

**Improving Gender Statistics on Employment**  
**Consolidated Report for 2009-2010**  
**December 31, 2010**

**A. SUMMARY**

The United Nations Statistics Division (UNSD) successfully implemented the activities planned for the project (presented in this summary in chronological order).

1) In the area of employment statistics, technical advisory assistance was provided to Namibia through an advisory mission in June 2009, complemented by extensive bilateral consultations via telephone and electronic exchanges. The technical advisers assisted the country in the preparation of an updated questionnaire and instruction manual targeted to effectively collect information on the participation of women and men in the informal sector and in informal employment, following international standards. Working closely with national statisticians, the advisers also proposed detailed tabulation plans that are gender-sensitive.

2) UNSD, in collaboration with ILO, conducted a one-week training workshop in Dar Es Salaam in September-October 2009. The workshop provided training on the production, analysis and dissemination of statistics on employment in the informal sector and on informal employment. It also allowed countries that participated in the project, as well as others that have already produced informal sector statistics, to share experiences and lessons learned on the collection and analysis of those data. Participants included 17 officials from the NSOs and labour ministries of 8 SADC countries, of which 5 were from the host country, and 5 resource persons: two from ILO and one each from UNSD, UNECA and Afristat.

3) In December 2009 UNSD in direct cooperation with the Instituto Nacional de Estadística y Geografía of Mexico (INEGI) conducted the meeting of the Friends of the Chair of the United Nations Statistical Commission on Statistical Indicators on Violence against Women. This is one of the most important emerging areas of gender statistics and the purpose of the meeting was to finalize the list of statistical indicators for measuring violence against women using population surveys. The meeting also concluded that additional work needs to be invested in order to tackle the adaptation of administrative sources of statistics (criminal justice statistics, health statistics) for capturing violence against women. Also adopted at the meeting was the outline for the *Guidelines for Producing Statistics on Violence against Women*, which would be the first such methodological material at the international level. The production of the *Guidelines* is scheduled for 2010-2011.

4) *The World's Women 2010: Trends and Statistics* is a publication mandated by the Beijing Platform for Action and is uniquely positioned to display statistics and analysis of the status of women and men in contemporary societies. The publication is issued every five years; the 2010 issue was the most comprehensive yet in terms of areas covered, content and availability of pertinent statistics. In the words of the United Nations Secretary-general, Ban Ki-Moon: "It is my hope that the insights and information contained in the present publication will help Governments, researchers, scholars, non-governmental organizations and concerned citizens around the world in their efforts to ensure that every single woman achieves her full potential". The publication was launched on 20 October 2010 at the occasion of the first-ever World Statistics Day.

5) The Global Forum on Gender Statistics is a unique venue for statisticians, users and other stakeholders to exchange experiences and work towards improving gender statistics. National statistical systems have to ensure a full integration of a gender

perspective in the production, analysis and dissemination of data as gender equality and women's empowerment continue to be a global policy concern. This year's forum took place from 11-13 October 2010 in Manila, Philippines. It was organized by the National Statistical Coordination Board of Philippines and the United Nations Statistics Division, in collaboration with the World Bank and with additional funding from the United Nations Development Programme. The Forum was attended by over 90 participants representing 31 countries and 11 UN agencies. The major theme of the Forum was health statistics.

6) In an effort to produce international statistical standards for conducting surveys of violence against women, UNSD undertook the preparation and the drafting of the *Guidelines for Producing Statistics on Violence against Women* by contracting consultancy services. The draft is based on the outline UNSD submitted to and adopted by the Friends of the Chair of the United Nations Statistical Commission on Statistical Indicators on Violence against Women in December 2009.

## B. EXPECTED ACCOMPLISHMENTS

The expected accomplishments are as follows:

**EA1/2009** Assist selected countries with the development of a plan for the production of sex-disaggregated data on employment in the informal sector and informal employment, including such issues as: study design, sampling frame, survey instrument, interviewer training, field-work logistics, and data tabulation, analysis and dissemination plans.

**EA2/2009** Assist selected countries with the analysis and dissemination of the collected data on employment in informal sector and informal employment including assistance with such issues as: preparation of key tabulations; gender analysis of the collected data; and preparation and dissemination of a country report documenting the project's experience and highlighting key findings.

**EA1/2010** Develop technical materials on gender statistics.

**EA2/2010** Improve the capacity of countries to develop gender statistics

## C. REVIEW OF IMPACT AND ACTIVITIES

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| <p><b>Expected Accomplishment 1 (EA1/2009)</b></p>                                                   | <p><b>Assist selected countries with the development of a plan for the production of sex-disaggregated data on employment in the informal sector and informal employment, including such issues as: study design, sampling frame, survey instrument, interviewer training, field-work logistics, and data tabulation, analysis and dissemination plans.</b></p>                               |
| <p>Results/Impact achieved for EA1</p>                                                               | <p>During the reporting period, an advisory mission to Windhoek, Namibia was undertaken from 20-27 June 2009 to review and discuss the Labour Force Survey questionnaire, and assist with the implementation of new recommendations. The expert assessed the existing situation, proposed plans and undertook a 6 work-day technical mission and finally carried out the following tasks:</p> |
| <p><b>A1 Propose plans for the improvement of existing labour force data production plans to</b></p> | <p>a. Reviewed and made recommendations to the Labour Force Survey (LFS) questionnaire with a view to improving measurement of women's and men's labour force participation;<br/>b. Developed a module to measure women's and men's employment</p>                                                                                                                                            |

