Gender Statistics in the Southern Caucasus and Central and West Asia

A Situational Analysis

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Abbreviations

ADB	–	Asian Development Bank
CEDAW	–	Convention on the Elimination of All Forms of Discrimination against Women
DHS	–	demographic and health survey
ESCAP	–	United Nations Economic and Social Commission for Asia and the Pacific
M&E	–	monitoring and evaluation
MDG	–	Millennium Development Goal
MICS	–	Multiple Indicator Cluster Survey
NGO	–	nongovernment organization
NSDS	–	national strategy for the development of statistics
NSO	–	national statistics office
NSS	–	national statistical system
PRS	–	poverty reduction strategy
UN Women	–	United Nations Entity for Gender Equality and the Empowerment of Women
UNECE	–	United Nations Economic Commission for Europe
UNICEF	–	United Nations Children's Fund
UNIFEM	–	United Nations Development Fund for Women
UNSD	–	United Nations Statistics Division

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Executive Summary

This publication has been prepared as part of the Asian Development Bank (ADB) regional assistance project in Central and West Asia— Promoting Gender-Inclusive Growth in Central and West Asian Developing Member Countries. Drawing from national assessments conducted in all the relevant countries, this report provides a baseline of current capacity in the field of gender statistics. As part of the first stage of this multiyear project, its purpose is to help improve the capacity to produce and use sex-disaggregated statistics in the 10 member countries of the region, which are classified into three sub-groups for this report: the Southern Caucasus group (Armenia, Azerbaijan and Georgia); the Central Asia group (Kazakhstan, the Kyrgyz Republic, Tajikistan, Turkmenistan, and Uzbekistan); and the West Asia group (Afghanistan and Pakistan).

Gender statistics reveal the similarities and differences between women and men, and between girls and boys, information that is vital to the development of policies and programs promoting gender equality and women's empowerment. And gender statistics can contribute significantly to the achievement of sustainable and inclusive economic growth and development in general.

Framework for the Production and Use of Gender Statistics

The components involved in effectively producing and using gender statistics are presented in a conceptual framework that could guide capacity development (Chapter 2). The framework is meant to illustrate the multidimensional nature of the generation and use of gender statistics in a way that is easy to understand.

Four interrelated components are needed for the sustainable production and use of gender statistics:

(i) **Demand exists.** There is a clear demand for gender statistics as background information for legislation, government policies, proposals to donors and development partners, etc.

(ii) **Data exist.** The necessary data are collected from censuses, surveys, and administrative records; then they are processed and analysed.

(iii) **Data are disseminated.** The necessary data are published in user-friendly formats, and disseminated widely through easily accessible media.

(iv) **Data are used.** Policy makers, planners, researchers, civil society organizations, and citizens who use data can understand and interpret the data and use them for informed decision making, policy making, public debate, advocacy, etc.

Progress Made in the Southern Caucasus and Central and West Asia in Gender Statistics

Gender statistics has become a familiar concept in the countries of the region. Efforts to improve the production and use of gender statistics have been part of bigger initiatives in the region to address gender concerns since the mid-1990s. These initiatives have resulted in the following developments:

(i) All countries have created mechanisms to address gender inequalities and empower women. National strategies and plans of action have been adopted and machineries created to formulate and implement policies.

(ii) Gender-issue mainstreaming as a strategy to achieve gender equality has become a familiar practice for policy makers and practitioners, and there are signs that it is going beyond the traditional "gender areas" (health, education, and social protection) to broader areas such as economics, trade, and finance. Gender-related budgeting initiatives implemented in Azerbaijan, Georgia, and the Kyrgyz Republic illustrate this process (Appendixes 2–3).

(iii) Georgia, Kazakhstan, the Kyrgyz Republic, and Turkmenistan have introduced legislation on gender statistics through specific provisions in laws on gender equality.

(iv) To provide an institutional mechanism for gender statistics, each national statistics office (NSO) has assigned a staff member to serve as a gender focal point and/or has designated an existing unit or division to be responsible for collecting gender statistics. This function is typically given to a unit or division producing population, employment, or social statistics. Kazakhstan is the only country that has established a new unit specifically for gender statistics (the Division of Gender Statistics and MDG Indicators).

(v) Awareness-raising through gender-statistics training workshops for government bureaucrats who produce and/or use statistics, as well as for other data users, have occurred at the national and regional levels; and tools have been produced with the support of donors such as the United Nations Economic Commission for Europe, the World Bank, and other development partners.

(vi) Gender statistics publications such as the "Women and Men in..." booklets are produced on a regular basis in almost every country in the region.

(vii) New indicators on time use, poverty, and domestic violence—such as the number of women and children visiting shelters and crisis centers—have become available in several countries (for instance, in the Kyrgyz Republic).

(viii) Some countries have developed and annually update databases (such as Gender Info in the Kyrgyz Republic, Tajikistan, and Turkmenistan) dedicated to gender indicators relevant to Millennium Development Goals, governance, labor and employment, migration, living standards, population, health, education, and social protection.

(ix) There have been attempts to institutionalize gender-statistics training through the use of specific modules in the curricula of high-profile educational institutions, such as schools of public administration.

Findings

Overall, the member countries in the Southern Caucasus and in Central and West Asia can be grouped into three categories:

(i) those that have made some progress in gender statistics, but require further capacity development and other technical support: Armenia, Azerbaijan, Georgia, Kazakhstan, the Kyrgyz Republic, Pakistan, and Tajikistan;

(ii) those that need more comprehensive support to build the capacity of both data producers and data users: Turkmenistan and Uzbekistan; and
(iii) one country that still has considerable problems in the production and use of statistics, and need significant and prolonged support in developing gender statistics: Afghanistan.

The main challenge in developing gender statistics in the Central and West Asia region (which includes the Southern Caucasus) has been the low priority accorded to these statistics, particularly when compared with the demands for other types of statistical capacity building. This challenge is not unique to the region. Within NSOs throughout the developing world, the departments responsible for gender statistics typically lack clear mandates and have limited influence. The actual work is often allocated to gender focal points or coordinators already burdened with too many other responsibilities. Indeed, the development of gender statistics has been a regular topic of discussion at the annual meetings of the United Nations Statistical Commission.

Building capacity in gender statistics should not be viewed as a side event to the overall development of a country's national statistics system. For example, the development of gender statistics could provide an opportunity for NSOs to build their capacity to analyze, disseminate, and communicate data, and to apply this capacity to other statistical areas. Also important is the fact that, as with other types of statistics, gender statistics can provide the opportunity for NSOs to strengthen their relationships with other data-producing agencies and to improve consultations with key user groups.

Despite the availability of gender statistics publications in all countries in the region, there has been only limited success in ensuring that sex-disaggregated data and gender perspectives are reflected in mainstream statistical publishing. The spreadsheets on many NSO websites in the region reveal that statistics on key social areas such as labor, employment, health, and education are rarely sex-disaggregated, even when gender-related figures are available. The timely publication of gender statistics is another issue, as is the tracing of statistical trends over time.

The assessment presented in this report found little evidence of regular consultations with data users to discuss emerging needs or to monitor the use of gender statistics. Only in a few countries (Kazakhstan, the Kyrgyz Republic, and Tajikistan) are such mechanisms being developed, but they need further support to become effective and sustainable.

The extent to which gender statistics are utilized is influenced by the ability of scholars, policy makers, civil society groups and others to understand, analyze, and interpret the data. Valuable findings revealed by statistical studies are often concealed by dense writing laden with technical jargon. Skilled communicators are thus needed to present the findings clearly, so that readers will find them accessible and compelling.

Recommendations for Building Demand

(i) Build awareness within the national statistical system of the need for gender statistics and the opportunity they provide in enhancing the quality of official statistics overall.
(ii) Convince policy makers and other data users of the benefits of gender statistics in identifying gaps and inequalities that impede development and poverty eradication by applying strategies such as generating gender statistics and mainstreaming gender concerns into policy making and planning, and implementing gender-specific initiatives such as national gender action plans.
(iii) Develop or enhance national statistical strategies to include building capacity for gender statistics.

Recommendations for Addressing the Problem of Limited Data

(i) Develop an achievable research plan involving gender statistics, and commit the necessary human and financial resources.

(ii) Create mechanisms for coordination among data-producing agencies.
(iii) Develop a consolidated framework of national gender indicators based on international recommendations and examples from other regions.

Recommendations for Improving Data Dissemination

(i) Encourage NSOs to put more emphasis on the analysis, dissemination, and communication of statistics, and to improve the accessibility and usability of their products, especially for national development and economic growth strategies.
(ii) Take steps to make sure that gender statistics are meaningful to users.
(iii) Link gender statistics to other statistical capacity development initiatives in areas such as data analysis and dissemination.

Recommendations for Improving Data Use

(i) Create mechanisms for consultations with data users and for gathering feedback.
(ii) Develop the skills of user groups in locating, interpreting, and using statistics.
(iii) Monitor data use and continually revise data production and dissemination to reflect user needs.
(iv) Build relationships with academic and research institutions to promote the analysis and use of gender statistics.

There should be a policy framework to ensure that the elements needed for the effective production and use of gender statistics are in place and systematically monitored. Developing this framework would assist countries in their efforts to build gender statistics capacity.

Introduction

Recognizing the critical importance of equal opportunity for women and men in economic development, the Asian Development Bank (ADB) supports countries in their efforts to mainstream gender issues into their national and international policies.

This report has been prepared as part of an ADB regional assistance project in the Central and West Asia region—Promoting Gender-Inclusive Growth in Central and West Asian Developing Member Countries.

Drawing from national assessments conducted in all the relevant countries, this report provides a baseline of current capacity of the national statistics offices (NSOs) in the area of gender statistics. As part of the first stage of this multiyear project, it will contribute to the design of a capacity-building plan to enhance the production and use of sex-disaggregated statistics in the 10 member countries of the Central and West Asia region.

The Central and West Asia Region

Central and West Asia is one of the five regions in Asia and the Pacific where ADB operates.

For this report, the ADB developing member countries (DMCs) were classified into three geographical subgroups:

(i) West Asia: Afghanistan and Pakistan;
(ii) Southern Caucasus: Armenia, Azerbaijan, and Georgia; and
(iii) Central Asia: Kazakhstan, Kyrgyz Republic, Tajikistan, Turkmenistan, and Uzbekistan.

Promoting Gender-Inclusive Growth in the Central and West Asia Region

ADB's Strategy 2020—the organization's long-term strategic framework—is centered on five drivers of change: private sector development and private sector operations, good governance and capacity development, gender equity, knowledge solutions, and partnerships.[1] Although focused on gender equity, this technical assistance project incorporates all five drivers.

