



**Economic Commission for Africa
United Nations Statistical Division**

**National Training workshop to Improve Use of Existing Data for
Monitoring Gender Equality and Women's Empowerment in Africa**

**Kampala, Uganda
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SESSION ONE

1.1 Introduction and Background

It is repeatedly noted that no country can achieve sustainable and comprehensive development in all spheres of life without gender equality and empowering of women and girls. To achieve the goal of gender equality and empowerment of women requires reliable and timely data and indicators on women.

It is noted that using the existing data to monitor gender equality and women's empowerment in Africa is not new. However, due to lack of interest and resources in gender issues, the continent is lagging behind other regions, making it urgent to mainstream and integrate gender issues and concerns with the appropriate data and statistics. There are challenges and gaps in using existing data and statistics to formulate policies, programmes, assessing the outcomes of development in terms of gender issues.

The inability in terms of capacity, technical and financial resources in African countries has compelled the United Nations Economic Commission for Africa (UNECA) to facilitate technical assistance and deploy the necessary guidelines and tools to strengthen gender mainstreaming and integration for effective and efficient monitoring of the Sustainable Development Goals (SDGs). To strengthen the capacities of countries to generate gender sensitive statistics and indicators to plan and implement gender based programmes and policies, the UNECA organized a three-day workshop in Uganda from 2nd to 4th October 2017 for about 40 stakeholders on gender issues from Uganda.

1.2 Objective of the Workshop

The main objective of this national training workshop was stated as “To strengthen capacity of statistical offices in communicating their statistics, in particular for selected Tier I indicators (SDG 3, 4, 5, 8), to different user groups and to improve gender statistics literacy of data users”. The workshop was also meant to expose participants to the fundamentals of producer-user dialogue in gender statistics production, provide participants with the basis for mainstreaming gender concerns into various aspects of their work.

1.3 Attendance

The workshop was attended by forty (40) participants from Uganda. These participants were categorized into three broad groups: (1) Producers (2) Users of statistics and (3) Research and gender activists. Participants represented multidisciplinary teams including statisticians, economist, sociologist, geographers, criminologist, demographers, policy analysts, lecturers, environmentalists and gender experts from different countries in Africa. They were basically from government departments, civil society organizations and the academia who are engaged in some aspects of data development and management on gender issues.

1.4 Proceeding of the Workshop

Topics presented at the training workshop were many and varied. Session one dealt with the background information about the training workshop, while Session two dwelled on the Sustainable Development Goals and African Union Agenda 2063. Session three was devoted to integrating gender perspectives into official statistics for better monitoring and use of SDG 3 tier one indicators. Session four examined the statistical literacy among producers and users of gender statistics.

For practical perspective of gender mainstreaming and integration of gender statistics into national development, the UNECA presented sub-sessions on an online toolkit on gender statistics.

1.5 Opening Ceremony

The opening ceremony was performed by a senior Director of the Uganda Bureau of Statistics (UBOS) and was followed by the representative of the United Nations Statistics Division (UNSD) and the Economic Commission for Africa (ECA).

1.5.1 Opening speeches

The workshop was officially opened by Mr. James Mwonge, the Deputy Director of the Uganda Bureau of Statistics (UBOS). He warmly welcomed the organizers, and particularly thanked UNECA for making the event possible. He also welcomed participants to Uganda with assurance that they were safe and would enjoy the country's great hospitality. He urged participants to take the workshop seriously because Uganda's development hinges on the extent at which gender issues could be mainstreamed into all aspects of development. He further urged participants to take gender statistics and indicators into consideration when designing programmes and projects at the initial stages to accommodate and mainstream gender issues and concerns into all aspects of development.

The representative from the UNECA, Mrs. Fatouma Sissoko, also welcomed participants and said that the UNECA takes gender issues seriously in the context of gender statistics and indicators. It is the basis of this that the UNECA decided to organize such workshop to strengthen the capacity of member countries to generate and disseminate gender statistics and indicators, especially for SDG tier one on gender issues. Thus, according to Mrs Sissoko, at the end of the workshop, participants are expected to use the knowledge and skills acquired to improve data availability, presentation, analysis and dissemination of gender oriented statistics and indicators to facilitate national development.

