreed before the assessment.

5. **Desk review of relevant documents.** The desk review should include a summary description of country's administrative structure, existing country policy documentation, international and national reports related to gender indicators and findings from previous assessments and/or evaluations of gender statistics. This review entails familiarisation with national policy documents regarding the state of gender statistics' coordination, regulations governing the production of gender statistics and the functioning of the NSS, the existing NSDS, any National Development Plans, and national reports to international commitments (e.g. VNRs, CEDAW). This step allows the Gender Statistics Expert to complete parts of the questionnaire beforehand (e.g. for questions relating to legislation) in order to shorten the timeframe of the assessment and to assist the NSO and other respondents, cognizant of their competing priorities and demands from stakeholders. The desk review step is particularly important for experts who are from a different country.

6. **Identifying a Data Planning Expert(s**). Once national stakeholders agree on a Data Planning tool/ software, the coordinating institution for the assessment contracts a Data Planning Expert, who knows the tool and who can provide the technical assistance to staff responsible for data input. The NSO and the ministry of women will be in charge of selecting technical staff, who will be trained by the Data Planning Expert during the Data Planning workshop. The Data Planning Expert will inform concerned staff in advance about documentation required for the workshop. Depending on the number of indicators and the scope of demand-side reporting (NSDS, NDP, and SDGs etc.), a national expert may need to be selected and tasked with accounting for a thorough and detailed data input. The activity

of data input might entail regular consultations with national stakeholders (mainly NSO, ministry of women and other ministries). The section C of the Guidelines describe the importance of a thorough data planning in the assessment process.

7. **Inception workshop.** This workshop brings together the main data producers from the NSO, ministry of women, and line ministries, other data users (international organisations and national civil society organisations) and the Gender Statistics Expert. The purpose of this workshop is to establish a common understanding of the objectives, methodology, process and the desired outcomes of the assessment, including buy-ins from all key actors. The workshop can feature key notes from the minister in charge of gender issues as well as the chief statistician of the NSO for a better appreciation of the role these institutions play in the process, as well as for the accountability of the primary data user (ministry of women) in the development of statistics. The ministry of women should present the existing mechanisms in relation to the production and communication of gender statistics and the related challenges. The presence of the ministry of planning and ministry of budget is equally important in order to obtain an overview of the future political strategies and their approach to gender issues in the country. It is very important that these ministries fully appreciate the initiative, as they will be the key actors providing the financial infrastructure, particularly in the implementation of the NSDGS/NSDS. The workshop can include discussions on the areas that will be subjected to a SWOT analysis (strengths, weaknesses, opportunities and threats) at a later stage during the assessment (alternatively, a SWOT exercise can take place during the inception workshop), as well as the scope of the analysis. The analysis could focus, for example, on the main strengths and weaknesses of current gender statistics production in particular sectors and institutions as well as on opportunities and challenges related to any changes of the status quo. The workshop should also be a venue for discussion among civil society organisations, academe, and research institutions as well as international and regional actors, who promote gender equality in order to obtain their views on the current use of gender statistics and their needs. The inception workshop can also serve as the launch of an inter-agency group on gender statistics (see section B for more details). Prior to the workshop (depending on the availability of ministerial staff) a meeting could be arranged between the Gender Statistics Expert and agencies collecting and using gender-specific data to learn about the challenges relating to data collection, overall coordination and gender equality in the country. It is important to hold bilateral meetings with the ministry of women and the ministry of planning and budget to learn about their plans relating to gender equality. Such meetings are often more informal than the workshops and allow for a better exchange of information and involvement of different staff from respective institutions. A series of meetings can also be organised within the NSO, considering that all sectors should integrate gender into their strategies, especially during the NSDS formulation phase.

8. **Workshop introducing a data planning tool (e.g. ADAPT[19]).** Technical staff producing gender data (NSO and line ministries) attend this workshop, during which the Data Planning Expert shows how the tool is to be used to produce the report on gender-specific indicators.

9. **Production of a Data Planning report**. The report provides an overview of the availability of gender statistics in the country and how well they satisfy users' demand. The NSO and ministerial staff who either produce or use gender statistics, assisted by the Data Planning Expert, input the necessary information into the tool. The Data Planning Expert produces a report on gender statistics, which is then validated by the NSO and relevant ministries.

10. **Completing the questionnaires**. Questionnaires A-D should be completed after the inception workshop. The Questionnaire A should be administered following consultation with stakeholders (gender focal points in the NSO and the ministry of women) and supported/validated by analysing information compiled from the desk review or data report (if produced before the start of the assessment). Evidence should be provided for responses to the Questionnaires and to that end, many questions ask for a detailed description, justification or examples. Therefore, it is advisable that the Gender Statistics Expert note the source of information for each response, keep a record of how the findings were obtained, and subsequently identify any contradictions. If two sources answer the same question differently, the Gender Statistics Expert will need to contact both sources in order to reach an agreement.

11. **Consultation with stakeholders**. To complete Questionnaire A, the Gender Statistics Expert, in cooperation with the focal person at the NSO, should engage all possible information providers (e.g. the NSO, ministry of women, relevant line ministries, NGOs and others) on either an individual or group-basis. This engagement may be carried out via e-mail, video calls, meetings, workshops etc. The NSO focal person has the crucial function of providing contact information and opening information channels to other NSS entities.

12. **Consolidation and analysis of the findings.** With help from the NSO focal person and the contact[20] person from the ministry of women, the Gender Statistics Expert collects the answers to the questionnaires and any additional information from stakeholders participating in the assessment. The report from the data planning tool should also be prepared by this time.

13. **Draft assessment report of gender statistics and the national statistical system that produces these statistics**. With this information, the Ender Statistics Expert drafts a report on the state of gender statistics in the assessed country. The report should present the main findings and highlight strengths and weaknesses in the areas assessed as well as opportunities for intervention, which will help to

19. ADAPT is a web-based planning tool for national statistical offices and other data producers designed to help them identify priorities in data production and needs. For more information on ADAPT, see https://paris21.org/advanced-data-planning-tool-adapt.

20. If possible collecting their attendance signatures.

formulate a strategy. The report should include a detailed description of the state of gender statistics in the country, presenting examples, and should provide any other information gathered during the assessment. The report should delineate priority areas and suggest means of improvement. Annex 2.2 presents a template outline of the final assessment report.

14. **Validation of findings**. A meeting of stakeholders taking part in the assessment and the inception activities should be scheduled to verify and validate the findings provided in the draft assessment report. This meeting should address any discrepancies in information provided through an open discussion among stakeholders. The session is also an opportunity for stakeholders to discuss how gaps identified in the assessment can be bridged. To facilitate this, stakeholders in the inception workshop should be part of the validation group. The Gender Statistics Expert should keep a record of comments and a list of people who attended the workshop. The agencies present during the workshop could be requested to propose activities aimed at improvement, to which they could realistically commit. If opportunities are already included in the draft report, it needs only to be validated, taking into account possible additions.

15. **Final assessment report of gender statistics and the national statistical system that produces these statistics**. Taking into account the findings from the validation workshop, the expert modifies and finalises the report.

16. **Validation of the final report of gender statistics and the national statistical system that produces these statistics.** The main stakeholders – the NSO and the ministry of women and ministry of planning (budget) review and approve the final report.

17. **Dissemination of results**. Once validated, the final report **of gender statistics and the national statistical system that produces these statistics** should be sent to all key stakeholders concerned with gender statistics, and particularly to national authorities who plan for statistical needs, regardless of whether or not they participated in the assessment. The NSO is encouraged to organise a small session to present the findings to the public. It could be equally beneficial for assessed countries, to share their experience during international and/or regional fora.

18. **Development of strategies** for integration and strengthening of gender statistics in the NSS should start during the validation workshop and be continued by the NSDS Gender Focal Person, who will be expected to collaborate closely with the NSDS expert, the NSO, ministry of women, ministry of planning and other relevant ministries. The final gender statistics strategy should become part of the NSDS planning report, and included in other sectoral strategies within the NSDS. The NSDS covers the entire NSS and sectoral statistics are the main link between NSDS and national development plans[21]. The national development plan defines objectives, which will be implemented and assessed at the sector level. Including the gender perspective in the sectoral strategies should be executed in a way

21. https://nsdsguidelines.paris21.org/node/292

that ensures it is a transversal and integral part of all sectors, rather than as a separate "sectoral" strategy. The role of the NSDS gender statistics focal point and the NSDS focal point would be crucial to coordinate together the development of the strategies.

2. Main actors and their roles

Before starting the review process outlined here, the most important concern is to assure the commitment of the national statistical office to integrate gender into the NSS, since the NSO is the main stakeholder of the NSS in terms of gender statistics production and as such, is the main source of information for the assessment. The NSO also benefits from the information provided in the Questionnaire D concerning the use and communication of gender statistics. The assessment process would be facilitated with the support from the ministry of women (or analogous ministries), which is often, or at least is expected to be, one of the main users of gender statistics, and which could also be an important producer of gender-specific data. As mentioned before, considering that the proposed assessment is a wide-reaching activity, it is essential that it be explicitly co-ordinated with other statistical capacity development undertakings in a given country, to make sure agencies are not duplicating one-another's efforts and to create some synergies.

The presence of the following main actors must be assured for the assessment and strategy formulation:

- **Gender Statistics Expert**, who is responsible for preparing the report on gender statistics in a country. This person needs to demonstrate technical experience in gender statistics in the context of a NSS (although not necessarily of the country concerned) and awareness and sensitivity towards gender issues. The Gender Statistics Expert will identify capacity development needs of a country's NSS and formulate recommendations for strategic direction and positioning of gender statistics in national strategies, plans and policies. To ensure an objective evaluation, the Expert must be independent of the NSO. If an international expert is selected, this person must be familiar with the socio-cultural context of the country in which gender issues will be evaluated. A list of detailed tasks of the gender statistics expert is provided in the Annex 2.1.

- **Focal persons at the NSO (or other institution if the gender statistics entity is not part of the NSO)** are responsible for providing the information needed to the gender statistics expert, and therefore should have a technical knowledge of the gender statistics work done in the NSO. The focal persons are the link between the expert conducting the assessment and various stakeholders (e.g. different parts of the NSO and line ministries). Ideally, the NSO focal persons are part of the gender statistics unit in the NSO in order to provide as much information to the gender statistics expert as possible. These focal persons provide the information to Questionnaires A and B.

- **Focal point from the ministry of women (or an analogous ministry).** This person provides information to the Questionnaires A, B and C, facilitates consultations between the gender statistics expert and other line ministries, and provides all the documents relating to gender equality policies in the country.

- **Inter-agency group on gender statistics.** As emphasised in Section 3 of this Framework, PARIS21 and UN Women advocate strengthening institutional capacity through the creation of a national inter-agency group on gender statistics. If there is no coordinating mechanism for gender statistics in the NSS, a working group could be created for the assessment. This working group would be composed of key staff overseeing gender statistics production in the NSO and users in the ministry of women and line ministries. Throughout the assessment, members of the group would be the main recipients of questionnaires A, B and C. They would be expected to provide information to the gender statistics expert, approve the assessment report and work on the development of a gender strategy during the validation workshop. Ideally, this group should remain active upon completion of the assessment, building on the expertise and the momentum gained during the assessment, and be transformed into an inter-agency group in gender statistics in the country. This group could later give advice on the NSDS process or to the NSO on matters of strategic planning to improve the production of gender statistics. If possible, both the NSO's Chief Statistician and the high-level representative from the ministry of women should co-chair this group. The participating key institutions would need to agree on majority rules for decision-making, a quorum, on-call agencies (if there is a large number of stakeholders and depending on the thematic topic of discussion/deliberation), etc.

- **Focal points from line ministries** and agencies producing administrative gender data respond to Questionnaire C (and questionnaire B, if the persons concerned are involved in gender data collection). Their responses are threefold: not only as producers of gender-specific data, but also as users and as gender statistics experts in the local context.

- **Heads of institutions** involved in production, coordination and use of gender statistics, who determine the strategic directions of their institutions. They should be included to the extent possible in the assessment activities, by, for example, participating in the inception and validation workshops.

- **Data Planning Expert** will be responsible for the preparation of a report presenting gender statistics gaps in the country (e.g. supply and demand of indicators). The role of the Data Planning Expert is to present the tool and its features related to gender statistics and to assist NSS stakeholders during a hands-on workshop. The Data Planning Expert will also assist the country produce reports for gender-specific indicators. Should the country be interested in using ADAPT (see the subsection "Assessment tools"), an expert familiar with the tool will be designated either by PARIS21 from its roster of consultants or selected by the country and trained by PARIS21. If other tools are used, the Data Planning Expert may need to be trained accordingly. Alternatively, the Gender Statistics Expert can perform the role of Data Planning Expert in the event that a potential expert is not found. Finally, the data analysis can also be carried out without any tool. This solution may, however, be less comprehensive and delay the assessment process.

- **NSDS gender statistics focal person within the NSO.** This person helps the country to develop a gender statistics strategy for the NSDS process based on the assessment. The role of the NSDS gender focal person is coordinating stakeholders and strategic planning. The focal person cooperates with the NSDS (general) coordinator and assures that a gender perspective is included in the NSDS design.

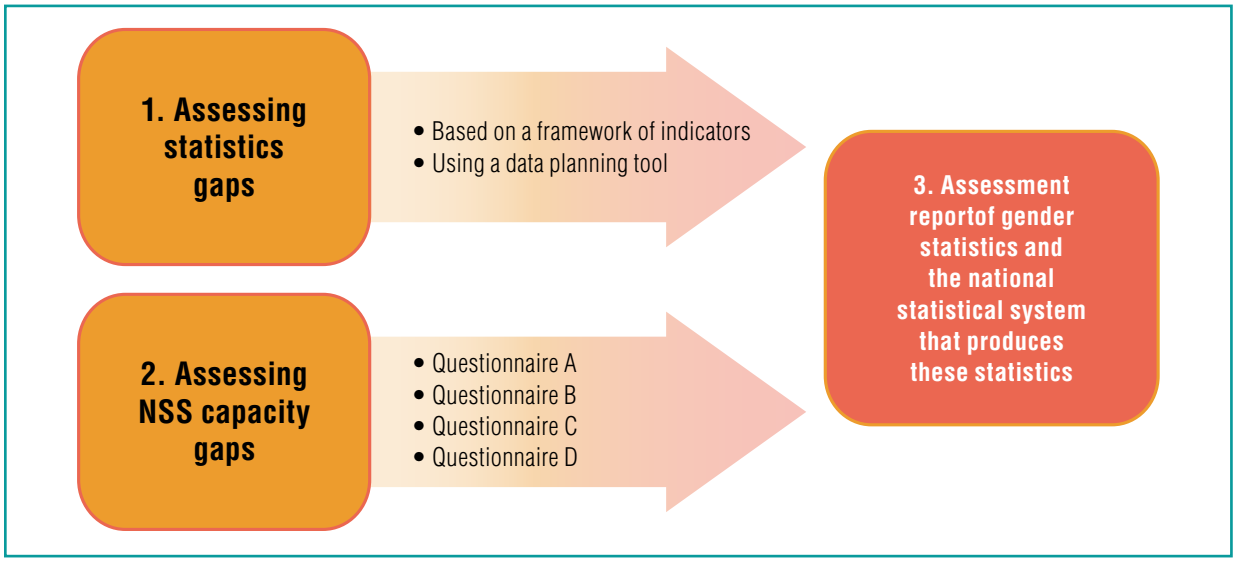
- **NSDS coordinator** who is in charge of the preparation of the NSDS for the country.