1 ADB. 2008. *Strategy 2020: The Long-Term Strategic Framework of the Asian Development Bank 2008–2020.* Manila.

The project will promote gender-inclusive growth in the Central and West Asia region by:

(i) improving knowledge through sex-disaggregated data and country gender assessments,
(ii) implementing pilot projects to model gender mainstreaming approaches,
(iii) building capacity in statistics and gender mainstreaming, and
(iv) enhancing partnerships through gender and development networks.

The project is designed to spur progress toward achieving gender equality and women's empowerment. In doing so, it will contribute to the realization of the Millennium Development Goals in these 10 countries.

Reliable data are an essential component of any national development initiative. The field of gender statistics cuts across the traditional fields of official statistics to improve the reliability and availability of information on women and men. A number of initiatives have already taken place in the region to develop the area of gender statistics. But though some progress has been made, many problems must be solved before the effective production and use of gender-related data can be achieved.

Assessing Progress in Gender Statistics

This report is based on information gathered by national experts through desk research and interviews with data producers (mostly representatives of the NSOs). A standard questionnaire (Appendix 1), adapted from one developed by the United Nations Statistics Division (UNSD), was used as a basis for studying the current situation in the 10 countries.

National consultation-and-validation workshops have been held in Afghanistan, Armenia, Azerbaijan, Georgia, Kazakhstan, the Kyrgyz Republic, Pakistan, Tajikistan, and Turkmenistan to review the findings of the subregional and national assessments.[2] These workshops brought together producers and users of gender statistics to discuss the current situation and gather feedback on capacity development needs. Together with this report, the workshop outcomes will inform the development of capacity-building strategies for the subregions.

Limitations of this Report

There are two sides to improving the quality of statistics: supply and demand. The assessments presented in this report are focused mainly on the supply side, with coverage limited to the perspective of the NSOs. To complete the picture would require a more comprehensive assessment, one that would also cover the demand side (i.e., the satisfaction levels of users of gender data) and the quantitative and qualitative data captured by the national statistical systems (involving line ministries such as health and education).

Two main challenges were faced during the preparation of the national assessments:

- a lack of knowledge within the NSOs regarding gender statistics, and
- delays due to the limited availability of people within the NSOs who could provide information on gender statistics capacity.

2 For Uzbekistan, a similar consultation-validation workshop was being arranged at the time of publication.

Chapter 1
Developing Gender Statistics

"What is truly treasured, is measured."[3]

Gender equality is a development goal in its own right, as well as a precondition for the achievement of many other development goals. Gender statistics are central to promoting gender equality and the empowerment of women because they provide the benchmarks against which progress can be measured. They make the similarities and differences between women and men visible, documenting the real situation of one sex as compared to that of the other. In this way, gender statistics have the potential to contribute significantly to the achievement of sustainable and inclusive economic growth and development.

Gender statistics serve many important purposes. They

(i) help eliminate stereotypes by providing facts about the roles and contributions of women;
(ii) support gender mainstreaming by providing data for analyses that form the basis for gender-sensitive policies, legislation, and evidence-based planning and resource allocations;
(iii) make it possible to monitor the impact of gender-related national plans, programs, and development projects by establishing benchmarks and indicators;
(iv) provide indicators for reports to international bodies; and
(v) stimulate public debate and raising awareness about gender equality, and serving as the empirical basis for advocacy for change.

International Mandate for Gender Statistics

The United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Platform for Action, and the Millennium Summit have all established strong international mandates for gender statistics.

CEDAW is the only international treaty that addresses women's rights and interests in a

3 C. Hannan. 2007. Gender Statistics Central to Achieving Gender Equality. Presentation for the Global Forum on Gender Statistics. Rome. 10–12 December.

comprehensive manner and, as such, it is a critical accountability mechanism. States that have ratified or acceded to CEDAW are legally bound to put its provisions into practice, and must report on their progress to the CEDAW Committee every four years. Gender statistics form an important basis for these reports, and the CEDAW Committee often comments on the need for such data to substantiate claims.

> *"A report should include sufficient data and statistics disaggregated by sex … to enable it to assess progress in the implementation of the Convention."*[4]

Another international instrument, the Beijing Platform for Action, adopted in 1995 by the Fourth World Conference on Women, underlines the importance of gender statistics. It calls for regional, national, and international agencies to compile, analyze, and present data that are disaggregated by sex (as well as by age and other relevant factors) on a regular basis to adequately depict the situations of women and men in all critical areas for the purpose of guiding policies and programs. Identifying statistics as a key element in "institutional mechanisms," the Platform emphasizes the role of national governments in (i) generating and disseminating sex-disaggregated data, (ii) providing information for planning and evaluation purposes, (iii) improving the concepts and methods of data collection, and (iv) strengthening statistical systems to incorporate gender analysis into publications and research (Strategic Objective H.3).[5]

Documents adopted during the 5-, 10-, and 15-year reviews over the course of the Platform's implementation (in 2000,[6] 2005,[7] and 2010[8]) strengthened this mandate. They emphasized the need for governments to provide their national statistical systems (NSSs) with the necessary institutional and financial support to ensure the availability of data in formats accessible to policy makers and other users, so as to promote gender-based analysis, monitoring, and impact assessment, as well as research in areas where no data had yet been collected.

Development goals that have been agreed upon nationally and internationally, such as the Millennium Development Goals (MDGs), have also increased the demand for gender statistics. A total of 189 countries have made a commitment to work towards overcoming inequalities in a number of fields, including education, wages, and participation in decision making. The United Nations Millennium Declaration specified quantitative indicators to use in evaluating progress toward the eight MDGs.[9] The goals call for data to be disaggregated by sex and other characteristics (such as urban versus rural) in order to go beyond general national calculations to achieve a better understanding of the situations of various groups within societies.

There is an international consensus that gender statistics are a prerequisite for the empowerment of women and the achievement of gender equality, both of which are essential for the eradication of poverty and the achievement of inclusive economic growth and sustainable development. Thus, the field of gender statistics now plays a role not only in gender-equality activities, but also in activities in areas of

4 United Nations guidelines on reporting to the CEDAW Committee. United Nations (UN), *2003 Compilation of Guidelines on the Form and Content of Reports Submitted by States Parties to the International Human Rights Treaties.* (Geneva), HRI/GEN/2/Rev.1/Add.2.

5 UN. 1996. Report of the Fourth World Conference on Women, Beijing 4–15 1995. www.un.org/womenwatch/daw/beijing/pdf/Beijing%20full%20report%20E.pdf Note that this report includes the Beijing Declaration and Platform for Action.

6 UN. 2000. Five-year Review of the implementation of the Beijing Declaration and Platform for Action (Beijing +5) held in the General Assembly 5–9 June 2000. www.un.org/womenwatch/daw/followup/beijing+5.htm

7 UN. 2005. Ten-year Review and Appraisal of the Implementation of the Beijing Declaration and Platform for Action and the Outcome of the Twenty-Third Special Session of the General Assembly Held During the Forty-Ninth Session of the CSW, from 28 February to 11 March 2005. www.un.org/womenwatch/daw/Review/english/49sess.htm

8 UN. 2000. 15-Year Review of the Implementation of the Beijing Declaration and Platform for Action (1995) and the Outcomes of the Twenty-Third Special Session of the General Assembly (2000). www.un.org/womenwatch/daw/beijing15/index.html

9 The eight MDGs are:
Goal 1: eradicate poverty and extreme hunger;
Goal 2: achieve universal primary education;
Goal 3: promote gender equality and women's empowerment;
Goal 4: reduce child mortality;
Goal 5: improve maternal health;
Goal 6: combat HIV/AIDS, malaria, and other diseases;
Goal 7: ensure environmental sustainability; and
Goal 8: develop a global partnership for development.
For more information on MDG goals and indicators, refer to the United Nations MDG Indicators Website, at www.mdgs.un.org

development that until recently were thought to be unrelated to gender, such as poverty eradication, environmental issues, budgeting, and finance.

In this regard, a new and important development is the Busan Partnership for Effective Development Co-operation, which includes the following statement on gender equality and gender statistics:

"We must accelerate our efforts to achieve gender equality and the empowerment of women through development programmes grounded in country priorities….[w]e will:

" (a) Accelerate and deepen efforts to collect, disseminate, harmonise and make full use of data disaggregated by sex to inform policy decisions and guide investments, ensuring in turn that public expenditures are targeted appropriately to benefit both women and men." [10]

What Are Gender Statistics?

Gender statistics are *not* separate statistics about women. Rather, they cut across all areas of statistics to generate an accurate picture of the statuses and roles of women *and* men in society.

> *"Gender statistics is a field of statistics which cuts across the traditional fields to identify, produce and disseminate statistics that reflect the realities of the lives of women and men and policy issues relating to gender equality."*[11]

Gender statistics is not just about sex-disaggregated data, but also about the availability and use of data and indicators highlighting the relations between women and men. Neither women nor men are homogeneous groups—some within each gender are more vulnerable than others due to economic, geographic, social, or cultural differences. Therefore, further disaggregation by age, location, educational status, employment, ethnicity, and other factors is needed to create an accurate picture.

Developing gender statistics will benefit the entire system of official statistics collection and use. It involves

(i) ensuring that statistics are relevant and useful to stakeholders;
(ii) reviewing existing data collection methods to remove the possible effects of gender bias;
(iii) harmonizing data collection, storage, analysis, and dissemination;
(iv) improving coordination among data producers throughout each country's NSS;
(v) implementing international standards and statistical methodologies;
(vi) improving data analysis, presentation, dissemination, and use of statistics; and
(vii) introducing new collections of statistics to meet user demand for information, such as data on time use, the informal economy, gender-based violence, and women's participation in politics and decision making.

Efforts to build gender statistics capacity should be closely integrated into national statistical strategies and plans. Gender statistics provide an opportunity to strengthen official statistics methodologies, and thus contribute to the development of an efficient NSS, which will, in turn, translate into well-informed decisions by policy makers.

Although often associated with social statistics, gender statistics are relevant to any type of data about individuals, including those related to business, energy, water, sanitation, transport, and the environment.

> *Benefits from improving gender statistics are transferable to all statistical operations, and will strengthen the national statistical system.*

10 Busan Partnership for Effective Development Co-operation, Fourth High-Level Forum on Aid Effectiveness, Busan, Republic of Korea, 29 November–1 December 2011, www.aideffectiveness.org/busanhlf4/images/stories/hlf4/OUTCOME_DOCUMENT_-_FINAL_EN.pdf

11 United Nations Economic Commission for Europe and World Bank Institute. 2010. Developing Gender Statistics: A Practical Tool.