She stated that participants were also expected to learn how to organize producer-user dialogue in producing such statistics and indicators. She reiterated the importance of high quality and timely gender statistics and indicators to inform policy decisions on gender issues and concerns. She said that the ECA has unyielding desire to strengthen capacity of statistical offices in producing and dissemination gender statistics, in particular for selected Tier I indicators (SDG 3, 4, 5, 8), to different user groups and to improve gender statistics literacy of data users. Mrs. Sissoko thanked the Uganda Bureau of Statistics (UBOS) for supporting the UNECA to make the workshop a reality.

1.5.2 Introduction and use ice-breaker exercise

The workshop started with ice-breaking session to highlight areas of focus of the meeting, energizers to encourage interpersonal communications. Ice-breaking session captured the attention of participants to answer the question "Why should I listen to anyone here? First, participants were asked to share their experiences with gender issues and mainstreaming.

To achieve the objectives of the workshop in more effective and at interpersonal level, participants introduced themselves and got to know each other through fun play. The fun play was that participants were asked to name themselves with their favourite vegetables or fruits.

Participants reacted differently to suggestions about taking gender on board in their programme of work. After the funfair, the feedback received from participants indicated that there were elements of openness, enthusiasm, and team building.

1.5.3 Gender issues in global, regional and national contexts

Engendering statistics at the global, regional and national levels was the theme of this session. The session discussed a wide range of initiatives and activities that had been undertaken at the country, regional and global levels regarding mainstreaming, development and application of gender statistics and indicators.

Some of these gender based policy and capacity building include United Nations Workshop on Integrating a Gender Perspective into Statistics, 4–7 December 2012 Kampala, Uganda, African Group on Gender Statistics (AGGES) Cape Town, South Africa; 18–23 January 2012, Gender and Tax in Africa Workshop, Accra, 9-11 November 2016 (International Centre for Tax Development, Regional Training Workshop to Improve Use of Existing Data for Monitoring Gender Equality and Women’s Empowerment in Africa- 26-28 September 2011, Kampala, Uganda.

Engendering statistics at the national level of member countries has centered on national workshops and reports, national publications on women and men, gender focal points, national gender statistics programmes, mainstreaming gender into national development agenda. In Uganda, a number of programmes were mentioned such as “Development of National Gender Statistics Programme in Uganda.

1.5.4 Group discussions: emerging national gender issues:

- Developing and promoting methodological guidelines to produce and disseminate gender statistics is one of the emerging areas of gender issues;
- Women have unequal access to productive and economic resources leading to gender discrimination in access to and control over productive resources and social services exacerbates women’s vulnerability to poverty;
- Educational attainment: while female enrolment is improving at an accelerated pace at the primary and secondary level, it is falling behind males at the tertiary levels;
- Low political empowerment, low representation of women in the Legislature such as National Parliament and also at the local government level;
- Institutional framework and arrangement to mainstream gender issues is either undefined or slow;
- Implementation of gender responsive budgeting is not given the necessary attention.
- Enacting and implementing effective laws to promote women welfare has not been given the required resources and attention;
- Mainstreaming justice and law enforcing institutions and agents with gender issues are weak;

- Monitoring and accountability of the SDGs, especially Goal 5, has been weak because of the inadequate baseline and sex-disaggregated data and;
- Severe climatic and environmental changes, especially drought, infestation and deforestation.

1.6 Producer-User Dialogue in Gender Statistics Production

The session highlighted the outcome of Beijing Platform for Action-1995, which urged various Governments to ensure that: producers and users of statistics in each country regularly review the adequacy of official statistical system and its coverage of gender issues, and prepare a plan for needed improvements, where necessary (The Beijing Platform for Action-1995)¹.

The session also examined the practical issues and outcome of producer-user dialogue in gender statistics production. Overall, engendering gender statistics through dialogue creates ownership and data integrity. Again, emphasis was placed on the fact that effective dialogue is critical because it helps build trust, drive action, and create a collective sense of ownership over generating and disseminating gender statistics and indicators.

A number of producers of gender statistics were identified in the national statistical system, including public institutions such as Civil Society Organizations (CSOs), UBOS, researchers, academia, private sector, gender and women advocates, Non Governmental Organizations (NGOs), media, development partners, donors and international agencies.