- **Information providers** include representatives from all entities with relevant information on the production of gender statistics, such as the NSO, the ministry of women, line ministries, and relevant agencies of the NSS participating in consultations or during the reporting of data, civil society organisations, international organisations (e.g. UN Women) and other actors. The gender statistics expert, with the help of the NSO focal person, identifies and contacts possible data sources according to country practices. The assessment process includes consultations with the users of gender statistics. In particular, the Questionnaire D was designed to provide an overview of the current and potential use of gender statistics by parliamentarians, journalists, the CSOs, private sector and academia.

3. Assessment tools

The assessment process presented in this document can be summarised by two main actions (Figure 3). The first step is the assessment of gender statistics gaps based on an agreed framework of indicators and facilitated using a Data Planning tool. This part covers, among other features, a comparison of supply and demand for gender statistics. The second step comprises of assessing the NSS capacity to produce and communicate high quality gender statistics that meet user's needs. This step requires a set of tools and multi-stakeholder consultations. Serving this purpose, there are four questionnaires covering different aspects of the broad statistical capacity, described below.

Figure 3. **Main steps of the gender statistics assessment process and tools applied.**



3.1. Assessing statistics gaps

As mentioned in previous section, the assessment of data gaps will be greatly facilitated if it is based on an agreed framework of gender-specific indicators. The assessment of gender statistics gaps aims at identifying missing indicators, insufficient frequency and/or disaggregation of statistics, and mismatches between the information produced (and disseminated) and users' demands. A detailed report of the Data Planning tool can include the following information concerning gender-specific indicators:

1. Availability status of applicable indicators by policy relevance, producers, prevailing data source, frequency of data collection, dissemination means (in case of SDG indicators also tier classification and proxy indicators, if existing).

2. Applicability of indicators in the country context

3. Levels of dependency on external technical and financial assistance for available indicators

4. Feasibility to compile and produce applicable but unavailable indicators

International organisations have developed multiple online tools and software to assist countries in this endeavour. PARIS21 developed the Advanced Data Planning Tool (ADAPT), a free cloud-based Data Planning tool. ADAPT is useful for comparing demand of gender-specific information with supply. It helps to identify gaps, plan for data needs (particularly in the NSDS process), organise inputs, processes and relations in a given data ecosystem, and align the data production with country's priorities and the NSDS process. The content of ADAPT is managed by national agencies.

An ADAPT report should be included in the review of gender statistics gaps in order to:

- Report on the availability and applicability of selected indicators in the country, including national priority gender indicators (for example, resulting from the current National Development Plan) and gender-specific SDG indicators. In terms of national indicators, the ADAPT expert and the NSO should review national policies and regulations to identify national gender indicators that can be uploaded to and analysed through ADAPT;

- Check the policy relevance of agreed indicators referring to nationally and internationally agreed frameworks.

- Present each indicator by the producing agency, prevailing data source, means of dissemination (publication, database, etc.), the frequency of data collection and its last release, and the feasibility of compiling and producing it. In addition, the tool can be used to identify potential producers of indicators, depending on their level of "production feasibility" and how dependent they are on additional technical assistance.

The upstream activities for data planning can be facilitated using EPIC[22] developed by UN ESCAP. Its application focuses on policy analysis and results in two key outcomes:

- A set of national sustainable development indicators, which address the need for monitoring national and sectoral policies and provide full coverage of the issues and target groups that should in principle be covered by such policies; and

- A set of recommendations for policymakers to: review the coverage of issues and target groups in existing policies, in order to promote better coordination between policy programmes.

Data planners aiming at developing short-term action plans can benefit from the support of StaTact[23], developed for the United Nations Institute for Training and Research (UNITAR). StaTact helps national planners focus on a specific policy problem that requires improvement in the data process to monitor results. The tool helps planners in developing a tactical approach to problems in the data ecosystem and governance between institutions in the NSS, as well as in leveraging the SDGs into the national policy discussion.

3.2. Assessing capacity gaps

To assess the capacity of the NSS as defined by the CD4.0 framework, as well as the use of gender statistics, the Framework includes four questionnaires prepared for different NSS stakeholders and data users:

1. **Questionnaire A** (Annex 1.1) includes 82 questions organised according to the CD4.0 capabilities. It addresses the gender focal point from the NSO, as well as by the focal person from the ministry of women. This questionnaire can be completed during a two-day sessions with the NSO (1.5 day) and the ministry of women (0.5 day), assuming that all respondents have read the questions beforehand and are prepared to provide all detailed answers (for instance some questions require a citation of official documents or providing a link or website address). In order to optimise response time, respondents may agree to divide the questions amongst themselves and/or answer them remotely. Depending on the country's NSO structure, location of gender statistics entity, or the roles of NSS institutions, both the NSO and the ministry of women can answer the same question. Should their answers differ, the gender statistics expert is expected to take a note of both answers, indicating the respondents and to consult both entities in order to arrive at a common reply.

2. **Questionnaire B: short module for gender focal points** (Annex 1.2) was designed for the gender focal points in the NSO, the ministry of women and other line ministries. Due to the personal nature of these questions, touching on topics such as professional background and career expectations, answers to

22. https://www.unescap.org/sites/default/files/EPIC%20Overview%20%28EPIC_V1.1_Final%29.pdf

23. https://www.stattis.com/experience/develop-statistical-planning-tool-for-united-nations-institute-for-training-and--research-(unitar)

these questions should remain confidential and be presented in a summarised form. This questionnaire can be completed within one hour and can be returned directly to the gender statistics expert.

3. **Questionnaire C: short module for line ministries** (Annex 1.3) aims to obtain information about their data collection, gender statistics production, coordination and use by the government. This questionnaire should be answered by focal points from line ministries and agencies, who are senior officials with a knowledge of data collection in their respective institution. The NSO and/or the ministry of women are expected to provide contacts to the relevant ministries and agencies. The respondents can answer this questionnaire on their own and return it (approximately within 2 weeks) to the coordinating institution, which would send them on to the Gender Statistics Expert. Focal persons from all the ministries (regardless of whether they provided answers or not) will be invited to a workshop in which the initial consolidated responses will be presented.

4. **Questionnaire D: short module for gender statistics users: parliamentarians, journalists, CSOs, private sector, research and academia** (Annex 1.4) is meant to provide a brief overview of the use of gender statistics by the key users beyond the ministries and furnish the NSO with information concerning any existing needs for gender statistics training. In the case of parliamentarians and journalists, research and academia representatives, the NSO the ministry of women are expected to select a small sample, which will include known users and non-users of gender statistics who can answer the questionnaire. The questionnaire may also serve as an advocacy tool: for instance, in responding to the questionnaire, parliamentarians may come to recognise the importance of gender statistics. In case of the CSOs and private sector, major gender equality advocates should be selected (e.g., women's NGOs, legal counsel or legal aid services, those who serve as a Secretariat, coordinating group, or network, largest companies with known female chief executives, etc.), taking into account also those producing gender-specific information, as one question specifically enquires about it. The respondents can answer this questionnaire on their own and return it (within 2 weeks) to the coordinating institution. Since this questionnaire is addressed to a large number of users, it may be more efficient to make it available in a free online application for surveys, which enables to send the link via email to respondents. An online version can also be tailor-made (e.g., there are specific questions for data producers only).

Involving as many stakeholders as possible

Given that the questionnaires target mainly the focal point persons, it would be advisable to also capture the views of technical data producers and users (if they are not the focal points already), heads of institutions and other staff responsible for budget, human resources and other aspects that may affect the production and use of gender statistics. In this case, countries can consider organising ad-hoc **Focus Group Discussions** or meetings within the institution to complete the questionnaires. This refers mainly to the Questionnaire A.

4. Expected deliverables

The following documents will be prepared during and following the assessment process:

1. A report from a Data Planning tool on data gaps with reference to an agreed set of gender-specific indicators.

2. An assessment report of gender statistics and the national statistical system that produces these statistics presenting an analysis of the NSS capacity gaps in terms of gender statistics production, communication and use. This report will be based on the desk review, answers to the Framework questionnaires, the report on gender statistics gaps as set out in point a above and the national workshops and consultations. This is the main report that will serve as a basis for the formulation of the NSDGS.

3. The National Strategy for Development of Gender Statistics (NSDGS). Its form may differ depending on country priorities and the degree to which gender has been integrated into national statistics. The idea is to avoid having two separate and parallel strategies, but rather provide a supporting cross-sectoral integration in sectoral strategies that are expected to form the building blocks of the overall NSDS. In practice, the integration of gender statistics into the NSDS should result in the inclusion of a gender-perspective in other sectoral or thematic to reflect its crosscutting character. This formulation can also be supported by a separate chapter on gender strategy for the NSDS. It is, however, important to stress that limiting the reference to gender just to a separate dedicated chapter may result in treating gender-priorities as an add-on. It is therefore recommended that the gender perspective transverses other thematic areas in a comprehensive and detailed manner.

   The specific guidelines on the inclusion of gender strategies in the NSDS will become part of the NSDS guidelines[24], which will be developed in 2020.

4.1. Repository of materials

PARIS21 and UN Women also support building of a national repository of materials that include:

1. policy documents and statistical acts;

2. findings of previous assessments;

3. data uses repository.

These repositories should provide a one-stop access to relevant information not only for the gender statistics expert or the NSO but also for interested data ecosystem stakeholders as part of a knowledge sharing initiative. More importantly, these will be critical resources when the gender statistics strategy is monitored, evaluated and updated for the next NSDS.

24. https://nsdsguidelines.paris21.org/

5. Timing

It was recommended in Section 3.4 that the review of the NSS capacity for better gender statistics be carried out in the context of an NSDS development or revision, and more specifically at the early stage of the NSDS formulation, in the assessing phase. This review can be part of complementary NSS assessments. A common practice of countries designing a new NSDS should be to synchronise and link it to the National Development Plan (NDP), which is the global development strategy. The development of a national statistical system is, above all, a political matter (PARIS21, 2018b). The complexity of this assessment also depends on the structure of NSS, considering centralised vis-a-vis decentralised system set-up, depending on the extent to which responsibility for delivering gender statistics across the range of government activities lies with the central institution (PARIS21, 2005).

Alternatively, for countries that already have finalised their NSDS and included the gender perspective in its chapters, this Framework could serve as an assessment tool to inform the mid-term review of the NSDS about the state of gender statistics.

The time needed for each part of the assessment (statistics gaps and NSS capacity gaps) strongly depends on the timeliness of the NSDS process, the availability of information, and the experience and availability of a Gender Statistics Expert. Other contributing factors are the maturity of the statistical system (e.g. the presence of statistical laws), the structure of the gender entity (whether it exists as a separate unit or is integrated into the existing sectoral architecture), the political and institutional setting (a good coordination mechanism between the NSO and ministries, efficient feedback mechanism from users) and the responsiveness of the NSO and relevant ministries. The assessment process outlined in this Framework is based on country ownership and participation; therefore, each major output of the review must be validated by national stakeholders. Table 2 illustrates the proposed steps and a timeline for the assessment, estimated to last six months.

Table 2. **Estimated weekly timeline of the assessment process**

Step	Proposed Steps	Responsibility Centers during the piloting phase	Responsibility Centers beyond the piloting phase	Month 1				Month 2				Month 3				Month 4				Month 5				Month 6			
				1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
1	Identifying the Gender Statistics Expert	PARIS21	NSO, support from UN Women if needed	x	x	x																					
2	Agreeing on the assessment process, planned output and timeline	NSO, UN Women, PARIS21	NSO, support from UN Women if needed	x	x	x																					
3	Designation of focal points and the staff for the review process	NSO, relevant ministries	NSO, relevant ministries			x	x	x																			
4	Collection and provision of reference materials for the desk review to the Gender Statistics Expert, preparations for the consultations	NSO, ministry of women, ministry of planning	NSO, ministry of women, ministry of planning			x	x	x	x																		
5	Identifying Data Planning Expert (international and/or local)	PARIS21, NSO	NSO, support from UN Women if needed			x	x	x																			
6	Inception workshop gathering gender statistics stakeholders	NSO, ministry of women, UN Women, PARIS21	NSO, ministry of women, UN Women						x																		
7	Workshop presenting ADAPT to the gender statistics staff	NSO, relevant ministries, PARIS21	NSO, relevant ministries						x																		
8	Desk review	Gender Statistics Expert	Gender Statistics Expert						x	x	x																
9	Preparation of data reports using ADAPT and provision of ADAPT report on Gender to the Gender Consultant	NSO, relevant ministries	NSO, relevant ministries							x	x																
10	Distribution of questionnaires to relevant ministries and stakeholders	NSO, support from UN Women	NSO, support from UN Women							x																	
11	Consultation with gender focal points in NSO, Ministry of Gender and other relevant institutions	Gender Statistics Expert in coordination with NSO	Gender Statistics Expert in coordination with NSO								x	x															
12	Submission of the questionnaires to NSO from other stakeholders (Questionnaires B, C, D)	NSO	NSO								x	x															
13	Drafting of an Initial Assessment Report (of gender statistics and the national statistical system that produces these statistics) based on desk review, ADAPT report and responses to questionnaires.	Gender Statistics Expert	Gender Statistics Expert								x	x	x	x													
14	Review of the Initial Assessment Report	NSO, PARIS21, UN Women	NSO											x	x												
15	Preparation for the Validation Workshop	NSO, relevant ministries	NSO, relevant ministries												x	x											
16	Revision of Initial Assessment Report based on comments	Gender Statistics Expert	Gender Statistics Expert													x											
17	Validation Workshop with stakeholders participating in the assessment process and formulation of strategies to address data gaps on gender statistics.	Gender Statistics Expert, NSO, NSDS Gender Statistics Expert, UN Women, PARIS21	Gender Statistics Expert, NSO, NSDS Gender Statistics Expert, UN Women														x										
18	Revision of the Final Assessment Report based on the Validation Workshop.	Gender Statistics Expert	Gender Statistics Expert															x	x								
19	Development of the NSDGS based on the discussion in the Validation Workshop.	NSDS Gender Statistics Expert in consulation with the NSDS expert, the NSO and relevant ministries	NSDS Gender Statistics Expert in consulation with the NSDS expert, the NSO and relevant ministries															x	x	x							
20	Review of the Final Assessment Report	NSO, PARIS21, UN Women	NSO, UN Women																	x	x						
21	Review of the draft NSDGS	NSO, PARIS21, UN Women	NSO, UN Women																		x	x					
22	Revision of the Final Assessment Report	Gender Statistics Expert	Gender Statistics Expert																			x					
23	Circulation of the draft NSDGS to relevant ministries identified to implement suggested strategies/programs	NSO	NSO																				x	x			
24	Revision of the NSDGS based on inputs/comments from other relevant ministries	NSDS Gender Statistics Expert	NSDS Gender Statistics Expert																						x	x	
25	Endorse NSDGS for inclusion in the NSDS based on the Final Assessment Report.	NSO	NSO																								x

References

Asian Development Bank (2012), *Gender Statistics in the Southern Caucasus and Central and West Asia: A Situational Analysis,* Mandaluyong City, Philippines. https://www.adb.org/sites/default/files/publication/30048/gender-statistics-southern-caucasus-central-west-asia.pdf.