An improved system of official statistics providing relevant and timely data disaggregated by sex, age, rural/urban location, etc. would enable countries to monitor their progress toward achieving national and internationally agreed goals. Quality gender statistics are becoming increasingly important in the Central and West Asia region, as seen in the introduction of new legislation related to gender equality by several countries there, including Azerbaijan, Georgia, Kazakhstan, the Kyrgyz Republic, Tajikistan, and Turkmenistan.

Producing Gender Statistics

Producing gender statistics is much like producing any kind of official statistics. They are derived from all the traditional sources: censuses, surveys, and administrative records kept by government agencies. Each data source has different strengths and weaknesses, but all play an essential role in the production of gender statistics.

- **Censuses** are the collection of data from all members of a population in a given country, region, municipality, economic sector, etc. They are usually costly to conduct and process, but are essential for providing detailed data on areas and groups; and they serve as the basis for survey sampling. The most common censuses are those concerning the national population, housing, and agricultural holdings. National population and housing censuses, which are usually conducted together every 10 years, are a valuable source of information for gender statistics. Given that they include key demographic and socioeconomic information on a country's entire population, they make it possible to compare a range of characteristics and to explore gender differences and similarities across regions.
- **Surveys** are an essential means of producing official statistics. They can provide an accurate picture of a nation by gathering data from a representative sample of the population. Interviewing a smaller number of respondents is less costly than conducting a census, but it still produces reliable results.

  A range of surveys provides the basis for producing key gender statistics. These include:

  (i) Demographic and Health Surveys,
  (ii) Multiple Indicator Cluster Surveys,
  (iii) Labor Force Surveys,
  (iv) Living standard and well-being surveys,
  (v) Time-use surveys, and
  (vi) Surveys on violence against women.

  Such sample surveys can, however, be limited in their ability to provide reliable estimates at the subnational and local levels.

- **Administrative records** are data collected and maintained by government departments and ministries. They are a vital source of gender statistics, as they provide the basis for key indicators relating to education, health, crime, public sector employment, and elected officials.

  The gathering of administrative data is complicated by the lack of coordination among and within ministries, which engenders duplication of effort and compromises the harmonization of concepts, definitions, classifications, and methods. As a result, there are discrepancies, overlaps, and gaps in government data. Data producers across ministries must work together to harmonize their definitions, concepts, etc., and to agree on the most efficient methods of producing statistics.

Using Gender Statistics

There is little value in producing gender statistics if they are not accessible to and used by the public. Among the main users of official statistics are policy makers, civil servants, development partners, civil society groups, advocates, researchers, analysts, journalists, students, and educators. In practice, however, these target groups often face a number of challenges that limit the extent to which they can use data, some of which are well known and others are less well known.

Statistical organizations should play an important role in helping people understand statistics. Not

everyone is comfortable with using data, and some may be unsure about how to interpret the information and apply it to their work. Presenting information well, providing clear explanations, and linking the data to national policies are steps that national statistics offices (NSOs) can take to help data users. Statisticians could also provide training in using statistics, thereby increasing statistical literacy.

Data quality is based on factors such as relevance, accuracy, timeliness, accessibility, and understandability. Often, data quality is gauged more accurately by the data's ease of use, rather than by the technicalities involved in their production. It is vital that data producers understand the needs of data users: not only what kind of data they need, but also how often and in what format they wish to receive the data.

When statistics are released, there should be clear feedback mechanisms and monitoring to see how the data are used. This information would help data producers see which data have the most impact and which may be irrelevant. Data use can be monitored by such measures as logging the number and nature of data requests, keeping track of website traffic, and noting when official statistics are quoted in newspaper articles.

To address these challenges, it is essential to build strong relationships between data producers and data users. This will lead to a greater understanding of both the demand and supply sides, and thus to better-quality gender statistics. Currently, however, there is no (or just the beginnings of) regular consultation, dialogue, or cooperation between data producers and users.

International References, Manuals, and Guides on Gender Statistics

The topic of gender statistics has been on the agenda of the United Nations Statistical Commission for many years. Also, development agencies have undertaken a range of activities to assist countries in building capacity for collecting gender statistics. These have included developing training materials, recommending indicators, preparing and testing survey modules for data collection, and providing technical assistance.

International information and resources on gender statistics can be found at the following links:

United Nations Statistics Division

- Handbooks, Guidelines and Training Manuals – Gender Statistics. http://unstats.un.org/unsd/demographic/standmeth/handbooks/default.htm
- Friends of the Chair Group for Indicators on Violence against Women. http://unstats.un.org/unsd/demographic/meetings/vaw/default.htm
- *Guide to Producing Statistics on Time Use: Measuring Paid and Unpaid Work.* 2005. http://unstats.un.org/unsd/pubs/gesgrid.asp?id=347
- Review of progress in developing gender statistics as of 2005, *The World's Women 2005: Progress in Statistics*, http://unstats.un.org/unsd/demographic/products/indwm/wwpub.htm

United Nations Economic Commission for Europe (UNECE)

- *Developing Gender Statistics: A Practical Tool.* 2010. www.unece.org/stats/gender/manual/Welcome.html
- Gender statistics web page. www.unece.org/stats/gender.html

United Nations Economic and Social Commission for Asia and the Pacific

- Gender Statistics. www.unescap.org/stat/gender-stat/index.asp
- *Gender Indicators for Monitoring the Implementation of the Beijing Platform for Action on Women in the ESCAP Region.* 2003. www.unescap.org/ESID/GAD/Publication/Gender_Indicators2003.pdf

Secretariat of the Pacific Community

- Gender Indicators of the Pacific. www.spc.int/prism/data/gender

Food and Agriculture Organization of the United Nations

- Agri-Gender Statistics Toolkit. www.fao.org/gender/agrigender/en

International Labour Organization

- Checklist of Good Practices for Mainstreaming Gender in Labour Statistics

2003. www.ilo.org/global/statistics-and-databases/standards-and-guidelines/guidelines-adopted-by-international-conferences-of-labour-statisticians/WCMS_087632/lang--en/index.htm

World Bank

- GenderStats. http://web.worldbank.org/WBSITE/EXTERNAL/TOPICS/EXTGENDER/EXTANATOOLS/EXTSTATINDDATA/EXTGENDERSTATS/0,,menuPK:3237391~pagePK:64168427~piPK:64168435~theSitePK:3237336,00.html

World Health Organization

- *Putting Women First: Ethical and Safety Recommendations for Research on Domestic Violence Against Women*. 2001. www.who.int/gender/documents/violence/who_fch_gwh_01.1/en/index.html

Examples of Uses of Gender Statistics

The following websites illustrate how organizations have used gender statistics to examine what progress has been made to advance gender interests and the challenges that still need to be addressed.

- United Nations Entity for Gender Equality and the Empowerment of Women (UN Women). *Progress of the World's Women: In Pursuit of Justice* (2011–2012), http://progress.unwomen.org/pdfs/EN-Report-Progress.pdf
- United Nations Department of Economic and Social Affairs. *The World's Women 2010: Trends and Statistics*, http://unstats.un.org/unsd/demographic/products/Worldswomen/WW2010pub.htm
- Food and Agriculture Organization of the United Nations. *The State of Food and Agriculture 2010–2011: Women in Agriculture—Closing the Gender Gap for Development*. www.fao.org/docrep/013/i2050e/i2050e00.htm

Chapter 2

Framework for the Sustainable Production and Use of Gender Statistics

The components involved in effectively producing and using gender statistics are presented here in a conceptual framework. The framework is intended to illustrate the multidimensional nature of producing and using gender statistics in a way that is easy to understand.

Four interrelated components are needed for the sustainable production and use of gender statistics, as shown in the figure:

(i) **Demand exists.** There is a clear demand for gender statistics arising from the development of legislation and government policies, requests from donors and development partners, etc.

(ii) **Data exist.** The necessary data are collected from censuses, surveys, and administrative records; then they are processed and analyzed.

(iii) **Data are disseminated.** The necessary data are published in user-friendly formats, then disseminated widely through media that are easily accessible.

(iv) **Data are used.** Policy makers, planners, researchers, civil society organizations, and citizens can understand and interpret the data, and use them for informed decision making, policy making, public debate, advocacy, etc.

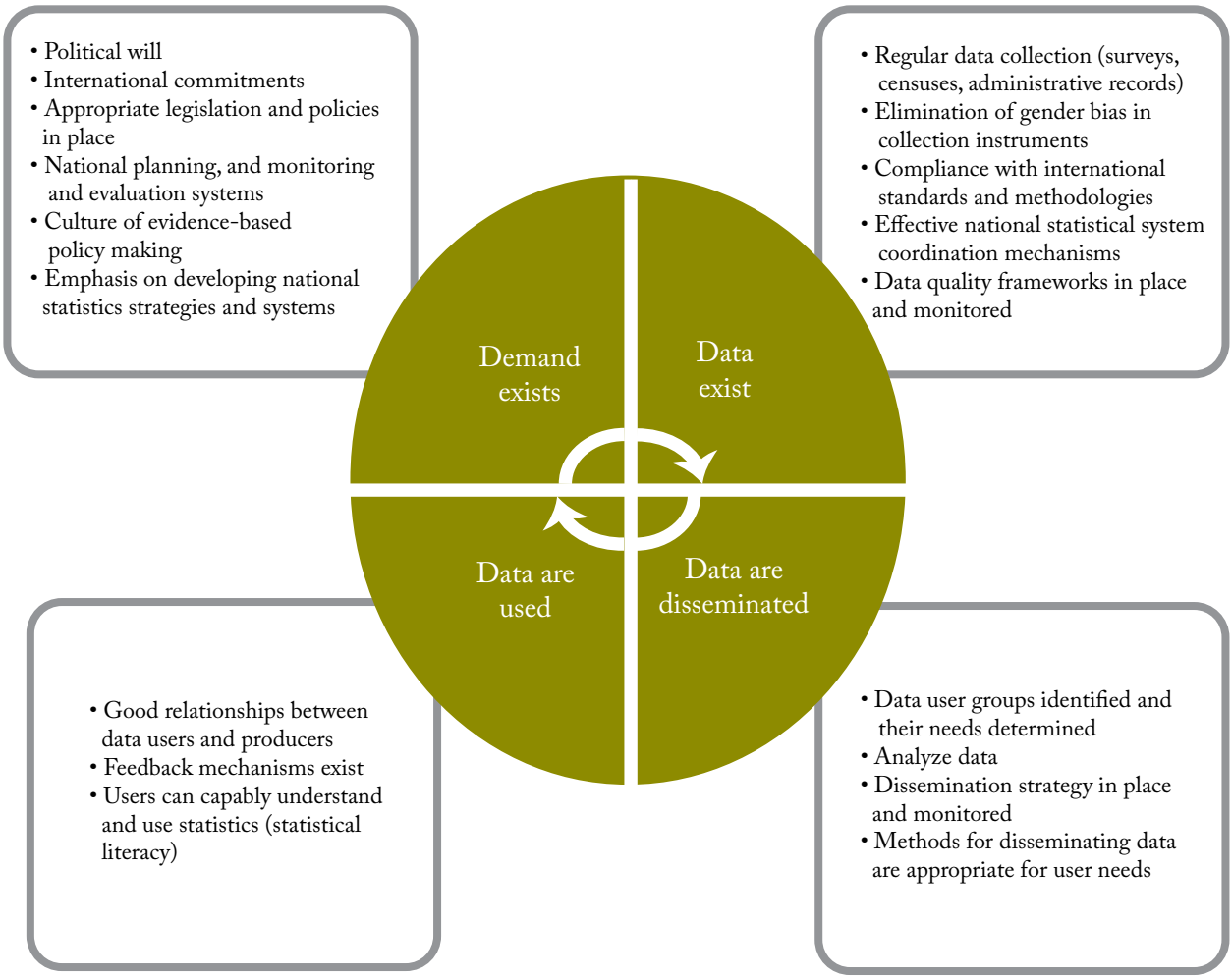
The role of each component depends on the national context. As the countries of the Central and West Asia region are quite diverse, this framework is offered only as a general guide. There may be factors not included in the framework that are essential to achieving a good system of gender statistics in some countries.

