

Side event: **Deciphering the Path to Women’s Leadership in NSOs**

Monday 3

In-person, UN Women HQ

UN Women, 220 East 42nd Street, New York, NY 10017

Conference room 1925

Co-organized by: The Community of Female Leaders of National Statistical Offices of Latin American and the Caribbean, the Knowledge Transfer Network of the Statistical Conference of the Americas, UN Women, ECLAC, ESCAP, UNECE, UNSD, Data 2x.

1. Context

Women’s labour force participation has increased in several countries over the past years (Hanna, et al., 2023). However, women remain underrepresented in managerial or leadership positions in both the private and public sector (though the share is higher in the public sector). Globally for year 2023, women held approximately 28% of managerial positions in the workplace (UN Women, 2023; UN-Women and DESA, 2024).

There is considerable regional variation behind women’s participation in leadership positions. According to data from the United Nations Statistics Division (2022), Northern America and Europe has a share of approximately 38%, Latin America and the Caribbean of 36.3%, while North Africa has the lowest share (12.6%). Moreover, when in managerial positions, this is more likely in economic sectors that are female-dominated such as education, health and social work, than in male-dominated industries (ILO, 2020).

In Latin America and the Caribbean, even though women make up more than half of the population, they represent low percentages in leadership and decision-making positions. Women only represent 15.4% of mayoralties (2021), 32.7% of councillors (2021), 27.2% of seats in the deliberative bodies of local governments (2023) (ECLAC and UN Women, 2024), 35.8% of seats in national parliaments (2024) (ECLAC, 2024), and 36.3% in management positions (2022) (ECLAC-United Nations, 2024).

This situation is also reflected in leadership and senior positions in National Statistical Offices (NSO). According to a report by the Partnership on Statistics for Development in the 21st Century (PARIS21) in 2021, globally, less than a quarter of senior leadership positions (chief statistician or similar) in NSO were women. In Latin America and the Caribbean, as of 2024, there are 13 women in managerial positions in NSOs (director, or chief) out of a total of 33 countries and territories. In this context, where there are still challenges for the participation of women in decision-making and leadership spaces, both in general and specifically for the NSOs, it is important to enhance the leadership skills of women who are already in these decision-making positions and prepare those that are on their way.

A strategy on promoting the importance of gendered data, and with this, women’s leadership in statistics and NSOs, is the podcast *“Descifrando”* (Deciphering in English), a joint initiative between the national statistical offices of the Dominican Republic and Colombia, ECLAC and UN Women. The podcast, launched in 2024 and originally in Spanish, sheds light on the importance of data with a gender perspective. This joint effort by multiple organizations reflects the ongoing commitment of Latin America and the Caribbean to promoting gender equality through high-quality data and statistics.

Empowering women within the leadership of national statistical offices (NSOs) is essential across all organizational levels, particularly in decision-making roles. There is a global need to foster and promote

gender equality in statistical leadership as well as ensuring that women in leadership roles are empowered to fully contribute to the success of their organisations. NSO leaders face multiple pressures, however for female leaders these challenges can be even greater. It is essential to address the specific challenges faced by female NSO leaders and create a conducive environment that empowers and encourages female leaders within NSOs.

In this regard, the Community of Female Leaders of the NSOs of Latin America and the Caribbean, the Knowledge Transfer Network of the Statistical Conference of the Americas, ECLAC, UN Women, ESCAP, UNECE, UNSD, Data 2x jointly co organize this event to identify and strengthen the necessary skills to promote the participation and permanence of women in management positions within the National Statistics Offices.

2. Objective of the event

The event aims to shed light on gender inequality in NSO leadership positions, pathways for achieving gender equality, and how various leadership development initiatives can strengthen the capabilities of women in NSOs, highlighting the importance of sustaining and institutionalizing these efforts to ensure lasting and structural changes. This session will be an opportunity to explore the barriers and opportunities for promoting female leadership within NSOs.