Corner, L. (2003). *From Margins to Mainstream: From Gender Statistics to Engendering Statistical Systems*, http://www1.aucegypt.edu/src/engendering/Documents/engendering%20corporate%20governance/Margins2Mainstreamgengerstatistics.pdf.

EIGE, (2015) *Gender Mainstreaming Tool*, Gender indicators, available at: https://eige.europa.eu/gender-mainstreaming/methods-tools/gender-indicators.

Hedman, B. Perucci, F., and O. Sundtröm (1996), *Engendering Statistics: a Tool for Change,* Statistics Sweden, Stockholm

Menon, R. (2017), *Data Ecosystems for Sustainable Development*, United Nations Development Programme (UNDP), New York, https://www.undp.org/content/dam/undp/library/Sustainable%20Development/Data%20Ecosystems%20for%20Sustainable%20Development.pdf.

OECD (2018), *OECD Toolkit for Mainstreaming and Implementing Gender Equality*, OECD Publishing, Paris, http://www.oecd.org/gov/toolkit-for-mainstreaming-and-implementing-gender-equality.pdf.

OECD et al. (2002), *Measuring the Non-Observed Economy: A Handbook*, OECD Publishing, Paris, https://doi.org/10.1787/9789264175358-en.

PARIS21 (2005), *Models of Statistical Systems,* PARIS21, Paris, https://paris21.org/sites/default/files/2101.pdf.

PARIS21 (2018a), *Proposing a Framework for Statistical Capacity Development 4.0*, PARIS21, Paris, http://www.paris21.org/sites/default/files/inline-files/CD4.0-Framework_final.pdf.

PARIS21 (2018b), *NSDS Guidelines 2.3*, PARIS21, Paris, https://nsdsguidelines.paris21.org/NSDS-GUIDELINES-full-lang-en.pdf.

PARIS21 (2018c), *Partner Report on Support to Statistics: PRESS 2018*, PARIS21, Paris, https://paris21.org/press2018.

PARIS21 (2018d), *Assessing the Capacity of National Statistical Systems: A User's Guide*, PARIS21, Paris, http://www.paris21.org/sites/default/files/2018-08/NSS-Assessment-Guide%20-%20WEB.pdf.

PARIS21 (2018e), *Measuring Statistical Capacity Development*, PARIS21 Discussion Paper, No. 11, Paris. https://paris21.org/sites/default/files/2018-08/Measuring-Statistical-Capacity-Development_Web_0.pdf.

PARIS21 (2019), *Statistical Capacity Development Outlook 2019*, PARIS21, Paris https://paris21.org/flagship/2019

Serrao, S. (2012), *Global Review of Gender Statistics: Preliminary Results for the ESCAP Region*, United Nations Economic and Social Commission for Asia and the Pacific (UN ESCAP), Bangkok, https://unstats.un.org/unsd/gender/Jordan_Mar2012/Presentations/Panel%205.b/Panel%205.b_5_Global%20Forum_ESCAP%20Global%20review%20(final).pdf.

Statistics Canada, (2019), *The road to the 2021 Census, Sex and gender*, last modification: 19 February 2019, https://www12.statcan.gc.ca/census-recensement/2021/road2021-chemin2021/fs-fi/sex-and-gender.cfm.

UN (1995), *Beijing Declaration and Platform of Action*, United Nations, New York, https://www.un.org/en/events/pastevents/pdfs/Beijing_Declaration_and_Platform_for_Action.pdf.

UN (1994), *Fundamental Principles of Official Statistics*, United Nations General Assembly, New York, https://unstats.un.org/unsd/dnss/gp/fp-new-e.pdf.

UN (2002) *Gender Mainstreaming: an Overview,* https://www.peacewomen.org/sites/default/files/osagi_gendermainstreamingoverview_2002_0.pdf.

UN (2006), *The World's Women 2005: Progress in Statistics*, United Nations Department of Economic and Social Affairs, New York, https://unstats.un.org/unsd/demographic/products/indwm/ww2005_pub/English/WW2005_text_complete_BW.pdf.

UN (2012), *Global Review of Gender Statistics: Common Questionnaire*, United Nations Statistics Division, https://nsdsguidelines.paris21.org/node/416,

UN (2013a), *Gender Statistics - Report of the Secretary-General*, United Nations Social and Economic Council, New York, https://unstats.un.org/unsd/statcom/doc13/2013-10-genderstats-e.pdf.

UN (2013b), *Global Gender Statistics Programme Session 1*, Workshop on Improving the Integration of a Gender Perspective into Official Statistics, United Nations Statistics Division, New York, http://www.unsiap.or.jp/e-learning/el_material/gen/1304_gen/GD_10_001_f001_s1_UNSD.pdf.

UN (2016a), *Making Data Count for All: Good Practices in Integrating Gender in National Statistical Systems*, United Nations, New York, https://www.unescap.org/sites/default/files/Making_Data_Count_Integrating_gender_in_national_statistical_systems.pdf.

UN (2015), *United Nations Fundamental Principles of Official Statistics – Implementation Guidelines*, https://unstats.un.org/unsd/dnss/gp/Implementation_Guidelines_FINAL_without_edit.pdf.

UN (2016b), *Integrating a gender perspective into statistics*, *Studies in Methods, Series F*, No. 111, United Nations Department of Economic and Social Affairs, New York, https://unstats.un.org/unsd/demographic/standmeth/handbooks/05323%20Integrating%20a%20Gender%20Perspective%20into%20Statistics%20Web%20Final.pdf.

UN (2018), *Report of the Conference on National Reporting and Dissemination Platforms*, Background document for 49th session of the United Nations Statistical Commission, New York, https://unstats.un.org/unsd/statcom/49th-session/documents/BG-Item3a-NRDP-E.pdf.

UN (2019), *Special edition: progress towards the Sustainable Development Goals - Report of the Secretary-General,* United Nations Social and Economic Council, New York, https://undocs.org/E/2019/68

UNDP (2019), *Evaluation Guidelines,* New York, http://web.undp.org/evaluation/guideline/documents/PDF/UNDP_Evaluation_Guidelines.pdf.

UNECA (2016), *Compendium of Gender Statistics in Africa*, United Nations Economic Commission for Africa (UNECA), Addis Ababa, https://repository.uneca.org/bitstream/handle/10855/23324/b11576947.pdf?sequence=1.

UN ECA (2015), *Gender and Statistical Processes: Handbook for Gender Mainstreaming in African Official Statistics*, UN Economic Commission for Africa (UN ECA), Addis Ababa, http://repository.uneca.org/bitstream/handle/10855/22969/b11553431.pdf?sequence=1.

UNECE (2019), *In-Depth Review of Measuring Gender Identity Prepared by Canada and the United Kingdom*, Conference of European Statisticians, Meeting of the 2018/2019 Bureau, Washington, D.C., 28 February – 1 March 2019, https://www.unece.org/fileadmin/DAM/stats/documents/ece/ces/ge.30/2019/mtg1/03_In-depth_review_of_Measuring_Gender_Identity.pdf.

UNECE (2010), *Developing Gender Statistics: A Practical Tool*, United Nations Economic Commission for Europe (UNECE), Geneva, http://www.unece.org/fileadmin/DAM/stats/publications/Developing_Gender_Statistics.pdf.

UNECE (2018), *Outcome of the in-depth review of gaps in gender statistics*, Note by Mexico and the Secretariat, Conference of European Statisticians, Geneva, https://www.unece.org/fileadmin/DAM/stats/documents/ece/ces/2018/CES_17_E_Agenda_item_12.pdf.

UNESCWA (2017), *Development of national gender statistics programmes: Conceptual framework*, *Technical Paper*, No. 4, United Nations Economic and Social Commission for Western Asia (UN ESCWA), Beirut, https://www.unescwa.org/sites/www.unescwa.org/files/publications/files/conceptual-framework-development-national-gender-statistics-programmes-english_0.pdf.

UN Women (2016), *Making Every Woman and Girl Count: Supporting the Monitoring and Implementation of the SDGs through Better Production and Use of Gender Statistics*, UN Women, New York, https://www.unwomen.org/-/media/headquarters/attachments/sections/how%20we%20work/flagship%20programmes/fpi-statistics-concept-note.pdf?la=en&vs=7.

UN Women (2017a), *Gender Equality Glossary* (website), UN Women Training Centre, https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode=letter&hook=S&sortkey=&sortorder=asc.

UN Women (2017b), *UN Women 2017 Annual Report. Planning Phase,* http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2018/making-every-woman-and-girl-count-2017-annual-report-en.pdf?la=en&vs=0.

UN Women (2018a) *Turning Promises into Action: Gender Equality in the 2030 Agenda for Sustainable Development*, https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2018/sdg-report-gender-equality-in-the-2030-agenda-for-sustainable-development-2018-en.pdf?la=en&vs=4332.

UN Women (2018b) *Making women and girls visible: Gender data gaps and why they matter, Issue Brief,* http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2018/issue-brief-making-women-and-girls-visible-en.pdf?la=en&vs=2720.

UN Women (2019) *2018 Annual Report,* July 2019, UN Women https://www2.unwomen.org/-/media/annual%20report/attachments/sections/library/2019/un-women-annual-report-2018-2019-en.pdf?vs=4621.

UN Women Bangladesh (2018), *Making Every Bangladeshi Woman and Girl Count: Supporting the Monitoring and Implementation of the SDGs through Better Production and Use of Gender Statistics*, UN Women.

UNESCO (2003), *UNESCO'S Gender Mainstreaming Implementation Framework (GMIF) for 2002-2007*, UNESCO, Paris, https://unesdoc.unesco.org/ark:/48223/pf0000131854.

UNSD (2015) *Gender Statistics Manual*, https://unstats.un.org/unsd/genderstatmanual/Users-and-uses-of-gender-statistics.ashx

US Census Bureau, Tool for Assessing Statistical Capacity (TASC), 2017, https://www.census.gov/data/software/tasc.html.

Vikat, A. (2012), *Global Review of Gender Statistics: Preliminary Findings from the UNECE Region*, United Nations Economic Commission for Europe (UNECE), Geneva, https://unstats.un.org/unsd/gender/Jordan_Mar2012/Presentations/Panel%205.b/Panel%205.b_3_UNECE%20GlobalReview%20(3).pdf.

Annex 1. Capacity development for better gender statistics

Annex 1.1 – Questionnaire A – main module

The aim of this questionnaire is to identify gender statistics gaps in the national statistical system, by focusing on the statistical capacity, enabling environment, and statistical production as well as coordinating mechanisms, and the use of gender statistics.

This questionnaire should be completed by the gender statistics expert in close cooperation with the focal person from the gender statistics entity (e.g. NSO) and other relevant departments or ministries in the country's national statistical system. Other entities including mechanism for the advancement of women or gender equality, line ministries and any other relevant offices or agencies involved in the development of gender statistics at the national and international level may need to be consulted during the assessment process in order to assure that answers are complete.

Gender statistics *are defined by the sum of the following characteristics:*
(a) Data are collected and presented by sex as a primary and overall classification;
(b) Data reflect gender issues;
(c) Data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives;
(d) Data collection methods take into account stereotypes and social and cultural factors that may induce gender bias in the data.

Gender statistics cut across traditional fields of statistics and can serve as useful input in planning and designing policies that will consider addressing possible disparities between men and women.

Country:.....

Name: .....

Position: .....

Ministry/institution: .....

Sex (male/female):.....

Email: .....

Legislation and policies

1. **Regarding the promotion of gender equality and of women empowerment, please list any of the following that exist in or apply to your country:**

   a. constitutional provisions:.....

   b. national laws: .....

   c. international conventions and declarations—such as the Beijing Platform for Action or the Convention on Elimination of All Forms of Discrimination against Women (CEDAW)—to which your country is a signatory:.....

2. **Please complete the table relating to laws or regulations governing the collection of gender indicators as well as the production and dissemination of gender statistics.**

   *Select all that apply **by double-clicking** the grey square and selecting "**Checked**") and list the titles of the documents where applicable.*

	Laws, regulations, or policies	Governing the coordination of gender statistics and/or gender statistical system	Governing the collection of gender-relevant data1	Governing the production of gender statistics2	Governing the dissemination of gender statistics	Title of the document (please include a link if available)
❑	Statistics law	❑	❑	❑	❑	.....
❑	Statistics regulation	❑	❑	❑	❑	.....
❑	Statistical policies	❑	❑	❑	❑	.....
❑	National statistical action plan	❑	❑	❑	❑	.....
❑	Gender-related law	❑	❑	❑	❑	.....
❑	Gender-related regulations	❑	❑	❑	❑	.....
❑	Gender-related national action plan	❑	❑	❑	❑	.....
❑	Other, specify	❑	❑	❑	❑	.....