Component 1: Demand Exists

The gauging and understanding of demand for data should be a vital element of any statistical framework. Demand drives data production, determines data quality, and provides the basis for determining the relevance and interpretability of statistics.

The demand for gender statistics comes from a variety of sources at the local, national, and international levels. The authority of the source and

Components Needed for the Sustainable Production and Use of Gender Statistics



the degree of demand will influence the priority given to producing gender statistics. If the demand is high and comes from influential sources such as the office of the president or prime minister, or from parliament, there will probably be a great effort to collect gender statistics.

Demand is influenced by many factors: political will; international commitments; appropriate legislation and policies; national planning systems, and national monitoring and evaluation (M&E) systems; a culture of evidence-based decision making; and an emphasis on developing national statistics strategies and systems.

Political will

The willingness of political leaders to acknowledge and address gender concerns is a fundamental source of demand for gender statistics. Equally important, however, is the willingness of the producers of statistics to engage in gender-related studies. Without sufficient political will on the part of the producers and users of data, it will be almost impossible to (i) achieve a sustainable system of gender statistics collection; (ii) mainstream gender into official statistical research and efficiently produce the data required; and (iii) ensure that such data are used in government plans, policies, and decisions.

Political will is demonstrated through the priorities and commitments made by governments. It is evident in legislation and policies, and in the resources allocated to gender equality, social development, and related statistical research. Political will is also manifest in the commitments made by governments at the international level.

International commitments

Government commitments to uphold international law and to work toward internationally agreed goals can drive the demand for gender statistics. These commitments may include human rights conventions, such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), or internationally agreed platforms for action on various economic, social, and environmental issues.

Such commitments usually require national governments to report to international bodies on their progress, and the reports are expected to provide statistical evidence in addition to commentary. For this reason, they are an important source of demand for gender statistics.

In some cases, international commitments have a clear set of indicators associated with them. An excellent example is the Millennium Development Goal (MDG) Framework, which has specific indicators for each goal. Other frameworks may not be so explicit about which statistics to include, leaving it to the country to determine the most relevant information to support its claims. International indicator frameworks for gender statistics (such as those provided in Chapter 1) provide countries with valuable guidance on what kinds of data may be relevant.

Appropriate legislation and policies

National legislation provides the mandate for government policies and programs, including the production and use of official statistics. Most countries have legislation regarding official statistics, usually focused on the powers and organization of the statistical services, with general references to the statistics to be produced. There are some cases, however, in which legislation includes a clear commitment to gender statistics. For instance, Sweden's Official Statistics Act (2001) has a provision stating that all official statistics related to individuals should be disaggregated by sex.[12] This is supported by the Swedish Parliament's decisions that gender statistics should be included in the official statistics, and that all statistics concerning individuals shall not only be collected, analyzed, and presented by sex, but shall reflect gender issues and problems in society.

Legislative demand for gender statistics can also be seen in laws on gender equality that call for particular data or actions. For example, Spain passed a law on gender equality in March 2007 requiring the review and updating of the process for producing statistics. The law also requires the national statistics office (NSO) to prepare an annual report on how its provisions are being implemented. Gender equality laws calling for the production of gender statistics have also been adopted in Georgia, Kazakhstan, the Kyrgyz Republic, Turkmenistan, and Ukraine.

National planning, and monitoring and evaluation systems

National planning and M&E systems need statistics and other information to measure progress toward development goals. National plans that include gender equality goals and indicators will particularly require gender statistics.

An agreed-upon list of gender-related indicators can help to clarify data needs. Although guided by international frameworks, such a list would include statistical indicators that are particularly relevant to a specific country. For instance, the MDGs include key gender-related indicators that governments use in their reports. A comprehensive framework of gender indicators has been developed in the Pacific region, as well as a manual outlining how each indicator is derived.[13]

National indicator frameworks serve as a set of fundamental statistics for monitoring national plans and actions. Indicators can be grouped under topics like health, education, work and employment, public life, etc. The changing nature of gender

12 United Nations Statistics Division (UNSD). 2011. "Official Statistics Ordinance" (English translation). http://unstats.un.org/unsd/dnss/docViewer.aspx?docID=255#start

13 Secretariat of the Pacific Community. 2011. "Gender Indicators of the Pacific," www.spc.int/prism/data/gender

and development means that indicators need to be regularly reviewed and updated to ensure that relevant statistics are included. Both data users and producers should be involved in determining the appropriate indicators and processes for monitoring progress.

Culture of evidence-based policy making

Donors and governments have put an increasing emphasis on evidence-based policy making in recent years. Evidence-based policy making involves using facts, rather than anecdotal evidence or no evidence at all, to develop public policy and make decisions. The degree to which this approach has been embraced by national governments and integrated into public sector culture will influence the demand for statistics, which are a key form of evidence. This applies as much to the demand for gender statistics as for any other kind of statistics.

Emphasis on developing national statistics strategies and systems

The level of commitment to developing national statistics strategies and systems is an indicator of the demand for official statistics. Countries that have developed national strategies for the development of statistics or statistical master plans have usually worked to foster political support for statistics gathering and to determine the demand for data.

The development of gender statistics is not secondary to other statistical capacity-building initiatives. In fact, it should be closely integrated into the overall development of a national statistics-gathering system and be a feature of any national strategy for the development of statistics or statistical master plan. This integration would help clarify the demand for gender-related data and would provide the basis for ensuring that the required data exist.

Component 2: Data Exist

For gender statistics to be used, the data must first be produced. The reason for stating the obvious here is that data production is complex and multifaceted. Moreover, producing data that are gender sensitive requires particular effort.

There is a range of international standards and methodologies for data production that are relevant to gender as well as to other areas of statistics. Countries may adopt these standards and methodologies for the sake of efficiency and cross-country data comparability. Statistical production processes should also address the various aspects of data quality and ensure that outputs are quality-controlled.

Existing data collections often need to be revised and/or new ones introduced in order to meet the emerging demand for gender statistics. Data analysis is an important step in this process, as it involves both interpreting the data and evaluating their quality. Data analysis may involve various techniques and tools, such as cross tabulating different variables, visualizing data in charts and diagrams, identifying key findings and writing descriptive text to explain what the data mean, and applying particular software that allows data sets to be tabulated and compared easily. Conducting analyses from a gender perspective means scrutinizing the data with particular issues in mind, such as the relationships between sex, education level, and employment; or the patterns in the way women and men spend their time.

> *"The result of such efforts is often not simply better information on women and men, but improvements in measuring the realities of economic and social life."*[14]

Regular data collection (surveys, censuses, administrative records)

The priorities and activities of a national statistical system (NSS) are usually outlined in strategic documents such as statistical master plans and work programs. Aside from providing the vision and mission for a government's statistical service, these documents may indicate the data collections

14 United Nations Economic Commission for Europe (UNECE) and World Bank Institute (WBI). 2010. *Developing Gender Statistics: A Practical Tool.* Geneva.

conducted and the statistics produced in a given time period. An effective statistical system should acknowledge the importance of mainstreaming gender concerns into these strategic plans and programs, and should specify the regular data collection needed to produce gender statistics.

As mentioned above, gender statistics are collected from a range of sources. A work plan specifically related to gender statistics can clarify how the various surveys, censuses, and administrative records contribute data for producing key gender indicators. In some cases, these collection instruments will need to be revised to eliminate gender bias.

Elimination of gender bias in collection instruments

Gender bias is a type of measurement error that compromises the accuracy of statistical data and undermines their reliability.[15] Possible sources of gender bias can include poorly worded questions, inappropriate definitions and concepts, cultural taboos that cause problems in the collection of certain information, and enumerators who are inappropriate or who lack training in avoiding gender stereotypes. Collection instruments and methods should be reviewed to ensure that gender bias is eliminated.

The elimination of gender bias may involve revising concepts, definitions, methodologies, and questions; increasing the awareness of gender issues on the part of statisticians and enumerators; and changing statistical production processes. Chapter 1 provides examples of international guidelines to support NSOs in their efforts to eliminate gender bias.

Compliance with international standards and methodologies

International standards and methodologies that were developed with gender issues in mind can provide valuable guidance for NSSs. Two good examples given in Chapter 1 are (i) the Agri-Gender Statistics Toolkit, published by the Food and Agriculture Organization of the United Nations and recommends questions and tabulations to guide the efficient production of gender-sensitive agricultural statistics; and (ii) a checklist of good practices for mainstreaming gender into labor statistics, published by the International Labour Organization. However, these instruments are not always used by NSOs and other data producers.

There are also international guidelines for the production of gender statistics pertaining to specific issues. These include recommended indicators for measuring violence against women,[16] ethical guidelines for conducting domestic violence surveys,[17] and guidance on producing statistics regarding time use.[18]

Effective national statistical system coordination mechanisms

In most countries, it is typically the NSO that produces most gender statistics. However, several other ministries—such as education, health, and justice—also produce important data. These ministries collect the data through their own administrative documentation systems, including hospital records; registers of births, deaths, and marriages; school attendance records; the tracking of movements of people across national borders; and police records. These data form the basis of key statistical indicators regarding demographics, education, health, crime, etc.