1.7 Ministries/Agencies presentations: Experiences and challenges in producer-user dialogue

Part A. Benefits of producer-user dialogue:

- ALL parties are adequately rewarded because the purpose, objectives and outputs of the statistical project are clarified;
- Gender integration into statistics through gender mainstreaming is assured;
- Increases the availability, accessibility and utilization of the data produced (often generate at great cost);
- Enhanced statistical literacy - better and more effective use of statistics;
- Users' knowledge about constraints of the national statistical system increased;
- More advocates and greater support for gender issues and concerns, as well as the national statistical system;
- Expand sources of technical inputs;
- Improve government and private sector support for gender statistics and;
- Strengthens resources mobilization and gender responsive budgets at all levels.

Part B. Challenges of in producer-user dialogue:

- Managing and reconciling a wide range of producers and users with competing demand, needs, interest and expectations;

¹ The United Nations Fourth World Conference on Women, Beijing, China - September 1995
Action for Equality, Development and Peace Platform for action

- Responding to the varying levels of understanding in technical issues and gender awareness;
- Managing a wide range of knowledge, skills and competencies in gender issues among stakeholders at the meeting;
- Differentials in skills and competencies in statistical literacy among stakeholders at the meeting (e.g. discussing metrics or regression about research at a meeting with different background of producers and users);
- Conflict in local needs, goals, and interest between Government and DPs/Donors goals conflict with local needs and;
- Sources of funding. Are stakeholders prepared to pay for the cost of production, and dissemination of the data collection can lengthen the time lines of programme.

Part C. Solutions to enhance producer-user dialogue:

- Recognise and appreciate the contribution that users and other stakeholders can bring to discussions of priorities and areas for improvement, from decisions about what data to collect to what formats they are disseminated;
- Allow relationships to be formed between users and producers, recognising their interdependency;
- Include feedback loops that provide information about the outcomes of producer-user engagement activities;
- The existence of technical working groups is reasonable but it needs to be extended to lower levels within the Ministries, Departments and Agencies (MDAs). This will help rapidly engender statistics and;
- The role by the Gender Ministry in determining and setting priorities is well placed but needs the incorporation of other relevant government agencies, e.g. Ministry of Justice, Human Rights Commission and the Labour Ministry. This will in time give the fight for engendering statistics a legal backing and hence compelling.

1.8 General Statistics Toolkit Modules 1 and 2

Mrs. Fatouma Sissoko explained the gender statistics toolkit contained in Module 1 and 2. She oriented participants to the best practices and issues in planning, gathering and sharing unbiased gender statistics for informed decision making, policy and programme formulation and monitoring. Key gender terms such as gender equality, gender equity, gender gap, gender parity and the minimum set of gender indicators were discussed in the context of their importance in gender mainstreaming.

In part two of the Module, she explained how to identify gender issues, describe the steps to initiate and produce, analyze and disseminate studies or survey to gender statistics. The importance of a producer-user dialogue and how to conduct a gender-sensitive needs analysis were highlighted. The toolkit is used to explain how to identify gaps in existing sources of data and how to communicate the need for new data collection.

1.9 The conclusions are summary under the following discussion points

- Low political empowerment, low representation of women in the Legislature such as National Parliament and also at the local government level;
- Mainstreaming justice and law enforcing institutions and agents with gender issues are weak;
- Monitoring and accountability of the SDGs, especially Goal 5, has been weak because of the inadequate baseline and sex-disaggregated data;
- Severe climatic and environmental changes, especially drought, infestation and deforestation;
- ALL parties are adequately rewarded because the purpose, objectives and outputs of the statistical project are clarified;
- Gender integration into statistics through gender mainstreaming is assured because it increases the availability, accessibility and utilization of the data produced (often generate at great cost);
- Managing and reconciling a wide range of producers and users with competing demand, needs, interest and expectations and;
- Recognise and appreciate the contribution that users and other stakeholders can bring to discussions of priorities and areas for improvement, from decisions about what data to collect to what formats they are disseminated.

SESSION TWO

Production and Use of Gender Statistics

2.1 Gender Statistics Production Process - An Overview

The session alluded to the fact that gender statistics was the realistic basis for all stages of policy making: planning, budgeting, implementation, monitoring, reporting and evaluation by shedding light on priority gender issues and gender gaps, setting targets and benchmarks and tracking progress. The session indicated that the Beijing Platform for Action calls on national, regional and international statistical institutions to: ensure that statistics related to individuals are collected, compiled, analysed and presented by sex and age, and reflect problems, issues and questions related to women and men in the society.