Note: 1"Collection of gender-relevant data" refers to the data collection operation undertaken by an official entity. Gender-relevant data include i) data disaggregated by sex, ii) data that cannot be sex-disaggregated but can be used to provide valuable information on the diversity of women and men by capturing all aspects of their lives (e.g. maternal deaths).
2"Gender statistics" refer to gender indicators and other information created as a result of the analysis and interpretation of gender-relevant data.

3. **Does a national gender equality policy exist?**

❑ No. *Go to question 8.*

❑ Yes. Please provide the title: .....

Reference Period: .....

Link: .....

4. **Indicate whether this policy is endorsed by the government:**

❑ No

❑ Yes

5. **Does the national gender equality policy state the need for evidence-based gender statistics to monitor gender equality as a policy objective?**

❑ No

❑ Yes. *Provide the specific text reference*: .....

6. **Does it have a monitoring framework?**

❑ No

❑ Yes. Title of the framework: .....

Was the monitoring framework consulted with the NSO? .....

Share of gender-related indicators in the monitoring framework: .....%

7. **Does it have an institution in charge of monitoring?**

❑ No

❑ Yes. *Institution in charge*: .....

8. **Is there a regulation specifying the establishment and tasks of a gender statistics entity in the national statistical system (for example a gender statistics focal point or unit/section/department/division within the agency)?**

❑ No.

❑ Yes. *Title of the regulation*: .....

Link or citation: .....

9. **Is there a separate gender statistics entity (within the NSO or elsewhere)?**

❑ Yes, within the NSO

❑ Yes, elsewhere, within (*provide the name of the institution*) .....

❑ No, gender statistics production is incorporated in the work of different units/sectors. In this case, does the regulation, which governs the work of the NSO, specify the NSO's tasks relating to gender statistics production and coordination?

❑ No

❑ Yes. *Title of the regulation*: .....

Link or citation: .....

Institutional setting and organisational design: gender statistics entity

If there is no separate gender statistics entity, questions 10-14 can refer to the gender statistics focal person(s)

10. **Where is the gender statistics entity or focal person(s) located in the national statistical system?**

Select one answer and provide its name

❑ Within the NSO. *Name:* .....

❑ Within the ministry of women/gender or gender equality. *Name:* .....

❑ Elsewhere. *Specify where:* .....

11. **When was the gender statistics entity created/appointed in the national statistical system?**

Year: .....

12. **To whom does the gender statistics entity report within the organizational structure?**

Select one answer

❑ Directly to the chief statistician

❑ To another department/unit

❑ Elsewhere. *Specify where:* .....

13. **What are the main tasks of the gender statistics entity?**

Select all that apply

❑ Compiling gender statistics and maintaining gender statistics databases

❑ Analysing data from a gender perspective

❑ Disseminating gender statistics via publications and/or a website

❑ Ensuring that gender perspective is addressed in all aspects of the statistics production within the NSO

❑ Integrating a gender perspective in statistics training or introducing statistics in gender training and awareness rising workshops; organising national training related to gender statistics

❑ Answering requests for gender statistics from national and international users

❑ Conducting methodological work (development of gender statistics, measurement issues, data collection methods)

❑ Coordination of an inter-agency committee that serves as a venue for discussion on gender statistics

❑ Other. *Specify:* .....

14. **If the gender statistics entity coordinates gender statistics production in the NSO, do the members of this entity also participate in the overall coordinating mechanism for official statistics?** ***This can refer to the participation in the inter-agency group on gender statistics, for instance.***

❑ Yes. *Provide examples:* .....

❑ No. *Indicate why:* .....

Funds infrastructure

15. **Is there a dedicated budget specifically for gender statistics within the overall national budget for statistics (it can include the gender statistics entity operational costs)?**

❑ No. *Go to question 17*

❑ Yes

16. **Provide an estimated share of the overall national budget for statistics that is allocated specifically to gender statistics.**

.....%

17. **Is it possible to verify disbursement and commitment? If yes, please provide estimated amount.**

Disbursement: .....

Commitment: .....

18. **In case there is no dedicated budget, are funds available for gender statistics activities on an ad-hoc basis?**

❑ Yes. *Indicate what was the last activity funded:* .....

❑ No

19. **Are there criteria to deliberately include gender (statistics) in the national budgeting process for statistics?**

❑ Yes

❑ No

Plans (NDP, NSDS, SMP, PRS)

20. **Does the last and/or current National Development Plan include a section on gender equality and/or women's empowerment?**

❑ No

❑ Yes. *Provide the titles of these documents and citations:* .....

21. **Did the past NSDS address the issues related to the development of gender statistics within the national statistical system (NSS)?**

❑ No

❑ Yes. *Provide the titles of these documents and citations:* .....

22. **If the past NSDS addressed the issues relating to gender statistics, what was the share of gender-related activities in the NSDS or annual working plan with a secured budget**

.....%

23. **Are there any other sanctioned strategies for developing gender statistics across the entire national statistical system (NSS) or regional/sectoral plans that include gender issues?** *This could include for example a statistical master plan (SMP) or Poverty Reduction Strategy (PRS).*

❑ No

❑ Yes. *Please list all, specifying the ministry responsible for the overall coordination and the role of the NSO in its realisation:* .....

Donor support

24. **Did your NSO receive technical, financial, or other input from donors for the gender statistics production of publications?**

❑ No

❑ Yes. *Specify*:.....

- type of support (*technical, financial*):.....
- time:.....
- name of data collection/ statistics/publication:.....

Coordinating mechanism in the national statistical system (NSS)

25. **Do the following line ministries or agencies collect gender-specific data?**

*This includes both sex-disaggregated data as well as gender-*specific *data without sex-disaggregation (relating to women/men only). Provide actual names of analogous ministries:*

❑ Ministry of agriculture .....

❑ Ministry of commerce (or trade).....

❑ Ministry of education .....

❑ Ministry of equal opportunity.....

❑ Ministry of health.....

❑ Ministry of labour (or employment) .....

❑ Ministry of local governments.....

❑ Ministry of planning .....

❑ Ministry of social inclusion or social development.....

❑ Ministry of women (or gender/or gender equality).....

❑ Other. *Specify:* .....

26. **Are key actors for the development of subnational gender statistics involved at national-level discussions?**

❑ No

❑ Yes. *Specify which actors and describe their coordinating role:* .....

27. **What is the role of the ministry of women/gender in the NSS?**

Please select all that apply

❑ Production of main statistical output relating to gender statistics

❑ Compilation of gender statistics inputs from other agencies and/or administrative records from other data sources (CSOs, NGOs).

❑ Providing guidance, training on gender statistics

❑ Organisation of consultations among gender statistics producers and with users

❑ Advocating for the use of gender statistics

❑ Lobbying for relevant programs and bills related to gender statistics

❑ Funding of gender data collection operations

❑ Other *Specify:* .....

28. **Are there any other agencies in the NSS that are involved in the coordination of gender statistics?**

❑ No

❑ Yes. *Specify which agencies and describe their coordinating role:* .....

29. **Referring to the coordination of gender statistics production the NSS, indicate if these problems occur:**

Please select all that apply

❑ There are no gender statistics-related provisions in the statistics law.

❑ There is no regulation specifying collections of gender information.

❑ Existing regulations restrict the exchange of data between institutions.

❑ Regulations governing the production of gender-related data specify similar data collections in two or more institutions.

❑ Gender aspects are not represented in the Statistics Board, Advisory Group, or similar entity (whether in terms of membership or scope of the agenda)

❑ Other. *Specify:* .....

Existing data

30. **Have data needs for monitoring of implementation of international agreements (CEDAW, Beijing platform for Action, SDGs) been systematically integrated in the official data systems?**
This mainly refers to the existence of indicator frameworks to monitor the implementation of these agreements.

❑ No. *Indicate why:* .....

❑ Yes. *Please provide examples of their integration in the data collection system (no need to specify individual indicators here):* .....

31. **Which of the priority gender-sensitive statistical data collections or operations will the NSO undertake in the next 3 years?**
Select all that apply

❑ Violence against women survey

❑ Time-use survey

❑ Reviewing household survey with a gender perspective

❑ Other. *Specify:* .....

❑ None of them. *Specify why:* .....

32. **Over the past 3 years, have there been any special modules of household surveys focussing on gender issues?**

❑ No

❑ Yes. *Provide examples:* .....

33. **Have current/past data collection initiatives, methods and tools in different sectors been analysed with a gender perspective?**

This could include for example looking at the intended use, evaluation questions, and indicators. The data collections focusing on gender should be designed to provide information about men and women as well as about different categories of women and men (e.g., by ethnicity, sexual orientation, age, class, caste, residence, and race).

❑ No. *Explain why:* .....

❑ Yes. *Provide examples:* .....

❑ Does not apply, *specify:* .....

34. **What are the country's priority gender equality indicators? Please provide a name of the collection (e.g. SDG gender specific indicators, the Minimum Set of Gender Indicators, etc.**

.....

Alternative data sources

35. **The SDGs monitoring framework recognizes the importance of the use of alternative data sources for producing the indicators. Are there enabling policies that promote this?**

❑ No

❑ Yes. *Provide the title of the policy:* .....

36. **What alternative data sources have been used to produce gender indicators in the past 3 years?**

37. **Are there any plans to use such sources at least in the next 3 years?**

❑ Yes

❑ No

Data literacy, knowledge sharing, communicating gender statistics

38. Are public information campaigns based on gender statistics being conducted?

❑ No. *Indicate why:*.....

❑ Yes. *Describe all initiatives to disseminate gender-related information in mass media and other means over the past 3 years:* .....

39. **Are any gender experts consulted/involved in production of gender statistics in order to benefit from their expertise?**

Complete the following table

Yes	Experts from	Form of consultations (e.g. meetings, workshops, formal advisory committees)	Frequency of consultations (e.g. regular, ad-hoc)
❑	Ministries	.....	.....
❑	Parliament	.....	.....
❑	NGOs, CSOs	.....	.....
❑	International organisations	.....	.....
❑	Universities, research centres	.....	.....
❑	Private sector	.....	.....
❑	Media	.....	.....
❑	Other, specify	.....	.....

❑ There are no such consultations. *Indicate why:*.....

40. **Is there a specific gender statistics program in official statistics training:**

❑ No. *Indicate why:*.....

❑ Yes, organised by the NSO. *Specify for whom:*.....

❑ Yes, organised by (*specify the institution/organisation and the audience*):.....

Advocacy strategy

41. **Are there any efforts made by the NSO/gender statistics entity to promote the use of gender statistics?**

❑ No. *Indicate why:*.....

❑ Yes. *Provide examples:*.....

42. **Are there any efforts made by the NSO/gender statistics entity to monitor the use of gender statistics?**

❑ No. *Indicate why:*.....

❑ Yes. *Provide examples:*.....

Relationship between data producers

43. **Please indicate whether the NSO/ministry of women works jointly with the specified ministry on the following activities for gender statistics.**

Provide names of analogous ministries and check all that apply

Ministry	Setting priorities for data production	Data collection	Data analysis	Data dissemination	No collaboration	Form (meetings, working groups, etc.)	Frequency of consultations
Ministry of agriculture	❑	❑	❑	❑	❑	.....	.....
Ministry of commerce	❑	❑	❑	❑	❑	.....	.....
Ministry of education	❑	❑	❑	❑	❑	.....	.....
Ministry of gender/women	❑	❑	❑	❑	❑	.....	.....
Ministry of health	❑	❑	❑	❑	❑	.....	.....
Ministry of labour	❑	❑	❑	❑	❑	.....	.....
Ministry of social inclusion or social development	❑	❑	❑	❑	❑	.....	.....
Ministry of planning	❑	❑	❑	❑	❑	.....	.....
Ministry of foreign affairs	❑	❑	❑	❑	❑	.....	.....
Other agency/ministry, specify:	❑	❑	❑	❑	❑	.....	.....
Activity in gender statistics not undertaken by NSO	❑	❑	❑	❑	❑	.....	.....

44. **Is there a data-sharing policy among different producers of gender statistics?**

❑ Yes. *Indicate with which institution and what kind of data* .....

❑ No. *Indicate why* .....

45. **Are classifications and definitions being harmonised among data producers:**

Select all that apply

❑ Yes, to ensure compatibility of data.

❑ Yes, to minimize inconsistency and use a common language in defining and ᶜalculating indicators.

❑ No. *Indicate why:* .....

Relationship with users

46. **Indicate main groups of gender statistics users in the country that you reach out to:**

a. .....

b. .....

c. .....

47. **Are there any other groups of potential gender statistics users to whom you would like to reach out?**

a. .....

b. .....

c. .....

48. **Does your institution organise meetings with users before a major survey to identify their gender-specific needs?**

Provide examples of such meetings and indicate if there is any follow-up

a. .....

b. .....

c. .....

49. **Describe other types of the user-producer dialogue if they exist. Indicate if they are useful and effective in identifying user needs.**

a. .....

b. .....

c. .....

50. **Does the NSO conduct a User Satisfaction survey that enquires specifically about gender statistics produced by the NSO?**

❑ Yes. *Specify when it was conducted and summarise the results:* .....

❑ No. *Indicate why:* .....

51. **Does the NSO collaborate with a regional or international organisation in the following areas:**
Select all that apply and provide the names of organisations

❑ Strengthening the gender statistical system or increasing gender-responsiveness of the NSS

.....

❑ Methodological feedback concerning gender statistics production .....

❑ Technical assistance for gender statistics .....

❑ Organisation of training related to gender statistics .....

❑ Other. *Please specify:* .....

❑ No, we do not collaborate with any regional or international organisation in the domain of gender statistics.

Data ecosystem coordination

52. **Are there any partnerships or collaborations between NSS agencies and different data actors from the country's data ecosystem supporting the production and use of gender statistics?**

Data actors can include the private sector, media, scientific community and academia, NGOs or citizens' groups.

❑ No. Indicate why:.....

❑ Yes. Specify the type of actors and ways of collaboration/partnership:.....

Are they part of an inter-agency body on gender statistics?.....

Relationship with political authorities

53. **Do procedures exist to report:**

❑ Political or administrative pressure faced by the NSO when producing and disseminating statistical information?