Given that data producers are found in several ministries, coordination is needed to ensure harmonization, prevent gaps, and address any duplication of effort. Coordination mechanisms, such as national committees and interagency working groups, may be formally established through statistics-related legislation. A lead agency, often the NSO, should be responsible for ensuring that data producers work together to produce harmonized

15 UNECE/WBI, *Developing Gender Statistics.*

16 UNSD. 2008. "Friends of the Chair Group for Indicators on Violence against Women," http://unstats.un.org/unsd/demographic/meetings/vaw/default.htm

17 World Health Organization (WHO). 2001. "Putting Women First: Ethical and Safety Recommendations for Research on Domestic Violence Against Women," www.who.int/gender/violence/womenfirtseng.pdf

18 UNSD. 2005. "Guide to Producing Statistics on Time Use: Measuring Paid and Unpaid Work," http://unstats.un.org/unsd/pubs/gesgrid.asp?id=347

official statistics. This can be a major challenge, however, as each ministry has its own mandate and purposes for producing data, and may need some convincing to change its practices. High-level commitment and a system of accountability are often needed to ensure that data producers work together to develop a harmonized and efficient NSS.

Data quality frameworks in place and monitored

Data quality is multidimensional, including such factors as relevance, timeliness, accuracy, coherence, interpretability, and accessibility.[19] Many of these factors relate to the effectiveness of data in meeting the needs of users and the forms in which they are published and disseminated.

NSSs should have a data quality assurance framework in place to guide the production of high-quality statistics in all fields. There are many examples of national data quality assurance frameworks, and the United Nations Statistics Division (UNSD) is working on a set of recommendations for international data gathering.[20]

Component 3: Data are Disseminated

Producers of gender statistics should put a strong emphasis on publishing and dissemination. As the number of data users grows and their needs diversify, efforts must be made to ensure that statistical products reach different user groups and are tailored to the groups' specific needs. This will involve a number of steps, such as first identifying user groups and their needs, developing a strategy for dissemination, and employing different methods for the regular and timely release of sex-disaggregated data in all fields of statistics.

Data user groups identified and their needs determined

The first step in publishing and disseminating statistics, be they gender statistics or any other kind, is to clarify for whom they are being produced and why. To ensure that statistics are tailored to meet the varying needs of users, data producers should identify groups of like users.

Many groups use data, including policy makers (civil servants and elected officials), advocates, lobbyists, businesspeople, academics, researchers, teachers, students, journalists, and average citizens. All these groups have own informational needs. Their data requirements will depend on their topics of interest, their capacity to interpret and use statistics, their preferred methods of data access, and their intended use for the data. This information may come from consultations with users, previous experience with users, or customer satisfaction surveys.

Dissemination strategy in place and monitored

The dissemination of sex-disaggregated and gender-sensitive data is important, and not only for gender-focused publications like the "Women and Men in…" booklets. All regular releases of statistics on individuals should be gender-sensitized and sex-disaggregated so as to correctly reflect gender similarities and differences.

A strategy should be developed to guide the dissemination and communication of a given set of statistics. Such a document could include

(i) the objectives of dissemination;
(ii) target user group(s) and their needs;
(iii) the methods of dissemination (e.g., interactive databases, print publications, brochures, video tutorials, spreadsheets);
(iv) communication methods (e.g., seminars, workshops, press releases, media interviews, training in statistical literacy);
(v) presentation guidelines for statistical products;
(vi) policies for dealing with errors, revisions, and misuse of data; and

19 Australian Bureau of Statistics (ABS). 2009. "ABS Data Quality Framework," www.abs.gov.au/AUSSTATS/abs@.nsf/Lookup/1520.0Main%20Features1May+2009

20 UNSD. 2011. "National Quality Assurance Frameworks," http://unstats.un.org/unsd/dnss/QualityNQAF/nqaf.aspx

(vii) a description of how dissemination would be monitored and evaluated for effectiveness.

There could be a high-level strategy to cover issues common to all statistical products, as well as specific strategies for gender statistics and statistics concerning other specialized areas.

Methods for disseminating data appropriate for user needs

Taking a few extra steps to generate sex-disaggregated data is a relatively straightforward process. After all, data that are gender-sensitive, and disaggregated by sex and other characteristics, are far more valuable for policy makers, researchers, and analysts. But unless the data are disseminated, they cannot be used.

> *"Women and men should be visible in statistics. For this to be possible, statistics must be disaggregated by sex. In addition, statistics should be presented in such a way that they are easily accessible to users."*[21]

Many data users have only a limited understanding of statistics, and need information to be presented clearly, in language that can be understood by a wide audience. The form in which statistics are published or disseminated will influence how they are used. Barriers such as complicated language, fees, databases that are difficult to use, and access restrictions (e.g., required passwords or special software) can turn away potential users and render statistics unusable.

Technology has changed the way statistics are disseminated. The capacity to create and use databases is increasing rapidly, and print publications with large data tables are becoming less relevant. Experienced users often prefer to access and analyze data in spreadsheets or databases so they can cross tabulate variables and generate their own charts.

When statistics are disseminated online, they can be continually updated, and the process of publication can be made more efficient through streamlining and system integration.

Taking advantage of technology is by no means the only solution for improving the dissemination of gender statistics. There is also a strong demand for clear and simple presentations of statistics in print and broadcast media. This can be in the form of brochures, fact sheets, video tutorials, booklets, media interviews, etc.

As the lack of appropriate technology is a problem in many developing countries, dissemination methods should be reviewed and updated regularly to ensure that data are reaching the target groups, and that these groups are able to access and use them.

Component 4: Data are Used

Ensuring that data are used will involve developing good relationships between users and producers, gathering feedback, and helping users to improve their statistical literacy.

A vital component of any gender statistics framework is collecting feedback on data use. Producers need feedback to understand people's experiences in using gender statistics and to discover the issues that need to be addressed.

Good relationships between data users and producers

Relationships between users and producers are important at all stages of the statistical production process. NSOs need to engage with data users to understand their needs and to get feedback on whether their statistical products meet those needs. Without consultations, it is impossible to know whether the statistics being produced are comprehensible or even relevant, and this may lead to ill-informed policy making and gaps in M&E.

Data producers should seek opportunities to participate in national reporting on gender issues as well as in planning and M&E. For example, the NSO should be an integral part of the team that prepares national reports to international bodies,

21 Statistics Sweden. 2010. *Women and Men in Sweden 2010: Facts and Figures*. Stockholm.

such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the United Nations Commission on the Status of Women.

Feedback mechanisms

Feedback can exist in a variety of forms. User-consultation mechanisms—such as committees, working groups, and user forums—provide opportunities to get feedback on the data produced and then to improve data quality. Regular and organized consultations also allow an NSS to monitor and prioritize the growing number of requests for gender statistics.

Systematic records of e-mails, telephone calls, and over-the-counter inquiries for data can reveal which topics are of most interest to users and whether those topics are adequately covered. The monitoring of press citations, website visits, and the sales of statistical publications is another important source of feedback.

User satisfaction surveys also provide valuable feedback for data producers. For example, in 2010 Statistics New Zealand employed an independent research organization to conduct a survey to gauge people's level of awareness of official statistics, their trust in those statistics, their use of the data, the importance of the data to the users, and how users accessed the data. The survey provided key information to Statistics New Zealand that was used to improve its services.[22]

Users capable of understanding and working with statistics

Statistics is a complex field, and data can be difficult to understand, particularly for people who are not comfortable working with numbers. Most users will need some help in understanding statistical and gender concepts, and they may appreciate the opportunity to develop their skills through training and technical guides.

Data producers should help users identify and address their capacity-building needs. This may prove extremely important for both analytical and advocacy purposes. Methods for building statistical literacy could include

(i) conducting workshops for policy makers in which statistics would be presented in a way that would be meaningful for their work, and that would encourage them to ask questions and build their understanding;
(ii) providing journalists with training or short factsheets on statistical and gender concepts;
(iii) integrating gender statistics into the training and retraining curricula of public administration departments within the NSOs and other government agencies;
(iv) offering statistics in school programs to familiarize children and young adults with statistics and ways to apply them; and
(v) working with academics to integrate statistics into university courses, and helping students to access and use data.

22 Statistics New Zealand. 2010. "Use and Trust in Official Statistics Survey," www.stats.govt.nz/about_us/our-publications/use-trust-in-oss-2010.aspx

Help Users to Get the Statistics They Need, When They Need Them

Turkmenistan has responded to the need for the latest reliable information about its population by providing an interactive database. In 2004, work began on the development of TurkmenInfo, a national and regional level database using DevInfo (www.devinfo.org). The database was extended to the district level in 2005.

TurkmenInfo is especially designed for monitoring Millennium Development Goal indicators. Each year there are additional data, which are grouped into seven modules: population, health care, education and science, social protection, standard of living, employment and labor, and crime. Turkmaninfo currently includes 69 indicators.

Another database is Genstat Region (www.stat.gov.tm/ru/content/cooperation/gender-millennium/genstat-region), which is specifically designed to monitor gender concerns in Turkmenistan. It includes more than 1,500 indicators related to various social and economic policy areas. Data are disaggregated by sex, age, and territory (i) country, region, and district; and (ii) urban and rural.

Turkmenistan is continuing to work on improving its gender statistics, with the goal of delineating gender inequalities in all spheres of society. The possible consolidation of Genstat Region and Millennium Development Goal indicators is under discussion, with a view to establishing a more unified data set.

More information on these databases can be found on the website of the State Committee of Turkmenistan on Statistics at www.stat.gov.tm/ru/content/cooperation/gender-millennium.

Chapter 3
Gender Statistics in the Central and West Asia Region: Current Situation at a Glance

This assessment of gender statistics capacity in the Central and West Asia region is based on information gathered from national statistics offices (NSOs) and desk research. The questionnaire used to gather this information (Appendix 1) was based on one developed by the United Nations Statistics Division (UNSD).

Table 1 provides a summary of the current situation. It is structured according to the policy framework for gender statistics that was developed for this report (Chapter 2). Ratings for each element are based on information collected separately at the national level by our contributors. These ratings are subjective and, given the complexities surrounding each element, a rating of "yes" may not necessarily be interpreted as sufficiency. Further explanations of the current situation in each subregion and country can be found in the subregional findings (Chapter 4) and in Appendixes 2–4.

Table 1 Gender Statistics—Current Situation at a Glance

Yes ✓ Partly ● None or insufficient × More information needed ?