3. Proposed agenda

Moderator



- Miosotis Rivas Peña (director general, Dominican Republic, NSO)




08:00-8:05	Coffee
8:05-8:10 (5 minutes)	<p>Welcome remarks</p> <p><i>Rolando Ocampo, Director of Statistics Division, Economic Commission for Latin American and the Caribbean, introduces the session (2.5 mins)</i></p> <p><i>Francesca Grüm, Assistant Director, United Nations Statistics Division (2.5 minutes)</i></p>
8:10-8:35 (25 minutes)	<p>ROUND TABLE: Initiatives to promote female leadership in statistics</p> <p><i>Discussion: This round table will highlight initiatives, tools, and capacity-building programs (including training programs) that can promote women's leadership in statistics and NSOs. Additionally, it will discuss strategies that have shown the best results in advancing female leadership and can be replicated in other countries.</i></p> <p>Moderators</p> <p><i>Miosotis Rivas Peña introduces speakers and moderates the discussion</i></p> <p>Speakers</p> <ul style="list-style-type: none"> • <i>Speaker 1: Diana Castillo-Trejo, Director-General, Statistical Institute of Belize</i> • <i>Speaker 2: Aritita Tekaieti, National Statistics Office, Kiribati,</i> • <i>Speaker 3: Papa Seck, Chief of Research and Data section, UN Women</i> <p><i>Outline: The moderator will pose three discussion-trigger questions, one at a time, and all panelists will respond to each question before moving on to the next. At the end of the panel, the moderator may summarize the key takeaways. Additionally, the discussion from this round table will be used as material for the Descifrando podcast episode in March 2025, which will focus on women's leadership in statistics and National Statistical Offices (NSOs)</i></p>




	<p><u>Questions:</u> Discussion of Question 1: 7 minutes</p> <ul style="list-style-type: none"> What are the biggest challenges women face in advancing to leadership positions in NSOs, and how can these barriers be effectively addressed? <p>Discussion of Question 2: 7 minutes</p> <ul style="list-style-type: none"> What initiatives, tools or capacity-building programs have been most effective in advancing gender equality in leadership positions within National Statistical Offices? <p>Discussion of Question 3: 7 minutes</p> <ul style="list-style-type: none"> How can mentorship, training, and networking opportunities be better designed to support and empower women in statistical leadership roles? <p>Final summary from moderator: 4 minutes</p>
<p>8:35-8:55 (20 minutes)</p>	<p>SPEED NETWORKING</p> <p><u>Discussion:</u> Exchange insights on initiatives, tools, and strategies to advance women's leadership in statistics. The goal is to foster connections and identify practical ways to apply or adapt these approaches to different contexts.</p> <p>Moderator Tiina Lingue, Director of Statistical Division, The United Nations Economic Commission for Europe</p> <p><u>Outline:</u> Participants get into pairs and then move round every 2 minutes. Final summary from moderator: 3 minutes</p>
<p>8:55-9:20 (25 minutes)</p>	<p>ROUND TABLE 2: Building Lasting Impact: Ensuring Sustainability in Women's Leadership</p> <p><u>Discussion:</u> Propose and identify strategies to promote women's leadership in statistics and ensure that these initiatives are institutionalized and sustained over time. The conversation will explore the challenges that hinder their sustainability, the necessary conditions to strengthen them, and examples of successful cases.</p> <p>Moderator Miosotis Rivas Peña introduce speakers and moderate the discussion</p> <p>Speakers</p> <ul style="list-style-type: none"> Speaker 1: Leesha Delatie-Budai, Director General (Acting), Statistical Institute of Jamaica Speaker 2: Piedad Urdinola, Director General, National Administrative Department of Statistics Speaker 3: Elena Manzanera Díaz, President of the National Statistical Institute, Spain <p><u>Outline:</u> The moderator will pose three discussion-trigger questions, one at a time, and all panelists will respond to each question before moving on to the next. At the end of the panel, the moderator may summarize the key takeaways. Additionally, the discussion from this round table will be used as material for the Descifrando podcast episode in March 2025, which will focus on women's leadership in statistics and National Statistical Offices (NSOs)</p> <p><u>Questions:</u> Discussion of Question 1: 7 minutes</p> <ul style="list-style-type: none"> Can you share an example of a successful initiative that has effectively strengthened women's leadership in statistics? What factors contributed to its success and sustainability? <p>Discussion of Question 2: 7 minutes</p> <ul style="list-style-type: none"> What are the main challenges in ensuring that initiatives promoting women's leadership in statistics are institutionalized and sustained over time?