❑ Misuse, abuse or misrepresentation of gender statistics .....

❑ There are currently no such procedures

Stakeholders' interest

54. **Do national gender statistics users (for example, ministries, media or civil society organisations) see gender equality as a policy priority?**

This may be reflected in civil society campaigns, advocacy initiatives aiming at eliminating violence against women, gender sensitive civil society coordination mechanisms or movements.

❑ Yes. *For example:* .....

❑ No. *Indicate why:*.....

55. **Over the past year, have the non-governmental users of gender statistics (e.g. NGOs, media) approached the NSO for an intervention relating to gender statistics?**

This may refer to a provision of specific statistics, organisation of data collection or methodological support.

❑ No

❑ Yes. *Specify the type of user:* .....

Subject of their intervention: .....

Frequency of their interventions: .....

56. **List all titles of data collection exercises or indicators relating to gender that have been compiled at the request of users over the past three years.**

a. .....

b. .....

c. .....

Political support

57. **Do you believe that gender equality is widely accepted as a policy objective by the government and the political arena?**

This can be based on public declarations and campaigns.

❑ Yes. *Justify* .....

❑ No. *Justify* .....

58. **Do you believe there is political support for the development of gender statistics at the national level?**

This can be reflected by the trend in the breakdown of the NSO/NSS budget provided by government vs international aid, as a share of gender-related activities in the NSDS or as an annual working plan with a secured budget.

❑ Yes. *Provide examples:* .....

❑ No. *Indicate why* .....

Human resources

59. **Specify the number of staff dealing with gender statistics. This can include:**

a. Gender statistics-dedicated entity within the NSO

Full time.....

Part-time .....

b. In case there is no separate gender statistics entity, include gender statistics focal points in the NSO

Full time.....

Part-time .....

c. Gender statistics working/advisory groups

Full time.....

Part-time .....

Infrastructure

60. **Does the gender statistics entity have a sufficient equipment (including, computers, printers, desks, database, estimation software, etc.) to perform its tasks?**

❑ Yes

❑ No. *Indicate existing shortages*.....

61. **Does the NSO lay out a separate plan in order to secure funding for the activities related to gender statistics?**

This can include budgeting, defining a timeline, identifying possible resources and funders, and the required actions and activities, such as negotiating with national authorities and/or external partners, foundations or companies.

❑ Yes

❑ No. *Indicate why:*.....

Statistical production processes

62. **Please indicate whether gender dimension was taken into account at each step of statistical production process in the NSO**

Statistics production step	Yes	No	Example
Selection of topics	❑	❑	.....
Identification of data needed	❑	❑	.....
Evaluation of existing concepts, definitions, and methods	❑	❑	.....
Development of new concepts, definitions, and methods	❑	❑	.....
Development of the data collection instrument: (e.g. choice of unit of enumeration, survey design)	❑	❑	.....
Collection and processing of data	❑	❑	.....
Analysis and presentation of statistics in easy-to-use formats; dissemination	❑	❑	.....
Other	❑	❑	.....

Quality assurance

63. **Over the past 3 years, has the NSO undertaken any assessments of its data production processes to see if they were gender-sensitive?**

❑ Yes. *Describe the results:* .....

❑ No. *Indicate why there was no assessment:* .....

64. **Have international standards and guidelines for gender statistics, such as definitions and classifications, data collection methods, question modules, estimation techniques, etc. been used in relevant sectors?** *Select all that apply*

❑ UN 2016 "Integrating a gender perspective into statistics"

❑ Guidelines on producing statistics on violence against women: statistical surveys

❑ International Classification of Activities for Time-Use Statistics 2016 (ICATUS 2016)

❑ Gender Statistics Handbooks. *Specify which ones:* .....

❑ Principles and Recommendations. *Specify which ones:* .....

❑ Other. *Specify:* .....

❑ None of them. *Specify why:* .....

65. **Has an assessment of gender statistics quality been carried out in the past 3 years?**

The assessment of quality could refer to gender verifying gender statistics' relevance, accuracy, timeliness and punctuality, accessibility and clarity as well as comparability and coherence.

❑ No

❑ Yes. *Describe the results and provide a link if possible:* .....

66. **If there was no assessment of gender statistics quality in the past, are there any plans for such an assessment?**

❑ No

❑ Yes. I*ndicate when:* .....

67. **Does the NSO/gender statistics unit monitor the quality and use of gender data from administrative sources?**

❑ No

❑ Yes. *Describe these sources, the monitoring process and provide citations from regulations that establish this mandate:* .....

HR management

68. **Does the NSO have any incentives in place to enhance the retention of gender statistics staff and reduce turnover?**

Describe the incentives if applicable as well as staff turnover in the gender statistics entity over the last 12 months.

❑ No

❑ Yes. Incentives: .....

Staff turnover: .....

69. **Does technical training of data producers at the NSO and ministry of women cover skills and knowledge relevant to gender equality and gender statistics?**

❑ No

❑ Yes. *Provide examples:* .....

70. **If yes, is it considered in personal training/development plans?**

❑ No

❑ Yes

Innovation

71. **What changes or new tools have been introduced in the collection and/or compilation of gender-related data over the past 3 years?**

Describe their impact and the results. For example, adding a list of activities to the labour force survey to cover unpaid work.

a. .....

b. .....

c. .....

Communication and transparency

72. **If the NSO has a website, is there a dedicated gender statistics section?**

❑ No

❑ Yes

Provide a link: .....

Specify how often it is updated: .....

73. **Referring to published gender statistics (website or publications), are they accompanied by information on how to interpret them?**

❑ No

❑ Yes. *List examples and provide links where possible:*.....

74. **What other ways of sharing gender statistics with the public exist?**

Describe all other ways of gender statistics communication and provide titles of publications and copies where possible.

a. .....

b. .....

c. .....

75. **What should be done to improve availability, accessibility and use of gender statistics?**

Strategic planning, monitoring and evaluation, change management

76. **Do you consider that the environment of gender statistics production at the national level has changed in recent years?**

❑ No

❑ Yes. *Indicate whether your institution has adapted and embraced these changes and provide examples:*.....

77. **Is there a strategic plan in the NSO directed at all sectors to integrate a gender perspective in all statistical processes?**

❑ Yes. *Provide examples:*.....

❑ No. *Indicate why:*.....

78. **Does the NSO plan to undertake any actions aimed at improving gender statistics?**

Please check all that apply

❑ Setting priorities

❑ Systematically coordinating and aligning actions and resources with the defined goals, and ensuring that employees of the agency/organisation are working toward common goals

❑ Undertaking multipronged interventions or programs, such as SPARS (Supervision, Performance Assessment, and Recognition Strategy).

❑ Other. Specify:.....

❑ There is no such action planned. *Indicate why:*.....

79. **Has the NSO has undertaken the above-mentioned actions in the past 3 years.**

Please check all that apply

❑ Setting priorities

❑ Systematically coordinating and aligning actions and resources with the defined goals, and ensuring that the agency/organisation's employees are working toward common goals

❑ Undertaking multipronged interventions or programs, like for instance SPARS (Supervision, Performance Assessment, and Recognition Strategy).

❑ Other. Specify:.....

❑ There is no such action planned. *Indicate why:*.....

80. **Are national policies being designed and evaluated through the analysis and use of gender statistics?**

❑ Yes. *Provide examples:*.....

❑ No. *Indicate why:*.....

Compensation and benefits

81. **Are there any rewards granted to employees of the gender statistics entity in return for their outstanding work and to motivate them to deliver their tasks?**

❑ No

❑ Yes

Workplace politics and organisational culture

82. **What is the approach of senior management towards coordination, production, communication, and use of gender statistics (in the NSS and in the NSO)? e.g., does senior management understand the need to integrate a gender perspective in sectors, or the role of gender statistics in the improvement of overall statistics?**

.....

.....

.....

Annex 1.2. Questionnaire B - Short Module for gender focal points

Capacity development for better gender statistics

Questionnaire for the Gender Statistics Focal Points

The aim of this questionnaire is to identify gender statistics gaps in the national statistical system, by focussing on the national statistical capacity as well as coordination mechanisms, data collection and the use of gender statistics.

This questionnaire collects information on the statistical capacity of staff responsible for the production of gender statistics in the NSO and the ministry of women/gender. All individual information collected in this questionnaire will be treated with confidentiality. Only the aggregate/summary of information will be presented to complement a broader review of gender statistics gaps, which is currently being undertaken by a gender statistics expert in cooperation with the national statistical office.

Gender statistics *are defined by the sum of the following characteristics:*

(a) Data are collected and presented by sex as a primary and overall classification;
(b) Data reflect gender issues;
(c) Data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives;
(d) Data collection methods take into account stereotypes and social and cultural factors that may induce gender bias in the data.

Gender statistics cut across traditional fields of statistics and can serve as useful input in planning and designing policies that will consider addressing possible disparities between men and women.

Individual answers will not be published.

Country:.....

Ministry/institution:.....

Name (optional):.....

Position (optional):.....

Sex (male/female):.....

Email (optional):.....

Date:.....

Professional background

1. **How many years of experience in the field of gender statistics do you have?** .....

2. **How do you perceive the adequacy of your technical skills and knowledge for producing gender statistics?** .....

Strategic networking and communication

3. **How many gender statistics-related professional meetings, workshops/training events have you attended during the last 12 months? These include both national and international events.**

   Number: .....

   Examples:.....

4. **Over the last 12 months, have you prepared any report or presentation on gender statistics and released or presented it in any of the following:**

   Check all that apply by double-clicking in the squares and provide information in the grey rectangle):

   ❑ The website of the national statistical office. *Please provide a link, if possible:*.....

   ❑ The website of the Ministry of ..... . *Please provide a link, if possible:*.....

   ❑ Regional forum. *Please provide title and date:* .....

   ❑ National forum. *Please provide title and date:*.....

   ❑ International forum. *Please provide title and date:*.....

5. **Over the last 12 months, have you represented your institution in a regional or international meeting related to gender statistics? (In case you delegate your staff to such meetings, has any of your staff been designated to participate in a regional or international meeting related to gender statistics?)**

   ❑ Yes. *Please provide title and date:*.....

   ❑ No. *Indicate why:*.....

6. **Are you invited to management or high-level meetings at your institution to provide insights about gender statistics?**

❑ Yes. *Please provide examples:* .....

❑ No. *Indicate why* .....

Leadership

7. **Over the past 3 years, have you (co-)organised a gender related meeting/workshop, which included external stakeholders (national or international)?**

❑ Yes. *Please provide examples:* .....

❑ No. *Indicate why:* .....

Teamwork and collaboration

8. **Have you collaborated with another division within your institution on gender statistics production, over the past year?**

❑ No. *Indicate why:* .....

❑ Yes. *Please provide examples of success stories or challenges that you might have encountered:* .....

9. **Do you think that teamwork and collaboration are valued and encouraged in your team?**

❑ Yes. *Please provide examples and indicate whether this approach is valid only for your team or for your institution as a whole:* .....

❑ No. *Indicate why:* .....

Time management and prioritisation

10. **Are gender statistics-related tasks explicitly recognised and defined in your individual work plan?**

❑ Yes. *Please provide examples:* .....

❑ No. *Please explain your main area of work and how you became involved with gender statistics:*

.....

Problem solving and creative thinking

11. **What are the three most challenging tasks in your assigned functions relating to gender statistics?**

Please provide examples and indicate how you address them

a. .....

b. .....

c. .....

Self-motivation

12. **Please select one answer that best describes your approach to your tasks related to gender statistics:**

❑ Dealing with statistics specific to gender **increases** my work satisfaction and self-motivation.

❑ Dealing with statistics specific to gender **has no impact** on my work satisfaction and self-motivation.

❑ Dealing with statistics specific to gender **has a negative impact** on my work satisfaction and self-motivation.

Career expectations and income

13. **Consider your assigned functions related to gender statistics and select all that apply:**

a) Your career opportunities:

❑ This work puts me in an unfavourable position, in terms of career development in my institution

❑ This work has no impact on my career opportunities

❑ This work gives me more visibility and provides more career opportunities

b) Your salary:

❑ This work has a negative impact on my salary (as compared to work in other sectors of the same institution)

❑ This work has no impact on my salary

❑ This work has a positive impact on my salary (as compared to work in other sectors of the same institution).

Gender statistics use

14. **What were the last gender statistics that you quoted or referred to at work?**

Please provide examples:.....

15. **Which presentation of gender statistics do you find the most useful for your work?**

Select all that apply

❑ Graphs/infographics

❑ Reports/articles

❑ Videos

❑ Press conference/fora

❑ Others. *Please specify*:.....

16. **Which topic relating to gender statistics would you like to learn about:**

Select all that apply

❑ Basic concepts relating to gender statistics, *for example:* .....

❑ Statistical coordinating mechanisms and tools to promote an effective and well-coordinated gender statistical system, *for example:* .....

❑ Collection of gender-specific information using surveys, *for example:* .....

❑ Collection of gender-specific data using administrative sources, *for example:* .....

❑ Production of specific gender indicators, *for example:* .....

❑ Ways of presenting gender information to users, *for example:* .....

❑ Ways of analysing gender statistics, *for example:* .....

17. **In your opinion, what are the most important gender issues/problems in your country that need further exploration in terms of data collection or communication?**

a. .....

b. .....

c. .....

Annex 1.3. Questionnaire C - Short Module for the ministries

Capacity development for better gender statistics

Questionnaire for the ministries

The aim of this questionnaire is to identify gender statistics gaps in the national statistical system, by focussing on the national statistical capacity as well as on coordination mechanisms, data collection and the use of gender statistics.

This questionnaire collects information on gender statistics produced by different ministries/institutions as well as on the overall coordination of gender statistics production and use. Individual responses will not be published. Only the aggregate/summary of the answers will be presented and used to complement a broader review of gender statistics gaps, which is currently being undertaken by a gender statistics expert in cooperation with the national statistical office.

After the questionnaires are collected, all respondents will be invited to a workshop to validate the summarised results of the assessment.

Gender statistics *are defined by the sum of the following characteristics:*

(a) Data are collected and presented by sex as a primary and overall classification;
(b) Data reflect gender issues;
(c) Data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives;
(d) Data collection methods take into account stereotypes and social and cultural factors that may induce gender bias in the data.

Gender statistics cut across traditional fields of statistics and can serve as useful input in planning and designing policies that will consider addressing possible disparities between men and women.