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| <b>better capture women's and men's participation in the informal sector</b>                                                                              | <p>in the informal sector and in informal employment;</p> <p>c. Reviewed and made recommendations to the data tabulation plans and advise on additional tabulations for data on employment in informal sector and informal employment;</p> <p>d. Advised on the treatment of the recommendations provided (Items a, b and c) in the interviewers' manual, interviewers' training, data processing, analysis and dissemination plans;</p>                                                                                                                                                                                                                                                |
| <b>A2 Conduct work session at the national level to advise and assist staff in national statistical offices in improving of labour force survey tools</b> | The experts further undertook a 6 work-day technical missions to Windhoek, Namibia, to conduct national work sessions with officials from the National Statistical Office and the Ministry of Labour to review and discuss recommendations to the Labour Force Survey questionnaire and tabulations provided, and assisted with their implementation;                                                                                                                                                                                                                                                                                                                                   |
| <b>A3 Provide feedback on tabulation plans and implementation, as needed</b>                                                                              | Finally, the experts finalized the LFS questionnaire and data tabulation plans through bilateral consultations via telephone or electronic exchanges.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Expected Accomplishment 2 (EA2/2009)</b>                                                                                                               | <b>Assist countries with the gender analysis and dissemination of the data collected on employment in the informal sector and informal employment.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Results/Impact achieved for EA2                                                                                                                           | Through the regional training and experience-sharing workshop, countries learned hands-on the tools necessary to identify informal sector enterprises and workers as well as informal employment, and to prepare effective gender analysis. Participants came away with the appreciation of the importance of networking among themselves and with experts in the field, and of the value of learning from neighbor countries that have already done what they are setting out to do.                                                                                                                                                                                                   |
| <b>A4 Conduct a training session on gender analysis and presentation of the data collected on informal sector employment</b>                              | A regional training workshop was conducted from 29 September until 2 October 2009 in Dar Es Salaam, Tanzania. The Workshop provided focused training to 17 participants on gender analysis and presentation of statistics on women and men in the informal sector and in informal employment. It also provided a forum for participants to share experiences and lessons learned on the collection and analysis of data on informal sector and informal employment. 94% of participants stated they acquired substantive knowledge in the production and analysis of data. The overall value of the workshop was graded 4.1 on a 1 to 5 scale (with 5 being excellent and 1 very poor). |
| <b>A5 Assist countries with the preparation of country reports</b>                                                                                        | UNSD, in conjunction with ILO and the technical advisers, have assisted countries with the preparation of country reports.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>A6 Promote dissemination of the data collected and the sharing of experiences with other countries in the region and globally</b>                      | The workshop provided a forum for sharing experiences in the collection of data and the analytical aspects, in particular gender analysis of the data. Participants echoed the need for countries to continue sharing experiences through workshops and networking amongst themselves. Countries also agreed that for statistics on informal sector employment and informal employment to become known more widely, they should share available data on this topic with international, regional and sub-regional organizations for                                                                                                                                                      |

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|                                                                                                                                                                               | <p>dissemination at these levels.<br/>The outcomes of this activity will be brought to the attention of the African Statistical Commission with the recommendations of extending the achievements to other countries in Africa.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Expected Accomplishment 3 (EA1/2010)</b>                                                                                                                                   | <b>Develop technical material on gender statistics</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>A1 Consultancy services to revise and update <i>Guidelines for Developing and Producing gender Statistics</i> and an EGM for review and assessment of these guidelines</b> | <p>During the project period, statistics on violence against women emerged as one of a very high priority, as documented in a number of GA resolution and initiatives in all UN entities. Consequently, the focus of the project shifted from the overall guidelines on gender statistics to a much more specific topic such as statistics on violence against women. In that respect, a meeting of the Friends of the Chair of the United Nations Statistical Commission adopted in December 2009 the outline of the <i>Guidelines for Producing Statistics on Violence against Women</i>, together with the set of statistical indicators on the same topic. This was followed up by consultancy services for drafting these guidelines and will culminate in the expert group meeting to review and adopt the text in the first half of 2011.</p> <p>In addition, as the dissemination of existing and currently available gender statistics represents a core material necessary to assess the quality and comprehensiveness of gender statistics, activities in 2010 included the preparation and launching of <i>The World's Women 2010: Trends and Statistics</i>, a unique compilation of statistics pertaining to women and men in contemporary societies, as mandated by the Beijing Platform for Action.</p> |
| <b>Expected Accomplishment 4 (EA2/2010)</b>                                                                                                                                   | <b>Improve the capacity of countries to develop gender statistics</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>A2 Prepare, convene and conduct the <i>Global Forum on Gender Statistics</i> and follow-up with countries to assess utilization of knowledge acquired at the Forum</b>     | <p>The third <i>Global Forum on Gender Statistics</i> was successfully prepared and conducted in October 2010 in Manila, Philippines, bringing together over ninety professionals in the field of gender statistics. The complete report is now available (is it online somewhere?). Out of 46 participants, responding to an evaluation questionnaire, 93% acquired substantive knowledge in either the production, analysis or dissemination of data. The overall value of the workshop was graded 4.2 on a 1 to 5 scale (with 5 being excellent and 1 very poor).</p> <p>The follow-up will be implemented in due course.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

#### D. PROBLEMS ENCOUNTERED

The project started only in May 2008, therefore there was a shift in undertaking some activities at dates later than initially planned.

