

Training Course on Forging Pathways to Gender Equality in Statistical Leadership

Module 1: Overview of the Course

1-1. Module Objectives

By the end of the module, participants will be able to:

- Explain the core objectives and structure of the training course.
- Name key topics and concepts covered in the training.
- Interrelate and articulate how participation in the training course aligns with their personal or professional development goals.

1-2. Agenda for First Day of Training Course

The suggested program for the first day of the Training Course on Forging Pathways to Gender Equality in Statistical Leadership covers:

- (a) an introduction to the three-component course (Module 1) and
- (b) the five modules of the face-to-face component (Modules 2-6).

The suggested time allocation for the activities is shown below:

SUGGESTED TIME	TOPIC/ACTIVITY
8:30 – 8:40 (10 mins)	Opening Remarks
8:40 – 9:00 (20 mins)	Introduction of participants
9:00 – 9:10 (10 mins)	Module 1: Overview of the Training Course
9:10 – 9:50 (40 mins)	Module 2: Universal concepts and issues and the global picture of gender, gender equality and women’s empowerment
9:50 – 10:35 (45 mins)	Module 3: National context- gender issues
10:35 – 10: 55 (20 mins)	COFFEE/TEA BREAK
10:55 – 11:45 (50 mins)	Module 4: Why is it important to have women leaders?
11:45 – 1:15 (90 mins)	Module 5: Assessing gender mainstreaming in the NSO and NSS
1:15 – 2:30 (75 mins)	LUNCH BREAK
2:30 – 4:30 (120 mins)	Module 6: Action planning for ‘growing’ women leaders in the NSO/NSS organizations
4:30 – 4:40 (10 mins)	Closing Remarks

Some notes for the Course Organizers on the agenda items:

- **Opening Remarks:** The opening remarks should be delivered by a *high-level official of the women's/gender equality ministry*. The message should focus on the importance of gender equality in statistical leadership. It should highlight the major challenges in attaining gender equality in the national statistical system. For this purpose, the Course Organizers should provide talking points to the guest speaker.
- **Introduction of participants:** This activity should be well planned. Box 1 shows how this activity could be conducted, assuming around 30 participants.

Box 1. Statement Stance Activity (20 minutes)

1. **Prepare Statements:** Organizers need to create a set of statements related to the training topics— in this case, this would include gender, gender equality, and gender parity in leadership in statistical offices. The statements should be thought-provoking and open-ended to encourage participants to express their opinions.

Conducting the activity:

2. **Pairing Participants:** Pair participants randomly or in small groups of 3-4.
3. **Instructions:** Explain that each pair/group will discuss one statement together for a few minutes. They should state their stance on the statement and share their opinions, experiences, and reasoning.
4. **Rotation:** After a set amount of time (about 5 minutes per statement), rotate the pairs/groups so that each participant interacts with different people for each statement.
5. **Report Back:** After discussing several statements, reconvene as a large group. Ask each pair/group to briefly summarize their discussions and share any interesting insights or differing opinions they heard.
6. **Open Discussion:** Facilitate an open discussion where participants can share their thoughts on the various statements and hear perspectives from others in the group.
7. **Reflection:** Encourage participants to reflect on the diversity of opinions within the group and how this might influence their learning experience during the course.

This activity allows participants to get to know each other by discussing meaningful topics. It provides valuable insights into their knowledge, opinions, and attitudes on the training course content. It sets a serious tone while still being engaging and interactive.

The following sections present the syllabus for the 10-minute Module 1—Overview of the Training Course. The syllabi for Modules 2-6 are available separately.

1-3. Course Overview

1-3-1. Why: Vision, Goal, and Objectives

Vision:

Our vision is to achieve gender equality in statistical leadership, fostering an environment where women are empowered to lead and contribute effectively to the national statistics office (NSO) and national statistical system (NSS) institutions.

Goal:

We aim to *proactively* identify and "grow" women leaders within the NSO and NSS institutions. Through targeted initiatives and support mechanisms, we strive to create pathways for women to ascend to leadership positions and play pivotal roles in shaping the statistical landscape.

Objectives:

As a result of the training course, the participants will be able to –

- Identify and critically evaluate the gender gaps in leadership in *their* statistical organization/unit and the NSS.
- Develop initial strategies to achieve gender equality in leadership in *their* statistical organizations/units and the NSS.

1-3-2. Who are the targeted participants? Who should be here?

The target participants are of two types:

Type 1: High-Level Officials (of statistical organizations/units)

High-level officials, both women and men, represent agencies within the NSS. This category includes individuals holding leadership positions within statistical organizations/units and those overseeing the operations and strategic direction of statistical activities. They also include these organizations' budget, human resources and training directors.

Type 2: Decision-Makers and Policy Makers (Enablers of the NSS)

Decision-makers and policymakers, both women and men, whose roles and responsibilities significantly influence the functioning and policies of statistical organizations/units within the NSS. This category encompasses individuals from government bodies, ministries, and other relevant institutions whose decisions impact statistical processes, resource allocation, and institutional arrangements.