Individual answers will not be published.

Country:.....

Ministry/institution:.....

Your name:.....

Position:.....

Email:.....

Sex (female/male):.....

Collaboration between data producers

1. **When collecting sex-disaggregated data or other gender-related information, on which of the following tasks does your institution cooperate with the NSO?**

   Select all that apply and provide examples of collaboration. To select an answer, double-click on the grey square

   ❑ To compile data

   ❑ To consult definitions/concepts/methodologies for data collection

   ❑ To set priorities for data collection

   ❑ To verify the quality of data collected

   ❑ To analyse data

   ❑ To disseminate statistics

   ❑ There is no collaboration. *Please indicate why:* .....

2. **Do you cooperate with other ministries or agencies to coordinate gender statistics production or dissemination?**

   ❑ Yes. *Please provide the name of the entity and describe the form of collaboration* .....

   ❑ No. *Please indicate why:* .....

Use of gender statistics

3. **Does your institution use gender statistics produced by the NSO/other ministries /other agencies?**

   Select one answer:

   ❑ We never use gender statistics. *Please indicate the reason:* .....

   ❑ We use gender statistics published by the NSO/ other ministries /other agencies. *Please specify the source institution, type of statistics, the frequency and how they are used by your institution*

Source Institution	Topic	Frequency of use	How they are used by your institution

4. **In case you use the gender statistics produced by the NSO, please assess the quality of these in terms of:**

Select one answer in each category and specify where applicable

- **Relevance:**

❑ Gender statistics fully meet our needs

❑ Gender statistics partially meet our needs, because (*specify*).....

❑ Gender statistics do not meet our needs, because (*specify*) .....

❑ I do not know

- **Accuracy:**

❑ Gender statistics correctly estimate or describe the characteristics they are designed to measure

❑ Gender statistics do not correctly estimate or describe the characteristics they are designed to measure, for example:.....

❑ I do not know

- **Timeliness:**

❑ The timeliness of gender statistics is satisfactory

❑ The timeliness of gender statistics could be improved, for example:.....

❑ I do not know

- **Accessibility of data:**

❑ Gender statistics are easily accessible on the NSO website

❑ Gender statistics can be easily requested and obtained from the NSO

❑ Gender statistics needed are not easily accessible, for example:.....

❑ I do not know

- **Coherence:**

❑ Data are coherent within datasets, across datasets, and over time

❑ Data are not always coherent within datasets, across datasets, and over time, for example:

.....

❑ I do not know

5. **Please indicate whether you have used the following information relating to gender statistics published by the NSO:**

Select all that apply

❑ Metadata (definition, source, unit, method of computation). *Indicate how do you access it and how often:* .....

❑ Methodologies of surveys or censuses. *Indicate how do you access it and how often:*

.....

❑ Other informative material. *Indicate what kind of material, how do you access it and how often:*

.....

❑ None of the above.

6. **For what purpose do you use national gender statistics?**

Select all that apply

❑ I do not use gender statistics

❑ Analysis of current developments for short-term decision-making, for example:.....

❑ Analysis of trends for longer-term policy formulation, for example:.....

❑ Targeting beneficiaries and programmes, for example:.....

❑ Research purposes, for example:.....

❑ General economic information, for example: .....

❑ Other. *Please specify:*.....

7. **What could be done to improve availability, accessibility and use of gender statistics in your institution?**

.....

Annex 1.4. Questionnaire D - Short Module for gender statistics users

Capacity development for better gender statistics

Questionnaire for gender statistics users

The aim of this questionnaire is to identify gender statistics gaps in the national statistical system, by focussing on the national statistical capacity as well as on coordination mechanisms for data collection and the use of gender statistics.

This questionnaire collects information on the use of gender statistics produced by the national statistical system. Individual responses will be treated with confidentiality. Only the aggregate/summary of the answers will be presented and used to complement a broader review of gender statistics gaps, which is currently being undertaken by a gender statistics expert in cooperation with the national statistical office.

Gender statistics *are defined by the sum of the following characteristics:*

(a) Data are collected and presented by sex as a primary and overall classification;
(b) Data reflect gender issues;
(c) Data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives;
(d) Data collection methods take into account stereotypes and social and cultural factors that may induce gender bias in the data.

Gender statistics cut across traditional fields of statistics and can serve as useful input in planning and designing policies that will consider addressing possible disparities between men and women.

Individual answers will not be published.

Country:.....

Representing:

❑ **Parliament** ❑ **Civil Society Organisations**

❑ **Media** ❑ **Academia** ❑ **Private sector**

Name: .....

Position: .....

Institution/organisation/company: .....

Sex (female/male):.....

Email: .....

1. **Have you used gender statistics produced by the national statistical office (NSO)/ministries/ other agencies in the last three years?**

Select one answer (double-click the grey square and select "Checked" under "Default value")

❑ Yes. Please describe the purpose..... (then go to Q1a).

❑ No (then proceed to Q3)

a) How often do you use gender statistics?

❑ I often use gender statistics. I use them for:

Select all that apply

❑ Analysis of current developments for short-term decision- making, for example: .....

❑ Analysis of trends for longer-term policy formulation, for example:.....

❑ Monitoring of existing government policies, for example: .....

❑ Highlight gender issues, for example: .....

❑ Targeting beneficiaries of programmes, for example:.....

❑ Research purposes, for example: .....

❑ Other, specify: .....

❑ I rarely use gender statistics. *Why?*

Select all that apply

❑ They are not relevant to my work.

❑ I do not know if they are available/they are difficult to find.

❑ They are not reliable.

❑ They are not thoroughly explained in available reports.

❑ My office does not have staff that can understand and use gender statistics.

❑ Other, please specify: .....

b) Where do you get the gender statistics that you use?

❑ NSO or other office of the government

❑ International organizations

❑ Media

❑ Other, please specify: .....

2. **How would you rate the available gender statistics in the country in terms of (with 5 as the best score):**

Please put an "X" under the selected score

Characteristic	Definition	Rating				
		1	2	3	4	5
Relevance	The available gender statistics can serve as useful input for planning and policymaking.					
Accuracy	The available gender statistics reflect the true situation of women and men in the country.					
Timeliness	The frequency and timing of gender statistics and its release are just in time for planning and policy purposes.					
Accessibility	Gender statistics are easily accessible from websites or publications.					
User-friendliness	The available reports or press releases on gender statistics are understandable.					

3. **Did you participate in a training on gender or on gender statistics in the past**

❑ Yes, please specify the topic: .....

❑ No

4. **Would you or your staff be interested in attending a training on understanding gender statistics?**

❑ Yes, I will appreciate an invitation.

❑ No. Please explain why: .....

5. **Would you or your staff be interested to attend a dissemination forum on gender statistics organised by the NSO following a release of data?**

❑ Yes, I will appreciate an invitation.

❑ No, it is not relevant to our work

6. **Would you like to receive regular information from the NSO on new releases of gender statistics?**

❑ Yes, I/my office will appreciate the information.

❑ No, it is not relevant to our work

7. **Please provide an example of the successful use of gender statistics and the impact it created:**

.....

8. **Are there any particular topics/subjects that require more coverage in terms of gender statistics currently published? Please specify**

❍ .....

❍ .....

❍ .....

9. **Only for organisations/companies that collect gender-specific data: please indicate whether your organisation collects gender-specific information:**

Topic: .....

Frequency: .....

Geographical coverage: .....

Other characteristics: .....

Annex 2. Assessment details

Annex 2.1. The main tasks and deliverables of the gender statistics expert

Tasks

The Gender Statistics Expert in coordination with the NSO and the key national stakeholders coordinating the assessment shall:

1. **Prepare a comprehensive assessment report on the current state of gender statistics and the NSS capacity to produce, coordinate and communicate it based on PARIS21 analytical framework.** This will entail the following tasks:

    - **Desk review/research** of relevant documentation to establish the current state of gender statistics production and dissemination, including the reports prepared by international and regional organisations and other relevant material, as provided by NSO and the other relevant ministries.

    - **Materials gathered during the inception workshop**, including the Strengths, Weakness, Opportunities and Threats (SWOT) analysis, stakeholders' presentations and interventions, side meetings and discussions.

    - **Consultations** with NSO, and other relevant ministries related to the questionnaire developed by PARIS21

    - **Analysis of responses provided by different producers and users of gender statistics** based on the questionnaires developed by PARIS21 in consultation with the NSO.

    - **Analysis of the state of gender statistics** produced by the country (including the SDG Gender-specific indicators and other gender-relevant indicators, based on the report from the data planning tool/ desk research, and/or on available assessments if necessary).

    - **Review of available reports, information materials, press releases and webpages** on gender statistics maintained by NSO, and other relevant ministries.

    - **Finalisation of the assessment report** including the feedback and information gathered during the validation workshop as well as the possible recommendations/strategies for gender mainstreaming in the national statistical system that will be incorporated in the NSDS, taking into consideration the discussion/agreements comments from the NSO and other key stakeholders coordinating the assessment.

2. **Conduct an inception and validation workshops aimed at presenting the assessment results and initiate discussion of strategies for the NSDGS.** This would entail:

   - **Preparation of the agenda for the inception and validation workshops** to be submitted to NSO for comments. This part of the workshop is to discuss and validate results and recommendations of the assessment with relevant stakeholders.

   - Preparation of the SWOT Analysis exercise for the inception workshop, focusing on a specific subject/ matter of gender statistics (e.g. communication).

   - Serving as a **resource person and a facilitator** during the validation workshop.

   - **Preparation of presentation materials** for the validation workshop (PPT, guidance for group work, if any)

   - **Initiating discussion on the development of possible strategies** in addressing some of the data gaps identified for possible inclusion in the NSDGS.

   - **Preparation of a short workshop report** (summary of the workshop proceedings including any issues raised and agreements reached and results of the workshop evaluation; workshop materials and agenda to be annexed)

3. **Prepare an end of contract report** to contain summary of activities undertaken, outputs delivered, and recommendations for improving processes related to this support.

Deliverables

The Gender Statistics Expert shall deliver the following outputs:

1. Draft Assessment report based on desk review/research/questionnaire/Data Planning report
2. Preparation of the inception and validation workshops
   a. Proposal of forum agenda
   b. Preparation of materials for the forum
3. Reports from the inception and validation workshops
4. Final assessment report with some possible strategies discussed during the validation workshop
5. End of assignment report

Annex 2.2. Assessment template

This assessment template is intended to serve as a guide for preparing meaningful, comprehensive and useful assessment reports that meet quality standards. It does not prescribe a definitive format that all assessment reports should follow. Rather, it suggests the content that should be included in a quality assessment report.

The assessment report should be complete and logically organized. It should be written clearly and be understandable to the intended audience. If necessary in a country context, the report should be translated into local languages whenever possible. The report should also include the following:

1. **Title and opening pages should provide the following basic information:**
    - Name of the assessment intervention.
    - Period of the assessment and date of the report.
    - Names and organizations of focal points and information providers.
    - Name of the organization commissioning the assessment.
    - Acknowledgements.
2. **Table of contents,** including boxes, figures, tables and annexes with page references.
3. **List of acronyms and abbreviations.**
4. **Introduction -** background and purpose of the report - Explain why the assessment was conducted (the purpose), why the intervention is taking place now, and why it addressed the questions it did.
5. **Administrative structure and political system of the country –** a short overview presenting the political system of the country: the form of the government, the head of state and the executive power; accompanied by a brief presentation of country's administrative setup (number of districts/ provinces etc.).
6. **Country legal, policy and institutional framework –** summarising the constitution, legislation, policies, institutional mechanisms for women's empowerment (if existing), planning instruments, gender-responsive budgeting.

7. **Assessment of gender statistics gaps (indicators),** including:

A detailed list of gender-specific indicators used for the country assessment (e.g. 54 gender-specific SDG indicators, the Minimum Set of Gender Indicators, national frameworks, etc.). The list of indicators should present them broken down by:

- ➤ Goal
- ➤ Definition or formula (in case of non-SDG indicators)
- ➤ Indicator Tier
- ➤ Unit of measurement (in case of non-SDG indicators)
- ➤ Organisations responsible for the data collection
- ➤ Data Sources (in case of non-SDG indicators)
- ➤ Rationale (in case of non-SDG indicators)
- ➤ Comments and limitations summarising the gaps of a selected indicator, as statements of fact, summarising the following information: any existing mismatch between the supply of data and the demanded indicators, missing disaggregation, problems relating to the Frequency of data collection, non-applicability of indicators, proxy indicators collected. This section can include one or multiple figures summarising the available, partially available and unavailable indicators by goal.

8. **Description of country's statistical capacity relative to gender statistics and identified challenges as defined by the structure of the Questionnaire A, B and C.** Here the order can be modified and some items can be joined, depending on the type and importance of challenges identified:

- Legislation and policies
- Institutional setting and organisational design: gender statistics entity
- Funds infrastructure
- Plans (NDP, NSDS)
- Coordination mechanism in the national statistical system (NSS)
- Existing data and alternative data sources
- Data literacy, knowledge sharing

- Advocacy strategy
- Description of the NSS coordination mechanism: relationship between data producers, relationship between the NSO and gender statistics users, relationship with political authorities
- Stakeholders' interest
- Political support
- Human resources and infrastructure
- Statistical production processes
- Quality assurance
- HR management
- Innovation
- Communication and transparency
- Strategic planning, monitoring and evaluation
- Compensation and benefits
- Workplace politics and organisational culture
- Individual level:
- Resources: Professional background
- Skills & knowledge: Technical skills and work know-how, problem solving and creative thinking
- Management: Time management, prioritisation and leadership
- Politics and power: Teamwork and collaboration, communication and negotiation skills, strategic networking
- Incentives: Career expectations, Income and social status, Work ethic and self-motivation

9. **Description of gender data use, access and dissemination process**

This section shall include a detailed description of country use of gender statistics, indicating key strategy documents (including those planned) and responsible agencies, the dissemination policy and

the process of data dissemination (including charts and other visual aids), description of user-producer dialogue, existing efforts to improve data dissemination process, presentation of existing data portals presenting gender statistics, the results of Questionnaire B,C and D referring to gender statistics use and needs.

10. **Conclusions portraying opportunities for bridging the data gaps and improving the functioning of the NSS for a production of better gender statistics.** This section should provide a linkage between the section on data gaps and the section on the NSS capacity assessment, formulating the main challenges related to the capacity of the NSS to produce high-quality gender statistics that meet users' needs. It should be comprehensive and balanced in terms of identified problem areas, highlighting the main outcomes of the assessment. They should be well substantiated by the evidence and logically connected to assessment findings. They should provide insights into the identification of important problems or issues pertinent to the functioning of the NSS, including gender statistics use.