			West Asia		Southern Caucasus			Central Asia				
			Afghanistan	Pakistan	Armenia	Azerbaijan	Georgia	Kazakhstan	Kyrgyz Republic	Tajikistan	Turkmenistan	Uzbekistan
Demand exists	Appropriate Legislation	A statistics act exists.	✓ 1	✓ 2	✓ 3	✓ 4	✓ 5	✓ 6	✓ 7	✓ 8	✓ 9	✓ 10
		The statistics act explicitly calls for the production of gender statistics.	×	×	×	×	×	×	×	×	×	×
		Another act explicitly calls for the production of gender statistics.	×	×	×	×	✓ 11	✓ 12	✓ 13	×	✓ 14	×
	International Commitments	International commitments, including CEDAW,[15] the Beijing Platform for Action, and the MDGs.[16]	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	National Planning, M&E Systems[17]	Gender equality plan requires statistics.	✓ 18	✓ 19	✓ 20	✓ 21	✓ 22	✓ 23	✓ 24	✓ 25	×	×
	Emphasis on Developing National Statistics Strategies and Systems	An NSDS[26] or statistical master plan currently exists.	✓ 27	● 28	✓ 29	✓ 30	✓ 31	✓ 32	✓ 33	✓ 34	✓ 35	✓ 36
		The statistical strategy includes the provision of gender statistics.	✓	×	✓	×	✓	×	✓	✓	×	×
		The NSO[37] has a work plan for developing gender statistics.	✓ 38	×	×	×	×	✓	✓	✓	● 39	×

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Table continued

			West Asia		Southern Caucasus			Central Asia				
			Afghanistan	Pakistan	Armenia	Azerbaijan	Georgia	Kazakhstan	Kyrgyz Republic	Tajikistan	Turkmenistan	Uzbekistan
Data Exist	Regular Data Collection	Relevant data are collected regularly from administrative records, surveys, and censuses.	● [40]	✓	✓	✓	✓	✓	✓	✓	✓	● [41]
		Surveys specifically target gender issues.	✓ [42]	✓ [43]	✓ [44]	✓ [45]	✓ [46]	✓ [47]	✓ [48]	✓ [49]	● [50]	● [51]
		A national framework of gender indicators exists.	×	×	×	✓	✓	✓	✓	✓	✓	✓
		Staffing and budgets are allocated for the production, analysis, and dissemination of gender statistics.	×	×	●	●	●	✓	●	●	×	×
	Elimination of Gender Bias	Efforts have been made to eliminate gender bias in population and housing censuses.	×	✓	✓	✓	×	✓	✓	✓	✓	●
		Efforts have been made to eliminate gender bias in administrative data.	✓	?	×	×	×	✓	✓	✓	✓	✓
	Effective Coordination Mechanisms among Data Producers	There is a mechanism for the systematic coordination of data producers.	×	?	?	?	?	?	?	?	?	?
		There is an ongoing mechanism specifically for the production of gender statistics.	✓ [52]	✓ [53]	×	×	×	✓	✓	✓	×	×

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Table continued

		West Asia		Southern Caucasus			Central Asia				
		Afghanistan	Pakistan	Armenia	Azerbaijan	Georgia	Kazakhstan	Kyrgyz Republic	Tajikistan	Turkmenistan	Uzbekistan
Data Are Disseminated	There are publications on gender data covering women and men.	● One-time[54]	✓ Every 5 years[55]	✓ Annual[56]	✓ Annual[57]	✓ Biennial[58]	✓ Annual[59]	✓ Annual[60]	✓ Periodic[61]	● One-time	● Periodic[62]
	Gender indicators and sex-disaggregated data are available on the NSO website.	●	✓[63]	✓[64]	✓[65]	×	✓[66]	✓[67]	●	●	×
Data Are Used	There are consultations with gender-statistics users to get feedback on emerging data needs and to monitor data use.	×	×	×	×	×	✓	✓	✓	×	●

[1] Islamic Republic of Afghanistan National Assembly (Meshrano Jirga), *Statistics Law of 2006*.
[2] National Assembly Secretariat of Pakistan, *General Statistics Act of 1975,* 1975, No. LXIX/1975; *General Statistics (Reorganization) Act,* 14 May 2011, No. 45/2011.
[3] Parliament of the Republic of Armenia, *Law on State Statistics of the Republic of Armenia,* 26 April 2000.
[4] Parliament of the Republic of Azerbaijan, *The Law on Official Statistics of the Republic of Azerbaijan,* 18 February 1994, N_789.
[5] Parliament of Georgia, *The Law of Georgia on Official Statistics,*11 December 2009, No. 2291.
[6] Parliament of the Republic of Kazakhstan, *Law of the Republic of Kazakhstan on State Statistics 2010,* 7 May 1997, Nr 98-1.
[7] Parliament of the Kyrgyz Republic, *The Law of the Kyrgyz Republic on State Statistics,* 26 March 2007, No. 40.
[8] Parliament of the Republic of Tajikistan, *Law of the Republic of Tajikistan on State Statistics,* 1 January 2010, No. 588.
[9] Parliament of Turkmenistan, *Law of Turkmenistan on State Statistics,* 1998.
[10] Parliament of the Republic of Uzbekistan, *Law on State Statistics,*12 December 2002.
[11] Parliament of Georgia, *Law of Georgia on Gender Equality*, 26 March 2010.
[12] Parliament of the Republic of Kazakhstan, *State Guarantees for Equal Rights and Opportunities for Women and Men,* 8 December 2009, No. 223-IV.
[13] Parliament of the Kyrgyz Republic, *State Guarantees on Equal Rights and Equal Opportunities for Men and Women,* 4 August 2008, Law No. 184, Article 8.
[14] Parliament of Turkmenistan, *The Law on State Guarantees of Equal Opportunities for Women,* 14 December 2007.
[15] CEDAW = Convention on the Elimination of All Forms of Discrimination against Women.
[16] MDG = Millennium Development Goals.
[17] M&E = monitoring and evaluation.
[18] Islamic Republic of Afghanistan, *Ministry of Women's Affairs, National Action Plan for Women of Afghanistan 2007–2017,* 2006.
[19] Islamic Republic of Pakistan, *Ministry of Social Welfare and Special Education, Pakistan National Plan of Action for Women* (year not specified).
[20] Republic of Armenia Ministry of Social Security, *Republic of Armenia National Action Plan on Improving the Status of Women and Enhancing Their Role in Society (2004–2010).*
[21] Republic of Azerbaijan, *Presidential Decree on Strengthening Gender Policy of Azerbaijan*, 1998.
[22] Parliament of Georgia, Advisory Council on Gender Equality, *National Action Plan on Gender Equality 2011–2013.*
[23] Government of the Republic of Kazakhstan, *Strategy of Gender Equality in the Republic of Kazakhstan for 2006–2016,* Presidential Decree of 29 November 2005, No. 1667.
[24] Government of the Kyrgyz Republic, *National Plan of Action for Achieving Gender Equality for 2007–2011,* Presidential Decree of 20 August 2007, No. 369.
[25] Government of the Republic of Tajikistan, *National Strategy for Enhancing the Role of Women in the Republic of Tajikistan 2011–2020.*
[26] NSDS = national strategy for the development of statistics.
[27] Islamic Republic of Afghanistan, Central Statistics Office of Afghanistan, *Capacity Development Plan 2011–2014,* June 2011.
[28] At the time of publication, the Pakistan Bureau of Statistics was drafting a national strategy for the development of statistics that is expected to be finalized in 2012.

[29] Statistical Service of the Republic of Armenia, *State Statistical Work Programmes of the Republic of Armenia 2010–2012*.

[30] The State Statistical Committee of the Republic of Azerbaijan, *State Program on the Improvement of Official Statistics in the Republic of Azerbaijan in 2008–2012,* 26 December 2007, Presidential Decree No. 2583.

[31] National Statistics Office of Georgia, *National Strategy for the Development of Statistics in Georgia 2011–2014,* 2011.

[32] Agency of Statistics of the Republic of Kazakhstan, *Strategic Plan of the Agency of the Republic of Kazakhstan on Statistics for 2011–2015*.

[33] National Statistical Committee of the Kyrgyz Republic, *Program for Improvement and Development of State Statistics in the Kyrgyz Republic for 2010–2014*.

[34] Agency on Statistics under President of the Republic of Tajikistan, *Draft National Strategy for Development of Statistics; Multiyear Integrated Statistical Program for 2012–2016,* 2011, MISP 2.

[35] Agency on Statistics under President of the Republic of Tajikistan, *State Programme of Turkmenistan on Transition to International Standards for 2010–2012*.

[36] Government of the Republic of Uzbekistan, "Programme of State Statistical Works for 2012," http://www.stat.uz/upload/iblock/d17/Pril_Programma_2012.doc (in Russian).

[37] NSO = national statistics office.

[38] Islamic Republic of Afghanistan, Central Statistics Office, *Women and Men in Afghanistan: Baseline Statistics on Gender and Statistics,* 2008.

[39] The collection of sex-disaggregated data is part of the overall work plan.

[40] Security issues and political instability have limited the opportunities for data collection.

[41] The last census was in 1989.

[42] Islamic Republic of Afghanistan Central Statistics Office and United Nations Children's Fund (UNICEF), *Multiple Indicator Cluster Survey (MICS) 2000, 2001,* MICS2; MICS 2003, 2001, MICS2; MICS 2010–2011, Afghanistan Central Statistics Office and United Nations Assistance Mission in Afghanistan, *Gender and Decision-Making 2010–2011.*

[43] Government of Pakistan Federal Bureau of Statistics and Ministry of Finance, *Time Use Survey 2007,* 2008; the National Institute of Population Studies and Measure DHS, *Demographic and Health Survey (DHS) 1990–1991,* 1992; *DHS 2006–07,* 2008.

[44] National Statistical Service of the Republic of Armenia, *Nationwide Survey on Domestic Violence against Women in Armenia 2008–2010,* 2011; National Statistical Service of the Republic of Armenia and Statistics Sweden, *Time Use Sample Survey in the Republic of Armenia 2008 October 1–31,* 2009; National Statistical Service of the Republic of Armenia, the Ministry of Health, and Measure DHS, *Armenia DHS 2010; Armenia DHS 2005,* 2006; *Armenia DHS 2000.*

[45] Republic of Azerbaijan State Committee on Family, Women and Children's Affairs and the Combating Gender Based Violence Project, *Survey on Domestic Violence and Violence against Women 2008;* State Statistical Committee of the Republic of Azerbaijan and Macro International Inc., DHS 2006, 2008; Leyla Ismayilova and ICF Macro, "Intimate Partner Violence and Unintended Pregnancy in Azerbaijan, Moldova, and Ukraine" (working paper 2010 No. 79, DHS Working Paper Series, United States Agency for International Development and ICF Macro, Calverton MD, 2010).

[46] Statistics Georgia, *Time Use Survey 2005;* Pilot Survey on Violence against Women 2010.

[47] Kazakhstan National Institute of Nutrition, *Kazakhstan DHS 1995,* 1996; Academy of Preventive Medicine, *Kazakhstan DHS 1999,* 2000; Agency of Statistics of the Republic of Kazakhstan and the UN, *Kazakhstan MICS 2006,* 2007, MICS3.

