

Training Course on Forging Pathways to Gender Equality in Statistical Leadership

Module 3: National Context - Gender Issues

3-1. Module Objectives

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

- Understand their country's legal policies and frameworks in place that address gender equality and women's empowerment (GEWE)
- Describe to what extent gender is mainstreamed in statistical processes in their national statistical system
- Explain what factors influence women's access to leadership roles and opportunities in the national context.

3-2. Proposed Agenda

SUGGESTED TIME (50 mins)	TOPIC/ACTIVITY
12 minutes	1- An Overview of Gender Equality and Women's Empowerment in [Country] <ul style="list-style-type: none"> ▪ [6 minutes] a- Presentation by <i>national women's machinery representative</i>: Status of gender equality and women's empowerment. <i>This presentation can be based on country reports, e.g.: latest reports on SDG5 in VNR; Beijing Platform for Action; CEDAW report</i> ▪ [6 minutes]: b- Presentation by <i>national women's machinery representative</i>: National legal policies and frameworks in place on GEWE. <i>This presentation should cover gender equality laws (e.g., non-discrimination on basis of sex; VAW; gender quotas in elective positions)</i>
8 minutes	2- Mainstreaming gender in official statistics processes <ul style="list-style-type: none"> ▪ Presentation by <i>national statistics office</i> on the following aspects: <ul style="list-style-type: none"> ○ Overview of the state of gender statistics and indicators in the country ○ Enabling environment for gender statistics <ul style="list-style-type: none"> ▪ Gender in the Statistics Law, NSDS, Budgeting ▪ Policies on gender statistics (e.g., data collection, data processing, tabulations and sex/gender disaggregation; facilitating gender data use mechanisms) ○ Illustration of how a recent statistical activity has been 'engendered' <ul style="list-style-type: none"> ▪ Data use plan; data collection; outputs; dissemination
20 minutes	3- Group reflections on barriers to women in leadership roles <ul style="list-style-type: none"> ▪ [15 minutes] In small groups, participants will reflect on how gender issues affect opportunities for women in leadership roles. Participants will share their own experiences (at work, in other organizations they

SUGGESTED TIME (50 mins)	TOPIC/ACTIVITY
	are members of, at home, etc) or observations from media or experiences shared by others <ul style="list-style-type: none"> [5 minutes] Summarizing and identifying the gender issues
5 minutes	4- Sharing of group reflections: Identifying the gender-based barriers to women reaching leadership positions
5 minutes	5- Improving gender parity: How NOT to go about it <ul style="list-style-type: none"> Icebreaker 3: 'Tokenism'

3-3. Preparatory Activities for Topics 1 and 2

3-3-1. For Topic 1: National Women's Machinery Representative (as trainer)

- Topic 1a: Gather policy documents, relevant data, research papers, or case studies that provide a comprehensive overview of the status of gender equality and women's empowerment (GEWE) in the country
- Topic 1b: Gather policy documents, relevant data, research papers, or case studies that provide a comprehensive overview of national legal policies and frameworks on GEWE in place
- Prepare slides, handouts, or reading materials to support the presentation and discussions.

Box 3-1. Suggested Outline of the Presentation on Topic 1

1. Purpose of the presentation and importance of the topic
2. Topic 1a: Up-to-date statistics to illustrate the current state of gender issues:
 - Gender-specific Sustainable Development Goal (SDG) indicators in latest report
 - Data on gender disparities: wage gaps, unpaid care and domestic work, violence against women, and underrepresentation in leadership
3. Topic 1b: Country's legal, policy, and institutional frameworks on GEWE
 - The Constitution
 - Legislations (e.g., Magna Carta of Women, anti-discrimination laws, violence against women law, quotas in parliament), including examples of how these have been implemented (or not), such as existing programs and initiatives aimed at promoting women's empowerment (e.g., leadership training programs)
 - Policies (e.g., national gender policy or strategy, national care policy), including examples of where gender policies have significantly improved women's lives.

NOTE: Refer to the accompanying PPT template. This can be used as a guide. Presenters should adapt the content to the country context.

3-3-2. For Topic 2: National Statistics Office (as trainer)

- Gather policy documents, relevant data, research papers, or case studies demonstrating the extent to which gender is mainstreamed in statistical processes, including operations and assuring quality.

- Prepare slides, handouts, or reading materials to support the presentation and discussions.

Box 3-2. Suggested Outline of the Presentation on Topic 2

1. Purpose of the presentation and importance of the topic
2. Existing indicator frameworks of national commitments and agendas regarding gender equality (e.g., localized SDG indicator framework, country's core/minimum set of gender indicators)
3. Overview of the current quality, availability, and limitations of the country's gender data
4. Gender mainstreaming in statistical operations, to include gender integration in:
 - Legal frameworks (e.g., Statistics Law)
 - Institutional framework (e.g., national statistical system, coordination mechanisms)
 - Policies and strategies (e.g., national strategy for the development of statistics, statistical budgeting,
 - Data production through censuses, surveys and registers; administrative data; other non-traditional data
 - Communicating statistics with a gender lens
 - Use cases

NOTE: Refer to the accompanying PPT template. This can be used as a guide. Presenters should adapt the content to the country context.

3-4. Group Reflection: How gender issues affect opportunities for women in leadership roles in the country

- This session must provide all participants with an open, safe space to facilitate an inclusive environment.
 - This group activity should ensure that all participants feel safe expressing their opinions and experiences. All participants must share their voices during the reflection.
- The group will break into smaller groups to allow for more intimate discussion and ensure everyone has a chance to speak (e.g., if there are 30 participants, the suggestion is to have five small groups).
 - The group should be mixed, with Types 1 and 2 participants, as well as women and men, well-distributed across the groups.
- Each group will assign a facilitator and a rapporteur. The facilitator will guide the discussion, ensuring that all viewpoints are heard and the discussion stays on track. The rapporteur will report back to the larger group on the critical points of the discussion.
- The following are suggested guide questions:

1. What are the most significant gender-based barriers that prevent women from reaching leadership positions in our country?
2. How do societal attitudes towards gender roles affect women's career advancement?
3. What policies could support a more balanced representation of genders in leadership roles?
4. How can men in leadership positions be allies in promoting gender equality in leadership?

3-5. Summary of the Group Reflection

- The trainers will summarize the key points and insights gained from the discussion.