1-3-3. How: The Strategy, Design and Approach of the Course

1-3-3-1. Three Components

The Training Course consists of three components, summarized in Figure 1 and further described below.

Component 1: Workshop (Modules 2-6)

Face-to-face Component: This course segment will involve interactive workshops spanning Modules 2 to 6, five modules whose contents will be covered on the first day of the Course. Participants will engage in face-to-face sessions to explore and understand gender gaps in leadership within their

statistical organizations. Through group discussions, case studies, and expert-led sessions, participants will delve into key concepts and strategies for promoting gender equality in leadership roles.

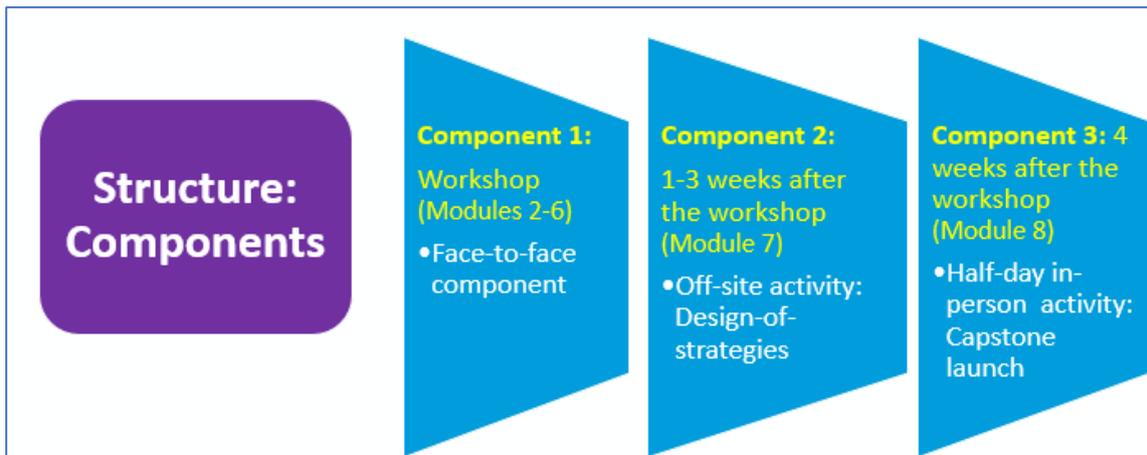


Figure 1-1. Three Components of the Training Course

Component 2: Off-Site Activity (Module 7)

1-3 Weeks After the Workshop: Following the face-to-face workshop, participants will engage in an off-site activity in their offices focused on designing strategies for ‘growing’ women leaders towards the vision of gender equality in statistical leadership. During this period, Type 1 participants can apply the knowledge and insights from the workshop to develop strategies and an action plan for growing women leaders in their respective organizations. Type 2 participants will engage with Type 1 participants to identify initiatives and mechanisms to support the implementation of the strategies and action plans. Specific guidance on the objectives and expected outputs of this activity is discussed in Module 6. This component allows for independent work and reflection, fostering creativity and innovation in strategy development. The output—strategies and an action plan—is the Capstone Project for the Course.

Component 3: Capstone Launch (Module 8)

4 Weeks After the Workshop: The final component of the course will be a half-day, in-person activity dedicated to launching the Capstone Projects developed by participants. This session serves as a culmination of the course, providing a platform for participants to present their strategies and receive feedback from peers and facilitators. Through collaborative discussions and presentations, Type 1 participants will showcase their proposed initiatives to advance gender equality in leadership within their statistical organization. Type 2 participants will present the supporting initiatives and mechanisms they propose to undertake and put in place.

Each organization represented in the Course will commit to (a) an organizational action plan for ‘growing’ women and (b) a collective effort through agreed-on mechanisms to attain gender equality in statistical leadership.

1-3-3-2. Design and approach for the Face-to-Face Component

The main topics covered in the Face-to-Face Component and suggested time allocation for a one-day training course are shown below:

MODULE	TIME ALLOCATION	MAIN TOPIC COVERED
2	40 mins	Universal concepts and issues and the global picture of gender, gender equality and women's empowerment
3	45 mins	National context- gender issues
4	50 mins	Why is it important to have women leaders?
5	90 mins	Assessing gender mainstreaming in the NSO and NSS
6	120 mins	Action planning for 'growing' women leaders in the NSO/NSS organizations

A mix of training activities will be employed across the modules, including:

- **Ice-breakers:** Test your knowledge!
- **Trigger presentations by course organizers:** to trigger recall, provoke thought, feed debates
- **Group activities:** discussions; role-plays; debate; case studies
- **Participant presentations:** gather statistics; share knowledge
- **Self-study of reading materials:** offers additional resources and perspectives that complement the course coverage, providing a broader and deeper view of the topic.