Annexes

A. A summary data planning reports (e.g. ADAPT) covering the summary of available gender-specific indicators broken down by:

   a. Applicability

   b. Policy relevance of applicable indicators

   c. Availability status of applicable indicators

   d. Available indicators by policy relevance

   e. Available indicators by producers

   f. Available indicators by prevailing data sources

   g. Levels of dependency on external technical and financial assistance for available indicators

   h. Unavailable indicators by policy relevance

   i. Feasibility to compile and produce applicable but unavailable indicators

   j. Potential prevailing data sources for "Easily feasible" indicators

   k. Levels of dependency on external technical and financial assistance for : Easily feasible" indicators

   l. Potential producers for "Easily feasible" indicators

   m. Potential prevailing data sources for "Feasible with strong effort" indicators

n. Levels of dependency on additional external technical assistance for indicators “Feasible with a strong effort”

o. Levels of dependency on additional financial assistance for indicators “Feasible with a strong effort”

B. Questionnaire A and consolidated answers.

C. List of legal documents, regulations, previous assessment focusing on gender statistics and international reports reviewed.

D. Summary of workshops and plenary meetings (if applicable).

E. List of the NSO focal points, advisers from the Ministry and other stakeholders consulted, mentioning their name and position.

Annex 3. 54 gender-specific SDG indicators selected by the UN Women

Goals and targets (from the 2030 Agenda)	Indicators	Tier Classification (by IAEG-SDG Members, as of May 2019)
1.1 By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than $1.25 a day	**1.1.1** Proportion of population below the international poverty line, by sex, age, employment status and geographical location (urban/rural)	Tier I
1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions	**1.2.1** Proportion of population living below the national poverty line, by sex and age	Tier I
1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions	**1.2.2** Proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions	Tier II
1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable	**1.3.1** Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, new-borns, work-injury victims and the poor and the vulnerable	Tier II
1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance	**1.4.2** Proportion of total adult population with secure tenure rights to land, with legally recognized documentation and who perceive their rights to land as secure, by sex and by type of tenure	Tier II
1.b Create sound policy frameworks at the national, regional and international levels, based on pro-poor and gender-sensitive development strategies, to support accelerated investment in poverty eradication actions	**1.b.1** Proportion of government recurrent and capital spending to sectors that disproportionately benefit women, the poor and vulnerable groups	Tier III
2.3 By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment	**2.3.2** Average income of small-scale food producers, by sex and indigenous status	Tier II
3.1 By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births	**3.1.1** Maternal mortality ratio	Tier I
3.1 By 2030, reduce the global maternal mortality ratio to less than 70 per 100,000 live births	**3.1.2** Proportion of births attended by skilled health personnel	Tier I
3.3 By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases	**3.3.1** Number of new HIV infections per 1,000 uninfected population, by sex, age and key populations	Tier I
3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes	**3.7.1** Proportion of women of reproductive age (aged 15-49 years) who have their need for family planning satisfied with modern methods	Tier I
3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes	**3.7.2** Adolescent birth rate (aged 10-14 years; aged 15-19 years) per 1,000 women in that age group	Tier I

(cont.)

Goals and targets (from the 2030 Agenda)	Indicators	Tier Classification (by IAEG-SDG Members, as of May 2019)
3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all	**3.8.1** Coverage of essential health services (defined as the average coverage of essential services based on tracer interventions that include reproductive, maternal, newborn and child health, infectious diseases, non-communicable diseases and service capacity and access, among the general and the most disadvantaged population)	Tier I
4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes	**4.1.1** Proportion of children and young people: (a) in grades 2/3; (b) at the end of primary; and (c) at the end of lower secondary achieving at least a minimum proficiency level in (i) reading and (ii) mathematics, by sex	Tier II
4.2 By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education	**4.2.1** Proportion of children under 5 years of age who are developmentally on track in health, learning and psychosocial well-being, by sex	Tier II/III
4.2 By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education	**4.2.2** Participation rate in organized learning (one year before the official primary entry age), by sex	Tier I
4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	**4.3.1** Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex	Tier II
4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations	**4.5.1** Parity indices (female/male, rural/urban, bottom/top wealth quintile and others such as disability status, indigenous peoples and conflict-affected, as data become available) for all education indicators on this list that can be disaggregated	Tier I/II/III depending on indice
4.6 By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy	**4.6.1** Percentage of population in a given age group achieving at least a fixed level of proficiency in functional (a) literacy and (b) numeracy skills, by sex	Tier II
4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development	**4.7.1** Extent to which (i) global citizenship education and (ii) education for sustainable development, including gender equality and human rights, are mainstreamed at all levels in: (a) national education policies, (b) curricula, (c) teacher education and (d) student assessment	Tier III
4.a Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all	**4.a.1** Proportion of schools with access to: (a) electricity; (b) the Internet for pedagogical purposes; (c) computers for pedagogical purposes; (d) adapted infrastructure and materials for students with disabilities; (e) basic drinking water; (f) single-sex basic sanitation facilities; and (g) basic handwashing facilities (as per the WASH indicator definitions)	Tier II
5.1 End all forms of discrimination against all women and girls everywhere	**5.1.1** Whether or not legal frameworks are in place to promote, enforce and monitor equality and nondiscrimination on the basis of sex	Tier II
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	**5.2.1** Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age	Tier II
5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	**5.2.2** Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence	Tier II

(cont.)

Goals and targets (from the 2030 Agenda)	Indicators	Tier Classification (by IAEG-SDG Members, as of May 2019)
5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation	**5.3.1** Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18	Tier I
5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation	**5.3.2** Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/cutting, by age	Tier I
5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	**5.4.1** Proportion of time spent on unpaid domestic and care work, by sex, age and location	Tier II
5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	**5.5.1** Proportion of seats held by women in national parliaments and local governments	Tier I (a)/ Tier II (b)
5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	**5.5.2** Proportion of women in managerial positions	Tier I
5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences	**5.6.1** Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care	Tier II
5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences	**5.6.2** Number of countries with laws and regulations that guarantee women aged 15-49 years access to sexual and reproductive health care, information and education	Tier II
5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws	**5.a.1** (a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure	Tier II
5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws	**5.a.2** Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control	Tier II
5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women	**5.b.1** Proportion of individuals who own a mobile telephone, by sex	Tier II
5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	**5.c.1** Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment	Tier II
8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services	**8.3.1** Proportion of informal employment in nonagriculture employment, by sex	Tier II
8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	**8.5.1** Average hourly earnings of female and male employees, by occupation, age and persons with disabilities	Tier II

(cont.)

Goals and targets (from the 2030 Agenda)	Indicators	Tier Classification (by IAEG-SDG Members, as of May 2019)
8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	**8.5.2** Unemployment rate, by sex, age and persons with disabilities	Tier I
8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	**8.7.1** Proportion and number of children aged 517 years engaged in child labour, by sex and age	Tier II
8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	**8.8.1** Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status	Tier II
8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	**8.8.2** Increase in national compliance of labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status	Tier II
8.9 By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products	**8.9.2** Number of jobs in tourism industries as a proportion of total jobs and growth rate of jobs, by sex	Tier III
10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	**10.2.1** Proportion of people living below 50 per cent of median income, by age, sex and persons with disabilities	Tier II
11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons	**11.2.1** Proportion of population that has convenient access to public transport, by sex, age and persons with disabilities	Tier II
11.7 By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities	**11.7.1** Average share of the built-up area of cities that is open space for public use for all, by sex, age and persons with disabilities	Tier II
11.7 By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities	**11.7.2** Proportion of persons victim of physical or sexual harassment, by sex, age, disability status and place of occurrence, in the previous 12 months	Tier III
13.b Promote mechanisms for raising capacity for effective climate change-related planning and management in least developed countries and small island developing States, including focusing on women, youth and local and marginalized communities	**13.b.1** Number of least developed countries and small island developing States that are receiving specialized support, and amount of support, including finance, technology and capacity-building, for mechanisms for raising capacities for effective climate change-related planning and management, including focusing on women, youth and local and marginalized communities	Tier III
16.1 Significantly reduce all forms of violence and related death rates everywhere	**16.1.1** Number of victims of intentional homicide per 100,000 population, by sex and age	Tier I
16.1 Significantly reduce all forms of violence and related death rates everywhere	**16.1.2** Conflict-related deaths per 100,000 population, by sex, age and cause	Tier II
16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children	**16.2.2** Number of victims of human trafficking per 100,000 population, by sex, age and form of exploitation	Tier II
16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children	**16.2.3** Proportion of young women and men aged 1829 years who experienced sexual violence by age 18	Tier II
16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	**16.7.1** Proportions of positions (by sex, age, persons with disabilities and population groups) in public institutions (national and local legislatures, public service, and judiciary) compared to national distributions	Tier II

(cont.)

Goals and targets (from the 2030 Agenda)	Indicators	Tier Classification (by IAEG-SDG Members, as of May 2019)
16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	**16.7.2** Proportion of population who believe decision-making is inclusive and responsive, by sex, age, disability and population group	Tier II
17.8 Fully operationalize the technology bank and science, technology and innovation capacity-building mechanism for least developed countries by 2017 and enhance the use of enabling technology, in particular information and communications technology	**17.8.1** Proportion of individuals using the Internet	Tier I

Annex 4. Description of CD4.0 elements

This subsection describes the most granular elements of the CD4.0 framework (capabilities) by target and level from the perspective of gender statistics production and use.

4.1. Individual level

The individual level refers to a single person working at or with the NSS. The targets and concerns at this level, contained in the Questionnaire, are as follows:

Target 1. Resources - Professional background including educational background and graduate field of specialisation; skills related to, experience working in and familiarity with a field of knowledge that is fundamental for a statistical organisation and which are gained through actual practice in such a field.

Target 2. Skills and knowledge - Technical skills that allow the individual to carry out assignments related to gender statistics in a proactive way; work know-how and understanding of concepts and processes gained through experience in dealing with gender statistics; problem solving and creative thinking that support defining, approaching, and analysing a problem in a technically correct manner and from a fresh perspective to devise new ways for carrying out a gender statistics related tasks, meeting challenges and solving problems.

Target 3. Management - time management and prioritisation, i.e. the efficiency with which an individual organises his or her time and prioritises tasks and activities leadership, i.e. the ability of a manager to provide direction to others by establishing a clear vision and knowledge and methods for realising this vision.

Target 4. Politics and power - Teamwork and collaboration, i.e. the ability to work co-operatively and efficiently with others with interdependent goals and common values and norms to foster a collaborative environment, while also rising above any personal conflicts; communication and negotiation skills, i.e. the ability to effectively and efficiently convey information to others, with negotiation being a particular communicative situation where two or more individuals (each with his/her own aims, needs and viewpoints) seek to discover a common ground and reach an agreement; strategic networking, i.e. the ability to build and maintain mutually trusting relationships within and outside the statistical organisation with people who are important actors in achieving strategic-related goals, in order to develop partnerships with other institutions of the NSS.

Target 5. Incentives – with regards to career expectations in public institutions (e.g. the expectations surrounding development and advancement opportunities within the specific statistical institution or beyond); with regard to income (e.g. the financial rewards for work including wages, salaries, bonuses, merit awards and other incentive payments as well as pensions or superannuation) and the closely-related area of social status (e.g. a relative rank of an individual in a hierarchy of prestige and the reputation or esteem associated with a position

in society); with regard to work ethic and self-motivation, where work ethic refers to the set of values that guide an individual's attitude to work (e.g. honesty, diligence, reliability) and self-motivation means finding reasons and strength to complete a task without external influence.

4.2. Organisation level

The organisational level refers to the structure that co-ordinates statistical activities. The elements of the assessment to identify gender statistics gaps at this level are as follows:

Target 1. Resources - Human resources engaged in the production of gender statistics, budget for regular and extraordinary activities relating to gender statistics, and infrastructure needed to support the functioning of the organisation (e.g. office spaces, facilities, vehicles, information technology devices and virtual resources such as software, hardware and virtual data storage).

Target 2. Skills and knowledge - Statistical production processes including the production and dissemination of gender statistics outputs and quality assurance of gender-related information; innovation relating to the ability to become more efficient by developing new statistical products, methodology or process or modernising the existing ones. Innovation can also refer to the improvement of organisational methods, new relationship with stakeholders, and so on; finally communication understood as the NSS actors' ability to convey official gender statistics in a technically correct and meaningful that is also persuasive for external stakeholders.

Target 3. Management - Strategic planning, monitoring and evaluation of the vision and specific objectives of an organisation regarding gender statistics; organisational design that distributes roles and responsibilities related to gender activities; organisational design understood as the distribution of responsibilities between positions and units, as well as the technological resources needed by them, in order to run statistical production processes efficiently; human resources management by which an organisation obtains appropriate staff in terms of numbers as well as educational and skills mix; change management which is an approach for creating an environment that supports change in order to deal with a rapidly evolving environment; and fundraising strategy to secure funding for the statistical activities of an organisation.

Target 4. Politics and power - Transparency, observable through the steps that an organisation takes to inform citizens in a comprehensible, accessible and timely manner about (i) its activities related to gender statistics, policies, accounts and the regulations and procedures that it follows and (ii) the evolution of key gender indicators; workplace politics in the entity producing gender statistics, which are made of strategic activities, attitudes or behaviours of staff members in the workplace that aim at gaining or keeping power and serving self-interest.

Target 5. Incentives - Organisational culture, i.e. a system of shared values, norms of conduct, underlying beliefs and expectations that governs the behaviour of employees within an organisation; reputation is the external

perception of an organisation's ability to produce quality and timely statistics and to function according to the legal and ethical standards applicable to the public administration, and is linked to communication, since it is through regular contacts with the media and the public and proper branding that organisations of an NSS maintain and enhance their reputations; compensation and benefits, which are the rewards granted to employees in return for their labour and to motivate them to deliver their tasks.