[48] Kyrgyz Republic Institute of Obstetrics and Pediatrics and the Ministry of Health, *Kyrgyz Republic DHS 1997,* 1998; National Statistical Committee of the Kyrgyz Republic and the Ministry of Health, *Kyrgyz Republic DHS 2012;* National Statistical Committee of the Kyrgyz Republic, *Survey Module on Violence against Women 2006.*

[49] Agency on Statistics under President of the Republic of Tajikistan, *Gender Indices in Dekhkan Farms 2004–2009,* 2010; DHS 2012.

[50] Maternal and Child Health Center and the Republic of Turkmenistan Ministry of Health and Medical Industry, *Turkmenistan DHS 2000,* 2001.

[51] Institute of Obstetrics and Gynecology and the Republic of Uzbekistan Ministry of Health, *Uzbekistan DHS 1996,* 1997; Analytical and Information Center of the Ministry of Health of Uzbekistan and National Department of Statistics of Uzbekistan, *Uzbekistan DHS 2002;* State Statistical Committee of Uzbekistan, *Time Use Survey 1997.*

[52] Afghanistan's Ministry of Women's Affairs established an Interministerial Working Group on Gender and Statistics to facilitate the publication of *Women and Men in Afghanistan: Baseline Statistics on Gender.* The group included representatives of the Ministry of Justice; Ministry of Public Health; Ministry of Education; Ministry of Higher Education; Ministry of the Interior; Ministry of Information, Ministry of Culture and Youth; Ministry of Commerce; Ministry of Economy; Ministry of Energy and Water; Ministry of Finance; Ministry of Rural Rehabilitation and Development; Ministry of Agriculture, Irrigation and Livestock; and the Ministry of Women's Affairs; as well as the Supreme Court and the Central Statistics Office. The group continues to meet about every 3 months.

[53] Government of Pakistan, Interagency Committee for the Preparation of the Compendium of Gender Statistics (1998–present).

[54] Islamic Republic of Afghanistan Ministry of Women's Affairs and United Nations Development Fund for Women, *Women and Men in Afghanistan: Baseline Statistics on Gender 2008,* 2008.

[55] Government of Pakistan Federal Bureau of Statistics (renamed Pakistan Bureau of Statistics), *Women and Men in Pakistan 1998,* 1998; *Women and Men in Pakistan 2004,* 2004; *Women and Men in Pakistan 2009,* 2009.

[56] National Statistical Service of the Republic of Armenia, *Women and Men in Armenia* (1999, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011).

[57] The State Statistical Committee of the Republic of Azerbaijan, *Women and Men in Azerbaijan 2007; Women and Men in Azerbaijan 2008,* 2008; *Women and Men in Azerbaijan 2010.*

[58] Ministry of Economic Development of Georgia, Department for Statistics, *Women and Men in Georgia* (2000, 2002, 2005, 2006, 2008).

[59] Agency of Statistics of the Republic of Kazakhstan, *Women and Men in Kazakhstan* (2007, 2008, 2009, 2010).

[60] National Statistical Committee of the Kyrgyz Republic, *Women and Men of the Kyrgyz Republic 2000–2011 (annual)*.

[61] Agency on Statistics under President of the Republic of Tajikistan, *Women and Men in the Republic of Tajikistan 1999, 2002, 2007, 2010.*

[62] Ministry of Macroeconomics and Statistics of the Republic of Uzbekistan, *Gender and Development in Uzbekistan, 1993–1998*. Tashkent, 2000; Ministry of Macroeconomics and Statistics of the Republic of Uzbekistan. *Women and Men of Uzbekistan 2000–2002. Gender Equality in Uzbekistan: Facts & Figures*. Tashkent, 2004; State Committee of the Republic of Uzbekistan on Statistics *Women and Men of Uzbekistan 2000–2005*, Tashkent, 2007; State Committee of the Republic of Uzbekistan on Statistics *Women and Men of Uzbekistan* 2002–2007, Tashkent, 2009; State Committee of the Republic of Uzbekistan on Statistics *Women and Men of Uzbekistan 2007–2010*, Tashkent, 2012 (in print).

[63] Government of Pakistan Federal Bureau of Statistics, www.pbs.gov.pk

[64] National Statistical Service of the Republic of Armenia, www.armstat.am/en

[65] The State Statistical Committee of the Republic of Azerbaijan, www.azstat.org/indexen.php

[66] The Agency of Statistics of the Republic of Kazakhstan, www.eng.stat.kz

[67] National Statistical Committee of the Kyrgyz Republic, www.stat.kg

Chapter 4
Findings of the Regional Assessment

Gender statistics has become a familiar concept to the 10 countries of the Central and West Asia region. Efforts to improve the availability and use of statistics about women and men began in some parts of the region as early as the mid-1990s. However, this assessment shows that there is still a long way to go before gender concerns are successfully integrated into official statistics.

Overall, the countries of the Central and West Asia region can be grouped into three categories:

(i) those that have made some progress in the production and use of gender statistics, but require further capacity development and other technical support: Armenia, Azerbaijan, Georgia, Kazakhstan, the Kyrgyz Republic, Pakistan, and Tajikistan;
(ii) those that need more comprehensive support to build the capacity of both data producers and data users: Turkmenistan, and Uzbekistan; and
(iii) one country that still has considerable problems in the production and use of statistics, and need significant and prolonged support in developing gender statistics: Afghanistan.

[T]here is still a long way to go before gender concerns are successfully integrated into official statistics.

This chapter provides an assessment of the Central and West Asia region, covering the similarities and differences among the region's 10 countries. A detailed assessment of each subregion—the Southern Caucasus, Central Asia, and West Asia—can be found in Appendixes 2–4.

Assessment of "Demand Exists"

It was at the Fourth World Conference on Women, held in Beijing in 1995, where the governments of Afghanistan, Pakistan, and the newly independent states of Armenia, Azerbaijan, Georgia, Kazakhstan, the Kyrgyz Republic, Tajikistan, Turkmenistan, and Uzbekistan were introduced to the international agenda on gender equality and women's empowerment. All these countries joined the Beijing Declaration and Platform of Action, and acceded to the principal international human

Previous Efforts to Develop Gender Statistics Systems in the Region

Many initiatives have been undertaken over the past decade to improve the production and use of gender statistics in the Central and West Asia region, and there have been some excellent results. These efforts were mainly driven by donors and development partners, including the Swedish International Development Cooperation Agency, the United States Agency for International Development, the Department for International Development of the United Kingdom, the United Nations Development Programme, the United Nations Economic Commission for Europe (UNECE), the United Nations Population Fund, the United Nations Children's Fund (UNICEF), the United Nations Development Fund for Women, the World Health Organization, and the World Bank. These organizations have supported regional and national programs that work to enhance the capacities of national statistics offices and data users to collect, disseminate, and analyze gender statistics.

Initiatives at the regional level:
- gender-statistics training workshops targeting national statistics office staff and data users;
- creation of a regional gender statistics website and database;[a] and
- manuals and guidelines developed to support gender mainstreaming into statistics, all translated into Russian.[b]

Initiatives at the national level:
- efforts to make censuses and surveys gender-sensitive,
- statistics gathering revised to capture sex-disaggregated data whenever possible, and
- "Women and Men" booklets regularly published by almost all countries in the region.

These initiatives have resulted in a greater appreciation for, availability of, and use of gender statistics; new and improved data collection systems; and the regular publication of key gender-related indicators.

At the same time, the efforts by donors and development partners have not always been systematic and persistent. Some duplication has been observed, and the results of training and other activities were not sufficiently monitored to assess their impact and sustainability.

While the progress made in developing gender statistics must be acknowledged, it is clear that more work is needed to capitalize on the investments already made.

[a] UNECE. Gender Statistics. www.unece.org/stats/gender.html

[b] For example, materials from UNECE (www.unece.org/stats) and the United Nations Statistics Division (http://unstats.un.org/unsd/methods.htm).

rights instruments, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). These obligations were further strengthened when, in 2000, the governments signed the Millennium Declaration, thereby committing themselves to achieving specific targets regarding gender equality and women's empowerment.

All countries participating in the principal international human rights instruments must report regularly to the relevant international bodies on their progress toward fulfilling their commitments. The national governments of the Central and West Asia region require reports in turn from their own agencies. Given these requirements, there is clearly a growing need for gender statistics, as these reports would have to include statistics to substantiate claims of progress or lack thereof.

Achievements

The demand for gender statistics has grown in the region, helped by the following achievements:

(i) All 10 countries have created mechanisms to address gender inequalities and empower women. National strategies and plans of action have been adopted, and machineries exist to formulate and implement policies.

(ii) Policy makers are accustomed to mainstreaming gender issues, and there are signs that this mainstreaming is reaching beyond the traditional "gender areas" (health, education, social protection) to sectors such as economics, trade, and finance. Gender budgeting initiatives implemented in Azerbaijan, Georgia, and the Kyrgyz Republic are good examples of this ongoing change (Appendixes 2 and 3).

Georgia's Law on Gender Equality Makes a Clear Call for Statistics

In 2010 the Parliament of Georgia adopted a law on gender equality.[a] The law states that "official statistical reports related to gender issues shall be completed with data differentiated by sex," thus demonstrating a clear political will within Georgia to improve the availability of gender statistics.

[a] Parliament of Georgia, Law of Georgia on Gender Equality, 26 March 2010. The passage of this law was supported by ADB's Social Service Delivery Program. The action plan for implementing the law is supported under the regional technical assistance project for Promoting Gender Inclusive Growth in Central and West Asia.

(iii) Some countries (Georgia, Kazakhstan, Kyrgyz Republic, and Turkmenistan) have introduced legislation on gender statistics through specific provisions in laws on gender equality.

(iv) All national statistics offices (NSOs) have developed some kind of institutional mechanism for gender statistics through the appointment of a staff member to serve as a gender focal point and/or the designation of a unit or division to be responsible for mainstreaming gender perspectives into the production of statistics. This usually occurs in a unit or division that already produces population, employment, or social statistics. Kazakhstan is the only country that has established a separate unit solely for gender statistics: the Division of Gender Statistics and MDG Indicators.

(v) Awareness raising through gender-statistics training workshops targeting NSO staff and data users have been conducted in most countries at the national and regional levels, with the support of donors such as the United Nations Development Programme, the United Nations Economic Commission for Europe (UNECE), the United Nations Population Fund (UNFPA), the World Bank, and others.