	<p><i>Discussion of Question 3: 7 minutes</i></p> <ul style="list-style-type: none"> • <i>What concrete steps can organizations take to embed and sustain leadership development initiatives for women in statistics as a permanent part of their institutional framework?</i> <p><i>Final summary from moderator: 4 minutes</i></p>
<p>9:20-9:30 (10 minutes)</p>	<p>Closing remarks – Moderator <i>Miosotis Rivas Peña</i> introduces the session (2 min)</p> <p>Speakers</p> <ul style="list-style-type: none"> • <i>Speaker 1: Krista Jones Baptista, Executive Director, Data2X (4 min)</i> • <i>Speaker 2: Rachael Beaven, Director Statistics Division, Economic and Social Commission for Asia and the Pacific (4 min)</i>


4. Annex: Short bios for speakers

	<p>Miosotis Rivas-Peña, Director-General of the National Statistics Office of the Dominican Republic</p> <p>She has held the position of General Director of the National Statistics Office of the Dominican Republic since August 2020. She has a degree in economics with master's degrees in Economic Policy, Gender and Development and Human Development. She has extensive work experience in the Central American and Caribbean region in matters of regional integration, development and public policies, public equality policies, gender mainstreaming and trade negotiations. From 2023 is the Chair of the Executive Committee of the Statistical Conference of the Americas. In 2022, in coordination with the NSO Director General of Chile and the President of INEGI, Mexico, she launched the Community of Women Leaders of the National Statistics Offices as a space for support, and generation of resources and networks for women's leadership.</p>
	<p>Rolando Ocampo, Chief of the Statistics Division of the United Nations Economic Commission for Latin America and the Caribbean (ECLAC).</p> <p>He has led the position of Chief of the Statistics Division of ECLAC since August 2019. He is an Actuary graduated from Universidad Nacional Autónoma de México (UNAM). Master in Statistics from the Universidad Complutense of Madrid and master's in economics of education and labor from the Universidad Carlos III of Madrid. He previously carried out a variety of functions at Mexico's National Institute of Statistics and Geography (INEGI), including being a member of the INEGI Governing Board as Vice President in charge of the Geographical and Environmental Information Subsystem and then of the Economic Information</p>

	<p>Subsystem. In the private sector, he was Director General of Grupo de Asesores Unidos, S.C. (GAUSSC)</p>
	<p>Francesca Grüm, Assistant Director, United Nations Statistics Division (UNSD)</p> <p>She leads the implementation of the demographic and social statistics programmes and is dedicated to advancing the production, dissemination and use of integrated data on population, vital events from civil registration and legal identity systems, international migration, gender equality, and time use, in all countries. She has been working on methodological, analytical and capacity development activities since 2000 when she joined the UN Statistics Division in New York. During this period, she held different positions including that of head of the MDG indicators methodological unit; focal point for the Division’s programme on civil registration and vital statistics systems; and manager of flagship projects including UNdata.org and the Evidence and Data for Gender Equality (EDGE) initiative. Prior to the UN, she worked for several years in Spain, France and Italy as a dataminer and statistical advisor on big data projects including at SAS Institute working on banking and mobile phone data. She holds a Master’s degree in Economic and Actuarial Statistics from the University of Padua, Italy.</p>
	<p>Diana Castillo-Trejo, Director General, Statistical Institute of Belize</p>
	<p>Aritita Tekaieti, Republic Statistician, Kiribati National Statistics Office</p>