4.3. Systemic level

The systemic level refers to the network of individuals, institutions, organisations and stakeholders involved in activities, mechanisms and/or actions related to statistics at the regional, national and international levels. The elements covered in a systemic-level focus of the assessment to identify gender statistics gaps are as follows:

Target 1. Resources - The legislation, principles and institutional setting that guide the compilation, production and dissemination of gender statistics; the funds infrastructure that provides sources of funding for the execution of statistical activities and all associated dealings, plans and/or strategies to develop the statistical capacity of the NSS in terms of gender statistics; existing data understood as the collection of information that the NSS acquired, such as raw data (e.g. administrative records, microdata), officially produced gender statistics and manuals.

Target 2. Skills and knowledge - Data literacy, e.g. the role of data in public debate, efforts by the NSS towards the promotion of data, and the extent to which society in general is able to engage critically with data (including gender data education, visualisation, modelling and participation in public debate); knowledge sharing on gender statistics and/or passing of best practices and lessons learned to others including individuals and organisations.

Target 3. Management - NSS co-ordination mechanisms to govern the gender unit of the NSS; data ecosystem co-ordination such as through partnerships with different stakeholders involved in gender data production; advocacy strategy when promoting the use of gender statistics and supporting gender statistics development;

Target 4. Politics and power - Frequency, modality and content of the relationship between producers that show the strength of ties and willingness to co-operate for gender statistics; relationship with users, i.e. interactions between users of official gender statistics and the NSS; relationship with political authorities which define the professional independence of the NSS and its gender unit; accountability of the NSS in terms of guaranteeing the satisfaction of users and ensuring gender statistics adhere to scientific standards.

Target 5. Incentives - Stakeholders interest in official gender statistics and the functioning of the NSS; political support and/or endorsement of gender statistics by political authorities; use of gender statistics information in public debate and planning and evaluation policies; legitimacy which refer to the perceptions or beliefs of civil society regarding the prestige and authority of the NSS and the gender statistics it produces.

Annex 5. Methodological Note on the selection of countries for project implementation

5.1. Context and rationale

This document outlines the methodology used to select countries that will be involved in the gender statistics project that PARIS21 has agreed to carry out in the framework of the UN Women "Making Every Woman and Girl Count" (Women Count) initiative. PARIS21's project intends to strengthen statistical systems to produce gender statistics aligned with national priorities and the Agenda 2030 on Sustainable Development. Activity 1 of the project aims specifically at improving coordination and planning, supporting nine countries to assess gender statistics gaps and to mainstream gender in their National Strategy for the Development of Statistics (NSDS).

PARIS21 developed a process to prioritize countries for the implementation of the mentioned activities. The rationale behind country prioritization is to select countries where it will be feasible to mainstream gender in the NSDS process based on a set of different considerations, while guaranteeing geographical representation and some diversity in terms of statistical capacity of countries involved. The Women Count pathfinder countries are prioritized if possible.

The prioritization exercise based on the methodology outlined hereafter was conducted for the first time in October 2018 and the results are shown in section 4. In order to ensure feasibility and internal/external coordination, while considering that especially country conditions but also potential synergies can change rapidly, PARIS21 will run this prioritization tool again in 2019 and possibly at the beginning of 2020 when planning yearly activities, collaboratively discussing prioritized countries with UN Women.

5.2. Eligibility criteria

The pool of countries that PARIS21 considered for project implementation consists of all the countries where UN Women has a Country Office (CO), Multi-Country office (MCO), Regional Office (RO), or at least a presence through programmes as of fall 2018.

5.3. Methodology

The criteria that are used to establish priority levels among countries are listed in the following table next to their correspondent sources:

Table 1. **Criteria for country selection**

Variable	Source
NSDS status	PARIS21 NSDS status report
Potential for synergy with PARIS21 activities (SDMX, visualization, leadership)	Internal PARIS21 records
National Statistical Office (NSO) responsiveness and other qualitative information on the National Statistical System (NSS)	In-country visits and key informants
Other development partners active in gender statistics/statistical development	Key informants (PARIS21 and external); PRESS data
Geographical representation, geographical classification (SIDS, Landlocked, LDC)	
Pathfinder country status	Women Count PWC report UN Women updates
Statistical Capacity Indicator	World Bank
Internal PARIS21 capacity score (Country prioritization tool)	PARIS21 records

The selection methodology is relying on an iterative prioritization, which begins with the most relevant criterion, the NSDS status.

The first prioritization step is based on the NSDS status variable. This variable indicates whether a country has never had a NSDS but plans to develop one, if it is currently designing a new NSDS or updating an existing one, and if it is planning to design a new NSDS in 2019-20. Countries whose NSDS status allows for entry points to mainstream gender in an upcoming NSDS development process are given higher priority, i.e. priority 1, while other countries are assigned priority 2. The source for this indicator is PARIS21 's latest NSD S status report.

The second prioritization step considers the possibility of creating synergies with other PARIS21 activities, in order to ensure good project monitoring and greater impact.

PARIS21 activities that may allow for synergies include ADAPT workshops, work on data visualization, SDMX training and any NSDS oriented activities carried out in the last two years or planned for 2019. Countries with potential for synergy with other PARIS21 activities are assigned priority 1 and other countries priority 2. The source for this variable are PARIS21 internal records.

At this point, it is possible to create a short list of countries based on priority levels established through the first two criteria. The short list will include only countries that show priority 1 in terms of NSDS status and countries with priority 1 and 2 in terms of potential for synergy with other PARIS21 activities.

The third step of prioritization further analyses the obtained short list of countries based on the combined consideration of the two following variables:

- qualitative information regarding NSO responsiveness collected by PARIS21 staff and consultants during in-country visits and informal conversations;
- synergies with other development partners active in the statistical development and gender statistics areas.

NSOs that have shown high levels of responsiveness or countries where there are marked possibilities for synergies with other development partners active in statistical development or gender statistics are given higher priority, i.e. priority 1, and the rest are given priority 2. This step allows for the modification of the level of priorities specified in the short list. For example, a country that has low priority because of lack of potential synergies with ongoing or planned PARIS21 activities may at this stage increase its priority level considering the potential for synergy and coordination with other development partners that are active in the area of gender statistics or statistical development.

The fourth step for prioritization is based on geographical representation and classification in the regions where PARIS21 works. Considering that a total of nine countries were specified for project implementation in the project agreement, these should be divided amongst the different regions to ensure representation of different regions and country grouping where PARIS21 works.

Considering the different levels of population in the various regions and country groupings, countries would be distributed in the six regions as follows:

Table 2. **Number of selected countries per region**

Region	Number of countries
Sub-Saharan Africa (incl. East and Southern Africa and West and Central Africa)	2
Middle East and North Africa (MENA)	1
Asia and Pacific (A-P) (excl. Middle East and Central Asia)	2
Europe and Central Asia (ECA)	1
Small Island Developing States (SIDS)	1
Latin America and the Caribbean (LAC)	2
Total	9

Considering that this PARIS21 project is part of the wider Women Count initiative and to maximize possibilities for coordination, pathfinder countries are given a premium after the fourth step of prioritization.

Pathfinder country status: pathfinder countries are given a premium. The source for pathfinder country status is the Women Count Pathfinder country report prepared by Price Water House Coopers and any update on Pathfinder countries shared by UN Women in bilateral meetings with PARIS21, Women Count Steering Committee meetings or through other communications.

When it is necessary to further prioritize countries within each region a fifth prioritization step takes place, based on the following criteria:

Statistical Capacity Indicator (SCI): a higher degree of variety in terms of statistical capacity is preferred. The SCI is a World Bank product. It is a composite of 25 individual indicators separated into three categories and measures a country's ability to collect, analyse, and disseminate high-quality data about its population and economy. This indicator can be retrieved online.

Internal PARIS21 capacity score (country prioritisation tool): PARIS21 priority countries are preferred. The PARIS21 prioritization tool is an internal tool used to select the countries in which to intervene based on a set of qualitative variables and one quantitative variable. The quantitative country score is based on some key areas of statistical development, while the qualitative variables include criteria like the alignment of a country request with its NSDS, the existence of plans for major intensive statistical operations (e.g., surveys, censuses) or the contribution to balance between PARIS21's work streams. It is archived in PARIS21 internal records.

Annex 6. National Assessment framework of Bangladesh (UN Women)

Box 1. Organizing Questions for the Assessment of Gender Statistics

Policy Environment

- What are the legal frameworks, policies and mechanisms that provide mandates for the production and use of gender statistics?
- To what extent have these legal frameworks, policies and mechanisms enabled the production of quality gender statistics and their use for evidence-based development policy formulation and monitoring?
- To what extent have data needs for monitoring national development plans and sectoral plans been systematically integrated in official data systems?
- To what extent have data needs for monitoring implementation of international agreements (CEDAW, BPfA, SDGs) been systematically integrated in official data systems?
- The SDGs monitoring framework recognizes the importance of the use of alternative data sources for producing the indicators. Are there enabling policies that promote this?
- What policies need to be better implemented? What new policies can be formulated?

Data production

- What are the initiatives that have been or are being undertaken to systematically map the data gaps relating to the production of gender statistics, especially for SDGs gender-specific targets monitoring?
- What are the main data sources for gender statistics and gender-related indicators and to what extent (quality considerations and gaps) do they provide data for gender-specific SDGs indicators and statistics needed for other reporting requirements?
- How efficient are the data production systems (censuses/surveys; administrative reporting systems; alternative data sources) in generating gender statistics? Do they speak to each other?
- What should be done to address gender data gaps? New data collections? Capacity building?

Data dissemination, access and use

- What are the gender statistics that regularly used? How accessible are these?
- What gender statistics are needed to be regularly available and accessible for use?

- How are gender data and statistics shared (communicated, disseminated, made accessible)? To what extent do these mechanisms respond to users' requirements?

- How are these gender data and statistics used by government and other stakeholders? What are the challenges? Success stories?

- What are the barriers to using gender statistics more effectively?

- What should be done to improve availability, accessibility and use of gender statistics?

Annex 7. Coverage of existing tools and framework focusing on the development of statistical capacity for better gender statistics

The following table presents the coverage of existing tools and framework with relation to the "capabilities" of the CD4.0.

Table A7.1.

Level of the CD4.0	Target of CD4.0	Capability of CD4.0	UNSD Global Review of Gender Statistics (2012)	ADB Gender Statistics Situational Analysis (2012)	UN ESCWA Development of National Gender Statistics Programmes (2017)	UN Women National Assessment framework (Bangladesh, 2018)	FAO Agri-Gender Statistics Toolkit (2016)	PARIS21 Framework for Assessing Gender Statistics (2019)
System	Resources	Legislation, principles and institutional setting	x	x	x	x		x
		Funds infrastructure		x	x			x
		Plans (NSDS, sectoral)	x	x		x		x
		Existing data	x	x	x	x	x	x
	Skills & knowledge	Data literacy			x			x
		Knowledge sharing			x		x	x
	Management	NSS co-ordination mechanisms	x	x			x	x
		Data ecosystem co-ordination		x	x	x		x
		Advocacy strategy						x
	Politics and power	Relationship between producers	x	x	x	x	x	x
		Relationship with users		x	x	x	x	x
		Relationship with political authorities	x		x			x
		Relationship with data providers	x	x	x	x	x	x
		Accountability						x
	Incentives	Stakeholders' interest						x
		Political support				x		x
		Legitimacy						x
Organisation	Resources	Human resources (HR)		x	x			x
		Budget	x		x			x
		Infrastructure						x
	Skills & knowledge	Statistical production processes	x	x	x	x		x
		Quality assurance and codes of conduct					x	x
		Innovation		x	x			x
		Communication		x	x	x	x	x
	Management	Strategic planning, monitoring and evaluation			x			x
		Organisational design	x	x	x			x
		HR management					x	x
		Change management						x
		Fundraising strategies						x
	Politics & power	Transparency			x	x		x
		Workplace politics			x			x
	Incentives	Compensation and benefits						x
		Organisational culture						x
		Reputation						x
Individual	Resources	Professional background			x			x
	Skills & knowledge	Technical skills			x			x
		Work know-how						x
		Problem solving and creative thinking						x
	Management	Time management and prioritisation						x
		Leadership						x
	Politics and power	Teamwork and collaboration						x
		Communication and negotiation skills						x
		Strategic networking						x
	Incentives	Career expectations						x
		Income and social status						x
		Work ethic and self-motivation						x

Annex 8. Members of the Expert Review Group

The Group of Experts to review the Framework was composed as follows. We thank their support and guidance during the development of this document.

Ms. Shaida Badiee
Managing Director, Open Data Watch

Ms. Carlotta Balestra
Policy Analyst, Statistics and Data Directorate, OECD

Ms. Kathleen Beegle
Lead Economist, World Bank

Ms. Eleanor Carey
Technical Manager, Data2X

Mr. James E. Chiria
Statistician, the Royal Statistical Society

Ms. Sara Duerto Valero
Statistics Specialist, Women Count team, UN Women Regional Office for Asia and the Pacific

Ms. Jessamyn Encarnacion
Statistics Specialist, Women Count team, UN Women

Ms. Paulina Grobet
Coordinator, Global Center of Excellence on Gender Statistics

Ms. Neda Jafar
Head of Statistical Policies and Coordination Unit, UN ESCWA

Ms. Imelda Atai M. Musana
Deputy Executive Director- Statistical Production & Development, Uganda Bureau of Statistics

Ms. Ala Negruta
Statistics Specialist, Women Count team, UN Women Regional Office for Europe and Central Asia

Ms. Marjut Pietilainen
Senior Researcher, Statistics Finland

Mr. Papa Seck
Chief Statistician, Women Count team, UN Women

Ms. Sharita Serrao
Statistician, Statistics Division, UN ESCAP

Ms. Claudia Tejos Candia in collaboration with Ms. Mabel Ximena Araja Rojas
Socio-economic Analyst, INE Chile *Socio-economic Analyst, INE Chile*

Ms. Fiona Willis-Nunez
Statistician, Social and Demographic Statistics section, UNECE

The document was prepared by the Secretariat of the Partnership in Statistics for Development in the 21st Century (PARIS21). Since its establishment in 1999, PARIS21 has successfully developed a worldwide network of statisticians, policy makers, analysts, and development practitioners committed to evidence-based decision making. With the main objective to strengthen the use, production and communication of gender statistics in low and middle income countries, PARIS21 cooperates with UN Women in supporting countries statistical capacity development, encouraging data-planning and advocating for the integration of reliable gender statistics in decision making.

Download the report https://paris21.org/node/3286

Contact the PARIS21 Secretariat at contact@paris21.org
Visit www.PARIS21.org

PARIS21

www.PARIS21.org
@contactPARIS21