FACILITATION GUIDELINES: DEVELOPING GENDER STATISTICS

Practical Info Session: How to organize a workshop

Issues to consider before organizing national training on engendering national statistical systems

1. Objectives of the training:
   - to build gender competence
   - to help statisticians and users to define on how to change the statistics to make them more gender-relevant

2. General Concerns about the training:

   *When* is a good time for a training (for example at the time of a population/agriculture census, reorganization, requests from a users group …)

   *Who*: who is the trainer and who should be the trainees (provide criteria to select trainers and trainees).

   *Trainers*: considerations on the benefits of having people from outside NSOs and people who should have the authority and competence to establish a communication with the trainees. Note: criteria differ according to the purpose, audience, stage of training, etc e.g. outsiders sometimes useful, but not always especially if issues about ‘culture’; useful to have some men involved as trainers; benefits of team training

   *Trainees*: statisticians at all levels that can make a difference in “engendering NSS”, allies and users who could influence policy and want to learn how to use data. Depending on the level of the target participants, the training workshop may address technical or more specific issues or be more general and be referred to as, for example, a gender sensitization seminar.

Examples of organizations or offices to be targeted:

- producers of official statistics (NSO, statistical units in specialized ministries/offices),
- gender national machineries (Women’s committees, Ministry of Gender/Equality, Ministry of Equal Opportunities).

Different levels of staff within these organizations could be targeted (e.g., managers of NSOs, persons responsible for statistical operations such as census, specific surveys or administrative records).
**Why:** The final objective of the training is to change NSSs in order to produce better statistics that enable policy makers to design, monitor and evaluate policies toward a positive impact on the life of women and men, girls and boys, or on population sub-groups. It is important to raise the issue related to minorities or specific disadvantaged groups, e.g. Roma, migrants, etc. The training should respond to the national situation and should be responsive to existing gaps. There are also international reporting requirements that should be considered in the call for Gender Statistics (EU accession, MDG reporting, PRSP, Beijing Conference).

3. **Issues related to the organization of gender sensitization training**

Before the training, carry out a needs assessment
Importance of selecting the right trainer and/or facilitator that can get the message across to statisticians.
Importance of gender balance in the selection of trainers and facilitators, and participants

**On the content of the training:**

*Introduction on milestones in gender and gender statistics at international (Beijing Conference, MDGs) and regional level (e.g., decisions taken at EU Council meetings).*

Identify key issues before the training and set up clear objectives and activities that support the overall training objectives at the beginning of the training.

- provide data that can inform policies that help make more satisfied statisticians.
- Specify what gender sensitization means: make people aware of the different realities of women and men and their different impact in society and its development. Ultimately participant should be made aware of the need to make changes.

Include discussion about the advantage of having regional and sub-regional training.

What can one learn from other countries’ experiences?

- Practical knowledge sharing.
- Identification of best practices,
- Peer learning

Different objectives with different target groups, but often the target group is heterogeneous. To achieve success, the people in the target group should be able to communicate on the changes needed, and to document them.

General objective: to break the barrier of gender blindness

On the timing of the training:
Ideally, a training workshop should take place prior to a specific event that may constitute an incentive for the participants (e.g., population census). Thus, the expected outcome of the workshop is not to simply raise awareness. This stresses the importance of choosing the right moment for the workshop.