	<p>Papa Seck, Chief of Research and Data section, UN Women</p> <p>He is the Chief of UN Women’s Research and Data Section. He leads the organization’s agenda on research, data and statistics, and technology and innovation. He also oversees Women Count, UN Women's global gender data programme. Since joining UN Women in 2009, Papa has co-authored several editions of UN Women’s flagship reports and contributed to various other research products. Prior to joining UN Women, Papa worked in UNDP’s Human Development Report (HDR) Office, co-authoring three global HDRs and a book on risk, vulnerability and human development.</p>
	<p>Tiina Luige, Director of Statistical Division, The United Nations Economic Commission for Europe</p> <p>She is an Estonian national with 30 years of experience in official statistics at international level. She graduated from the Tallinn Technical University and holds a Master’s degree in Techniques for Processing of Economic Information. Before joining the UNECE, Ms. Luige worked in the Tallinn Technical University as a lecturer and pursued PhD studies.</p> <p>Tiina Luige joined the UNECE Statistical Division in 1995 where she has been working in different Sections dealing with economic, social, environment, and multi-domain statistics, and statistical modernization. Her work has covered a wide range of statistical activities, especially in her role as the Secretary of the Conference of European Statisticians – the governing body in statistics at the UNECE. Since 1. January 2024 Ms Luige is Director of the Statistical Division of the UNECE.</p>
	<p>Leesha Delatie-Budai, Director General (Acting), Statistical Institute of Jamaica</p> <p>She has led the position Director General (Acting) of the Statistical Institute of Jamaica since October 2024. She previously carried out the position of Deputy Director General of the Statistical Institute of Jamaica with responsibility for the technical divisions of the Institute. Prior to assuming the role of Deputy DG, she served as Director, Research Design and Evaluation (RD&E) where she led the team responsible for maintaining the statistical infrastructure of Jamaica’s National Statistics Office. She also serves as the National Focal Point on Sustainable Development Goals (SDGs) Indicators and is a former</p>

	<p>member of the Inter-Agency and Expert Group on the SDGs (IAEG-SDGs).</p>
	<p>Piedad Urdinola, Director General, National Administrative Department of Statistics</p> <p>She has led the position of Director General of the National Administrative Department of Statistics since August 2022. She is an Associate Professor in the Department of Statistics of the National University of Colombia-Bogotá and previously she was Director of the Demographic and Epidemiological Observatory at the same University. She holds a Ph.D. in Demography at the University of Berkeley and has received several honors as being the recipient of the Tinker Visiting Professor at Stanford University (2011) and Visiting Professor "Santo Domingo" at Harvard University (2015). Throughout her career, she has received several competitive research grants and is one of the leaders in research on population issues for Latin America.</p>
	<p>Elena Manzanera Díaz, President of the National Statistical Institute, Spain</p> <p>She had held the position of President of the NSI in Spain since August 2022. Graduate in Economics and Business Sciences from the University of Seville. She entered the Corps of Faculty Statisticians of the Junta de Andalucía by competitive examination in 1994 and has a Doctoral program in “Methodology and Analysis of the Andalusian Economy” in the Department of Applied Economics II of the Faculty of Economics and Business Sciences of the University of Seville. She previously carried out a variety of functions at the Statistical and Cartography Institute of Andalusia, including it’s Director. She was Head of the Studies Service of the General Directorate of Andalusian Studies and head of the Tourism Planning and Analysis Service in the General Directorate of Tourism Planning.</p>
	<p>Krista Jones Baptista, Executive Director, Data2X</p> <p>She is a data and digital inclusion specialist with 20 years of experience in the international development sector. Previously, as Global Director of DAI Global LLC, she led the organization’s Center for Digital Acceleration (CDA). Krista serves on the UN Foundation Digital Impact Alliance’s Advisory Committee for the Principles for Digital Development supporting industry and sector engagement and capacity building related to the Principles for Digital Development. Previously, Krista worked in management</p>

	<p>consulting where she worked with organizations on data driven leadership and management competency projects. She holds a Master of Arts in international economics from the Johns Hopkins School for Advanced International Studies (SAIS) and an undergraduate degree in cultural geography from Clark University.</p>
	<p>Rachael Beaven, Director Statistics Division, Economic and Social Commission for Asia and the Pacific</p> <p>She has over thirty years of experience in government statistics. Prior to joining ESCAP, Ms. Beaven led the Data for Development Team at the Foreign, Commonwealth and Development Office, UK. She is one of the founders of the Inclusive Data Charter and established a data science hub with the Office for National Statistics, UK.</p>

5. References

- Hanna, T., Meisel, C., Moyer, J., Azcona, G., Bhatt, A., & Valero, S. (2023). *Forecasting women in leadership positions*. UN Women.
- ILO. (2020). *Women in managerial and leadership positions in the G20: Data availability and preliminary findings [Stock-taking report prepared for the EMPOWER alliance under the 2020 Saudi Arabian Presidency of the G20]*. International Labour Organization. Retrieved from https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@dgreports/@ddg_p/documents/publication/wcms_762098.pdf
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