Unfortunately, it came to light that after 20 years, gender issues are defined without regard to gender differences, little or no interest and obligation to produce data and statistics that reflect variations with respect to gender and analysis, presentation and dissemination of data by sex is not necessarily as a response to data needs, but possibly by coincidence.

2.2 Gender statistics Toolkit Modules 3 A

This session presented Module 3 A: Producing gender statistics. The facilitator, Mrs. Fatouma Sissoko, took participants through the module with emphasis on how gender statistics can inform national policy and legislation and defined key gender terms and the minimum set of gender indicators. She took participants through how to engender existing data sources. She explained the procedure on how to use the module to initiate and implement data collection using population and housing census, agriculture census and other types of surveys.

2.3 Generating Gender Issue - Oriented Statistics and Indicators

The session presented gender statistics and indicators as sources of quantitative information produced to facilitate understanding of the state of gender equality and empowerment of women. It was stated that the overall progress being made in women is to ensure that women have equal access to resources and opportunities to achieve their career goals.

Some of the key strategies used to generate and disseminate gender statistics include; producer-user dialogue and consultation, review of on-going gender policies, programmes and projects, conduct gender needs assessments at all levels, periodic review of international agreements and protocols on gender issues, development of data collection instrument, and dissemination plans and strategies.

The session agreed that there have been improvements in collection, analysis and dissemination of data and statistics in the African continent. Unfortunately, the availability of gender statistics and indicators remain the least priority in data management and development. Thus, systems which have been put in place to measure, monitor, evaluate and report on progress being made on gender equality and empowering of women in the continent are gender blind.

This session highlighted that gender indicators are designed to measure women's empowerment and progress towards gender equality between women and men, including women's and men's status, gender roles and relations in social, economic, cultural and

political life. It was observed that gender equality or inequality can be measured directly or indirectly. Since equality and inequality are multi-dimensional phenomena, composite indicators are required to measure equality/inequality directly.

2.4 Group Exercise

Participants were divided into four groups and were tasked to identify gender issues with indicators on SDG 3, 4, 5, and 8.

After the group work, the following presentations were made on the selected gender issues with indicators

- Group 1-SDG 3: Good health and well being- health and nutrition of children, maternal health, mortality and causes of death, HIV/AIDS, pregnant women receiving prenatal care, state of health facilities. It was said that differentials in women's and men's health are due to biological, social, cultural and economic factors, availability and access to Gender statistics on health;
- Group 2-SDG 4: Quality education- educational participation, schooling environment, outcome of formal education, non-formal adult education and training, scientific and technological knowledge, issues of gender and data integration, conceptual and measurement issues on education, parent's educational levels, reasons why children are not attending school or dropping out of school, poverty and employment of parents and guidance, and poor data sources and availability;
- Group 3-SDG 5: Gender equality and empowerment of women and girls- gender violence, Female Genital Mutilation (FGM), human trafficking, child and forced labour, prostitution, forced marriage, poor health care delivery, gender-based discrimination, lack of participation in political decision-making;
- Lack of evidence in the form of data on gender issues, sexual harassment, no rehabilitation centers for victims of gender violence, lack of appropriate laws, weak reinforcement of victims of crime, property ownership, outmoded cultures, norms and values and;
- Group 4-SDG 8: Decent work and economic growth- employment conditions and access to productive resources in agriculture, reconciliation of work, family life and child care. It was observed that women and men have different employment conditions and different opportunities for career advancement, women jobs are unregulated and unprotected.

2.5 Presentation on Modules 3B of the ECA online toolkit on gender statistics

This Module outlined a series of procedures on how to conduct a gender sensitive survey. Mrs. Fatouma Sissoko of ECA made a case of conducting a time-use survey to produce and disseminate gender statistics by using an imaginary country called Equitania. The presentation started by defining objectives of the time-used survey and the expected outputs. To come out with any meaningful objectives of the survey and concrete outputs, a producer and user dialogue of data was considered very important.

The idea is to make an extensive consultation between producers and users of survey to identify their concerns, expectations and needs. In such a producer and user consultation, representatives of interest groups such as National Statistical Organization (NSO), gender

specialists, politician, journalists, civil society groups, academia & researchers, gender focal point officers, policy makers, women groups.