### Annex 1 - Logical Framework 2009

| <i><b>Intervention logic</b></i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <i><b>Indicators of programme impact</b></i>                                                                                                                                                                                                                                                               | <i><b>Source of verification</b></i>                                                                                                                                                              |
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| <p><b>Purpose:</b><br/>           Improve the capacity of the participating countries to collect, analyse and disseminate statistics on employment, particularly on women's and men's participation in the informal sector and in informal employment, following internationally agreed standards.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                   |
| <p><b>EA1</b><br/>           Assist countries with the development and implementation of national plans for the production of sex-disaggregated data on employment in the informal sector and informal employment</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <p>Country plans to improve the production of labour statistics, particularly sex-disaggregated data on employment in informal sector and informal employment</p> <p>Reviews of country plans</p> <p>Technical assistance mission reports</p> <p>Number of follow-up requests for technical assistance</p> | <p>Country labour data production plans</p> <p>Reviews of country plans</p> <p>Survey instruments</p> <p>Technical assistance mission reports</p> <p>Log of requests for technical assistance</p> |
| <p><b>Related activities:</b></p> <p><b>A1</b> Propose plans for the improvement of existing labour force data production plans in order to better capture women's and men's participation in the informal sector and in informal employment</p> <p><b>A2</b> Conduct work session at the national level to advise and assist staff in national statistical offices in the improvement of labour force survey tools; the development of specific tools to better measure women and men's participation in the informal economy; and the development of data tabulation plans to adequately disseminate statistics on women's and men's participation in the informal economy and employment conditions</p> <p><b>A3</b> Provide feedback on plans submitted by participating countries and technical assistance during field implementation and data tabulation, as needed</p> |                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                   |

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| <p><b>EA2</b><br/>Assist countries with the gender analysis and dissemination of the data collected on employment in the informal sector and informal employment</p>                                                                                                                                                                                                                                                                                                         | <p>Countries' participation at work session</p> <p>Number of follow-up requests for assistance with the preparation of country reports</p> <p>Country reports</p> <p>Number of country reports distributed or presented at meetings</p> | <p>Work session attendance and evaluation sheets</p> <p>Work session report</p> <p>Log of requests for technical assistance</p> <p>List of recipients of country reports</p> <p>List of events where the country reports were presented</p> |
| <p><i>Related activities:</i></p> <p><b>A4</b> Conduct a work session for a group of participating countries to provide training on the gender analysis and presentation of the data collected on the informal sector and informal employment,</p> <p><b>A5</b> Assist countries with the preparation of country reports</p> <p><b>A6</b> Promote the dissemination of the data collected and the sharing of experiences with other countries in the region and globally</p> |                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                             |

**Annex 2 - Logical Framework 2010**

| <i>Intervention logic</i>                                                                                                                                                                                                                             | <i>Indicators of programme impact</i>                                                                                                                                                                                        | <i>Source of verification</i>                                                                                                                          |
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| <p><b>Objective:</b></p> <p>The development and application of international statistical standards for gender statistics</p>                                                                                                                          |                                                                                                                                                                                                                              |                                                                                                                                                        |
| <p><b>EA1</b></p> <p>Develop technical material on gender statistics</p>                                                                                                                                                                              | <p>Reference and technical materials produced and initiated</p> <p>Percentage of participants that gave positive feedback as a result of expert group meeting, regional seminars and training workshops and study visits</p> | <p>Reference and technical material</p> <p>Responses to evaluation questionnaires</p>                                                                  |
| <p><i>Related activities:</i></p> <p><b>A1</b> Consultancy services to revise and update the <i>Guidelines for Developing and Producing Gender Statistics</i>, and an Expert Group Meeting for review and assessment of these revised guidelines.</p> |                                                                                                                                                                                                                              |                                                                                                                                                        |
| <p><b>EA2</b></p> <p>Improve the capacity of countries to develop gender statistics</p>                                                                                                                                                               | <p>Percentage of participants that gave positive feedback as a result of training workshops and study visits</p> <p>Percentage of participants giving positive feedback as part of follow-ups to training workshops</p>      | <p>Reference and technical materials</p> <p>Responses to evaluation questionnaires</p> <p>Response to follow-up to training workshop questionnaire</p> |
| <p><i>Related activities:</i></p> <p><b>A2</b> Prepare, convene and conduct the <i>Global Forum on Gender Statistics</i>, and follow-up with countries to assess utilization of knowledge acquired at the Forum</p>                                   |                                                                                                                                                                                                                              |                                                                                                                                                        |