2.6 The conclusions are summarized under the following discussion points

- Member countries should give much attention to policies and programmes that will help in the attainment of Goal 5 of the SDGs.
- Incorporate production and dissemination of gender statistics at all stages of gender issues: policy making: planning, budgeting, implementation, monitoring and reporting.
- This session highlighted that gender indicators are designed to measure women's empowerment and progress towards gender equality between women and men.
- The ECA online toolkit on gender statistics is an important tool for mainstreaming and integrating gender statistics into national development agenda and processes.
- Consultation between producers and users of survey to identify user concerns, expectations and needs are important in producing and disseminating gender statistics.

SESSION THREE

Gender-Responsiveness of the National Statistical System

3.1 Conducting Gender Statistics Assessment

The focus of the session was getting to know the extent at which African countries, using Uganda as a case study had been conducting gender statistics assessment to know the status of gender statistics in countries. It focused on the systematic collection, review and use of information and statistics about gender issues undertaken for the purpose of improving equality, access to resources and opportunities for women, girls and men for national development.

The ultimate goal of the session was to know how gender statistics assessment had improved the effects of gender issues on gender development through the utilization of statistics as a tool. A link to this goal is to use gender statistical assessment to examine and enhance institutional effectiveness of gender development in terms of gender equality, access to resources and opportunities to all, both women and men with the intentions of advancing the reputation and image of women through the quality of its programs.

The session highlighted on the primary aim of Gender Statistics Assessment (GSA) as the continuous improvement of lives of women and men, especially for women in the areas of gender equality, parity, opportunities and access to all resources of the country. Gender Statistical Assessment is to be embedded as part of the normal order of duties of central statistical offices such as UBOS and other data producers. Participants were told that Gender Statistical Assessment is a cyclic process and ongoing programme activities of public institutions such as UBOS, Gender Ministry, Health, Education, Agriculture, Sports, Tourism, etc.

3.2 Group work, presentations and discussions

3.2.1 Tasks of the four groups

Group 1: Assessment of Institutional and Organizational Frameworks

Group 2: Assessment of the production, presentation and dissemination gender statistics

Group 3: Products and uses of gender statistics

Group 4: Assessment of Stakeholder Engagement Review of user-producer practices.

3.2.2 The groups made the following presentations

Group 1: Assessment of Institutional and organizational Frameworks.

The concluding points of the group's presentation are:

- Policies, strategy, plan or programme for the development of statistics.
- How is the production of gender statistics addressed?
- The institutional mechanisms in the form of collaboration and coordination, producer-user dialogue, advisory or technical committees for the production and dissemination of gender.

- Laws and regulations governing the production and dissemination of gender statistics.
- International protocols and guidelines for the production and dissemination of Gender statistics.

Group 2: Assessment of the production, presentation and dissemination gender statistics

The group's presentation focused on:

- Setting out the priorities, objectives and outputs producing and disseminating gender statistics.
- Identify the existing data.
- Identify users of Gender statistics.
- Identify the appropriate methodology and sources of data being produced and disseminating gender statistics.
- Examine the most effective and efficient ways of producing, presenting and dissemination gender statistics.
- Set out plans and strategies for the production and dissemination of gender statistics.
- How to integrate gender statistics into national development frameworks.

Group 3: Products and uses of gender statistics

Group three identified the following issues on the products and users of gender statistics

- Identify real and potential users of gender statistics and data.
- Identify uses of gender statistics in the context of national development and monitoring of SDGs and Africa Agenda 2063.
- What products and services are required and appropriate use to measure, monitor and report on gender statistics.

Group 4: Assessment of Stakeholder Engagement Review of user-producer practices

- Reviewed evidence on the capacities of stakeholder engagement in user-producer practices.
- Review approaches and dimensions of stakeholders' engagement of user-producer practices.
- Examine and review the past evidences of success in stakeholders' engagement review of user-producer practices.
- Engage in producer-user dialogue and consultations with stakeholders.
- Ensure that assessments take into consideration the interest and according to the needs of all stakeholders.
- Apart from internal stakeholders, the assessment should take the concerns and issues of donors and developing into consideration.

- Seek the services of gender specialist, women's group, academia when undertaking assessments.

3.3 The conclusions are summarized under the following discussion points

- Gender statistics assessment provided the status of gender statistics and gender issues and concerns of countries. So it is an important exercise.
- Use the results of gender statistics assessment to improve mainstream and review gender plans, policies, laws and programmes to accelerate the attainment of Goal 5 of the SDGs.
- Gender statistical assessment programmes are to be integral part of NSOs plan and strategies.
- The institutional mechanism is in the form of collaboration and coordination, producer-user dialogue, advisory or technical committees for the production and dissemination of gender.
- Use the outcomes of gender statistics assessment to identify all stakeholders, especially users of gender statistics and data.

SESSION FOUR

Strategic Organization and Planning

4.1 Defining a national strategy for improvement of Gender Statistics in Africa

The session discussed the scope of strategic organization and planning for gender statistics. The session began by defining gender statistics as statistics that incorporate a combination of the following: sex-disaggregated data, data that reflect gender issues and inequalities, data that highlight the realities and diversity of the lives of women and men, data collected using methods and concepts that account for the gender biases present in traditional classification and collection methods.

The conceptual framework for improvement of gender statistics include gender issues and concerns that are summarized by Goal 5 of the SDGs and the accompanying indicators. In addition, the issue of gender integration and gender mainstreaming using statistics which reflect the differences and opportunities associated with women and men.

In defining and developing a national strategy for the improvement of Gender statistics the following should be considered:

- Examine existing documents.
- What exist-strategies, research papers, international conventions and protocols?
- What are the gaps in terms of issues, data, research, laws, policies, programmes, projects?
- Legal and institutional framework for generating gender statistics.
- Gender statistics requirements for the country or institutional level and availability.
- Does the organizational set up and it's operational and culture adequately support the generation of gender statistics?
- Stakeholder's engagement /dialogue. To incorporate their concerns into the work.
- Does logistics, technical and other equipment adequately support the generation and dissemination of gender statistics?
- Human resources requirements and availability, what are the gaps?
- Technical issues such as data processing, storage, archive, dissemination, advocacy, publication, timelines etc. must be assessed.

4.2 Group discussion: Defining a national strategy for improvement of gender statistics

The group was divided into three to discuss the processes involved in defining and developing a national strategy for improvement of gender statistics: using Uganda's experience.

The group said that Uganda has done a national strategy for improvement of gender statistics. However, UBOS is yet to launch it. Thus details of the strategy could not be discussed. However, the following practical guidelines were discussed: An outline: A five year National Strategy for Improvement of Gender Statistics:

- Review all existing plans and strategies on statistics. Thus, National Strategy for the Development of Statistics in Uganda, National Development Plan of Uganda and other documents were reviewed to guide developing a new plan on gender statistics.
- Engage all stakeholders: producers, users, data providers, donors, academia, women groups, and gender specialists.
- The group identified the following as an important requirement: craft the vision, mission and strategic direction-the goals and objectives for the strategy of developing gender statistics strategy in Uganda.
- Review and develop the institutional framework and Institutional mechanisms and coordination within the strategy. Important coordination and implementation mechanism such as advisory or technical committees, joint ministerial.
- Review and develop the legal and regulatory framework of developing and managing gender statistics.
- Develop a training and capacity building framework.
- Statistical literacy and advocacy.
- Statistical capacity in areas of technical and physical infrastructure.
- Data production and dissemination of gender statistics plan.
- Develop resources mobilization strategy to support the strategy.
- Budget and funding arrangements for the strategy.
- Develop implementation plans, monitoring and evaluation strategies.

4.3 Data production and dissemination areas

The gender statistics strategy should produce and manage data and indicators to measure, monitor, evaluate and report on SDG, Goal 5, the National Development Plan of Uganda, and the African Agenda 2063 in the following statistics areas: women and poverty, education and training of women, women and health, violence against women and girls. Other areas include; women and armed conflict/wars, clean water and sanitation, clean energy, economy, women in power and decision-making.

In addition, other areas that require attention are: equality in decision making, institutional mechanisms for the advancement of women, human rights of women, employment and women contribution to GDP, women and the media, women and the environment and the girl child.

4.4 ECA online toolkit Module 4

Module 4: Communicating and using statistical outputs as a tool for Change. The presenter outlined how to analyzed, disseminate, communicate and use the results of surveys, census

and research conducted on gender to uncover the similarities and differences between women and men to inform policy decisions.

Key recommendations made when presenting and disseminating gender statistics include; round of numbers to facilitate comparisons between women and men, round off percentages into integers to facilitate comparisons between women and men, delete totals when using tables and graphs to facilitate comparisons between women and men, because such totals mask discussions on gender issues and concerns.

4.5 Other steps

- Develop advocacy plan to raise awareness for the strategy and gender statistics in Uganda.
- Develop training plan to enhance skills of offices working on gender statistics.
- Collaborate with partners to develop indicators to measure and monitor the prospective indicators on Goal 5, and Africa Development Agenda.
- Develop methodology to gather and process data to measure, monitor and report on the strategy.
- Improve and collect data on the availability of data for measuring Goal 5 and indicators for tier II and III.
- Ensure that there is consistency of production and dissemination of gender statistics from global to local sources for measuring, monitoring and reporting on gender statistics.
- Potential source of discrepancies between the two sets of statistics.
- Governments and other stakeholders should provide additional resources and investments to implement the strategy.
- Develop training and capacity building courses for personnel working on gender policies, programmes and projects.
- Establish and encourage scheduled consultative meeting, technical and advisory groups to implement and monitor the strategy.
- Develop statistical literacy plan to inform and sensitize citizens about the importance of gender statistics within the context of national development.

SESSION FIVE

Conclusions and Recommendations

5.1 Main conclusions of the workshop

- Local experience on gender statistics tends to slow down gender equality. However, engendering statistics at the global, regional and national levels facilitates gender mainstreaming because new initiatives and ideas are shared to champion the course of women opportunities, equality and empowerment.
- Producer-user dialogue is necessary because parties to dialogue are adequately informed about the purpose and objectives of the statistical project are clarified, while outputs and outcomes enhance the integrity of data and statistics.
- Participants agreed that without a continuous review of progress and challenges of implementing gender statistics programmes, the level of impact of gender policies may not be known. Thus, periodic assessment of the implementation of gender policies, programmes and projects will enable stakeholders to make comprehensive, accurate, reliable and timely to know how women, compared to men are making progress in all fields of development, especially on Goal 5 of the MDGs.
- While all the methodologies of collecting and compiling gender statistics were acknowledged as good for promoting gender statistics within the framework of gender equality and empowerment of women. However, the time use survey approach was singled out as the most effective in bringing out the contribution of women, especially on extended SNA.
- Participants agreed that there have never been any concrete guidelines to engender statistics. The EC online toolkit on gender statistics was seen as the most effective tool for producing and dissemination Gender statistics.

5.2 Key Recommendations

The presentations made, alongside discussions and group work done present challenges as well as opportunities to mainstreaming gender statistics at the national level which led to certain key policy recommendations to quicken the pace on gender equality and women empowerment in respect to the SDGs, especially Goal 5 and Africa Agenda:

- Encourage the preparation and implementation of national strategy on gender statistics to improve data availability and accessibility on gender statistics, especially on SDGs.
- Strengthen data collection, compilation, storage, archiving, analysis, publication and dissemination to measure, monitor, evaluate and report of gender programme activities in the country to facilitate gender mainstreaming and integration of gender statistics into national development framework.
- Encourage a periodic producer user dialogue on gender equality, women empowerment and gender statistics on how key data could be produced and disseminated to promote gender mainstreaming and data integration.

- Strengthen training and capacity building at all levels, from local to national to make people understand and appreciate the benefits of pursuing gender equality, women empowerment and mainstreaming gender issues by a strong application of gender statistics and indicators.
- Promote gender statistics and literacy programme to sensitize and educate all citizenry on gender issues, gender statistics, gender equality and empowerment of women.
- Mobilize resources towards researching, developing and implementing gender based policies and programmes to facilitate gender mainstreaming.
- Preparing and implementing gender sensitive budget to accelerate the goal of achieving gender equality and women empowerment.
- Embrace the UNECA on-line training toolkit at all public institutions and select key private organizations and train them on gender statistics to make gender mainstreaming and data integration more effective, efficient and timely.
- Encouraging a pool of gender technical experts to undertake gender based research and policies on gender equality and empowering of women and girls.
- Enhance political commitment of gender equality and empowerment of women.
- Paying considerable attention should be given to gender violence, women education, force labour, FGM among others.

APPENDICES

Annex I. Self-assessment Guidance Questionnaire

Annex II. Workshop Evaluation results

Annex IV. Agenda of the workshop

Annex V. Attendance list