Challenges

Accurately gauging demand will require more effort to understand the user perspective in the countries of the Central and West Asia region. This regional assessment was based mainly on the views of data producers in NSOs. Some information on the demand for gender statistics was gathered through consultative workshops held at the national level in three countries of the region, but a more detailed assessment of user needs and current satisfaction levels is required to complete the picture.

The main problem in developing gender statistics in the Central and West Asia region has been the low priority accorded to these statistics by the NSOs, particularly when compared with other areas of statistical capacity building. This problem is not unique to the region. Indeed, the development of gender statistics is a regular topic of discussion at the annual meetings of the United Nations Statistical Commission.

> *"[I]ncreasing the capacity to produce reliable, accurate and timely statistics, in particular gender statistics, remains a formidable challenge for many countries."*[23]

Despite the progress made in building demand for gender statistics, a number of challenges remain:

(i) Requirements for gender statistics have not been included in the mainstream laws on official statistics, and only general references have been made to statistics in gender equality legislation.

(ii) Institutional mechanisms tend to be weak. Government agencies given the responsibility for gender statistics lack clear mandates and have insufficient authority to effect change.

(iii) There is a lack of gender-specific indicators in studies on poverty; inequality of economic opportunity; governance; stereotyping; violence; impact of conflict; access to assets,

23 The World's Women 2010: Trends and Statistics United Nations Department of Economic and Social Affairs.

services, and state subsidies; and gender inequalities related to environmental issues.

(iv) Delays in the production of gender statistics and the lack of comparisons over time are both issues to be addressed.

(v) There is only a limited awareness of gender equality and women's rights concepts among policy makers and the general public.

(vi) There is only a limited awareness of the importance of gender statistics among both data producers and data users, including the understanding of what "gender statistics" actually means and how gender data can be used.

Recommendations for Building Demand

The following steps can be taken to build demand for gender statistics:

(i) Build awareness within the national statistical system (NSS) of the need for gender statistics and the opportunity they provide for enhancing the quality of official statistics overall.

  (a) The identification of gender statistics "champions" among senior staff would be a sign of support from decision makers, and would be key to creating a sustainable effect.

  (b) As initiatives to build awareness have already occurred in many countries in the region, it is vital to first analyze lessons learned and then build on the experience of previous attempts.

(ii) Generate demand by increasing the awareness of policy makers and other data users of the importance of gender issues, the benefits of using gender statistics, and the need to mainstream gender concerns into policy making and planning.

  (a) In collaboration with national women's machineries,[24] NSOs should work with other government agencies and sectors of the economy to ensure a greater awareness of gender statistics and the need to use them.

  (b) Statisticians (as well as representatives of national gender equality machineries) should actively participate in national planning and reporting processes from an early stage—for example, in the development of monitoring and evaluation (M&E) systems and in the setting of performance indicators, so as to ensure the integration of gender-specific indicators as well as the sensitivity of existing indicators.

  (c) NSOs or agencies specifically responsible for gender statistics should demonstrate their relevance for policy initiatives and economic growth strategies by presenting the statistics in a format meaningful to policy makers.

(iii) Develop or enhance the national statistical strategy so that it includes gender statistics.

  (a) Governments should integrate gender statistics into national statistics strategies and master plans.

  (b) NSOs or agencies specifically responsible for gender statistics should explain how the development of gender statistics will help achieve goals set out in the national statistical strategy.

  (c) Governments should ensure that gender will be a consideration in other statistical capacity-building initiatives.

  (d) Governments should follow the recommendations on gender statistics by the United Nations Statistical Commission, and borrow ideas from countries that have already been successful in integrating gender into statistics gathering, such as the examples cited in the publication *Developing Gender Statistics: A Practical Tool*.[25]

24 A "national women's machinery" is a government institution or parliamentary structure that has been established to promote the advancement and human rights of women.

25 UNECE and WBI. 2010. *Developing Gender Statistics, A Practical Tool.* Geneva.

Assessment of "Data Exist"

Statistics is a multifaceted field with capacity required in many areas. NSOs must have expertise in dealing with data users to determine their needs, survey sampling, questionnaire design, management of field operations, data entry and processing, analysis, dissemination, attending to media liaison concerns, and organizational management. Subject-matter expertise is also needed in areas such as consumer prices, national accounts, labor statistics, demography, and social statistics.

For many countries in the region, efforts to build statistical capacity have started to pay off in the form of a consistent production of quality statistics. Some countries, such as Pakistan, have a long history of producing robust statistics; but others have had to rebuild their statistical systems following periods of significant change. The state of gender statistics in a country reflects the country's overall statistical capacity. It also reflects the cultural norms and attitudes that have shaped its collection of gender-related information in the past.

Achievements

Several achievements in the region have led to improvements in the collection of gender statistics:

(i) There have been efforts to eliminate gender bias in data collection instruments and to address gender concerns in censuses and surveys (in Armenia, Kazakhstan, Kyrgyz Republic, Pakistan, Tajikistan, Turkmenistan, and Uzbekistan). In Pakistan, for instance, materials were developed to train population census enumerators and raise public awareness of potential gender issues in the census, such as women's employment.[26]

(ii) Administrative records of key line ministries—health, education, and employment, to mention a few—have been improved to capture sex-disaggregated data (in Afghanistan, Kazakhstan, Kyrgyz Republic, Tajikistan, Turkmenistan, and Uzbekistan). For example, the Agency of Statistics of the Republic of Kazakhstan held a national workshop on the gender sensitization of the NSS. Follow-up action has included interagency workshops on ways to eliminate gender bias in measuring domestic violence and informal employment.[27]

(iii) International standards and methodologies (such as those related to population, health, employment, etc.) have been implemented to improve cross-country comparability. For example, Turkmenistan adopted a state program for 2010–2012 that introduces international standards and requirements for statistics on reproductive health and population, labor and employment, and other areas.[28]

(iv) New indicators on poverty, violence against women and children, and time use have become available in a number of countries in the region.

(v) Some countries have developed databases of gender indicators (such as GenderInfo in the Kyrgyz Republic, Tajikistan, and Turkmenistan) that include Millennium Development Goals (MDGs), governance, labor and employment, migration, living standards, population, health, education, and social protection. And they update them annually as a monitoring measure.

(vi) New data collection activities related to gender concerns have been introduced.

  (a) Afghanistan has begun a survey on gender and decision making.[29]

26 United Nations Population Fund (UNFPA). 2004. *Engendering Population Census in South and West Asia: Collected papers*. Kathmandu.

27 Statistics Agency of the Republic of Kazakhstan. 2008. "Introduction of Gender Statistics in the National System of the Republic of Kazakhstan. Paper presented at the UNECE Work Session on Gender Statistics. Geneva. 6–8 October.

28 "Государственная программа перехода системы статистики Туркменистана на международные стандарты на 2010-2012 годы" ("State Program of Transition of Statistics of Turkmenistan to International Standards in 2010–2012"), 2010, www.stat.gov.tm/assets/files/gosprogram_ru.pdf

29 Central Statistics Organization of Afghanistan, "Participation of Women and Men in Decision Making Survey by the Central Statistics Organization of Afghanistan," begun in 2009, www.cso.gov.af/en/page/1494

Kazakhstan's Division of Gender Statistics and MDG Indicators

Kazakhstan is so far the only country in the region that has established a specific unit within its NSO responsible for gender statistics: the Division of Gender Statistics and MDG Indicators, which is in the Department of Social and Demographic Statistics. The official website of the Kazakhstan National Statistical Committee also refers to gender statistics.

Source: www.eng.stat.kz/Pages/default.aspx.

(b) Armenia,[30] Kazakhstan,[31] and Pakistan[32] have completed surveys on time use.[33]

(c) Armenia,[34] Georgia,[35] Kazakhstan,[36] and the Kyrgyz Republic[37] have conducted full or pilot surveys on violence against women.

(d) Over half of the countries in the region have conducted Demographic and Health Surveys[38] (Armenia, Azerbaijan, Kazakhstan, Kyrgyz Republic, Pakistan, and Uzbekistan), which have generated data for a wide range of gender indicators in the areas of population, health, and fertility.

Many of these achievements have been donor-driven. Most countries in the region reported that little or no resources from their national budgets had been allocated for the development of gender statistics.

Challenges

Building capacity in gender statistics should not be viewed as a side event to the overall development of a country's NSS. In fact, the development of gender statistics could provide an opportunity for NSOs to build their capacity in the analysis, dissemination, and communication of statistics, and to apply this capacity to other statistical areas. Also important is the fact that, as with other types of statistics, gender statistics can provide NSOs with the opportunity to strengthen relationships with other data-producing agencies and to improve consultations with key user groups.

Benefits gained from developing gender statistics are applicable to all statistical operations. Demonstrating this to decision makers will be a vital part of any initiative to further develop gender statistics in the countries of the Central and West Asia region.

This general assessment revealed the following problems relating to data gathering:

(i) Poor coordination among data-producing agencies has led to gaps in data collection, limited data comparability, and duplication of effort.

(ii) The lack of consultations between data producers and users has limited the

30 National Statistical Service of the Republic of Armenia. 2005. "Armenia Time Use Pilot Survey 2004 July 1–31. www.armstat.am/en/?nid=82&id=335

31 The Agency of Statistics of the Republic of Kazakhstan. 2006. "On the Use of time by Households. www.stat.kz/publishing/pages/2006_god.aspx

32 Federal Bureau of Statistics, Statistics Division, Government of Pakistan. 2009. "Pakistan Time Use Survey 2007," http://undp.org.pk/images/publications/tus_report_20071.pdf

33 Time use surveys are a valuable source of statistics related to gender equality. Usually based on the completion of time use diaries by a representative sample of the population, they provide data on how much time women and men spend doing paid work, unpaid household work, watching television, caring for children, etc.

34 National Statistical Service and Ministry of Labor and Social Affairs of the Republic of Armenia. 2006. "Family Survey," www.unfpa.org.tr/armenia/report/familysurvey.pdf; National Statistical Service of the Republic of Armenia. 2010. "Nationwide Survey on Domestic Violence against Women in Armenia, 2008–2009," www.genderbasedviolence.am/conimages/DV_Executive_Summary_Engl.pdf

35 Marine Chitashvili et al. 2010. "National Research on Domestic Violence against Women in Georgia. Tbilisi, Georgia: *ACT Research and the Centre for Social Science at the I. JavakhishviliTbilisi State University*. www.genderbasedviolence.ge/conimages/annual-eng.pdf

36 Agency of Statistics of the Republic of Kazakhstan. 2011. "Women and Men in Kazakhstan 2006–2010," www.eng.stat.kz/publishing/DocLib/2011/MiWEngEnd.pdf

37 National Statistical Committee of the Kyrgyz Republic. *Women and Men of the Kyrgyz Republic 2005–2009.*

38 Measure DHS, Demographic and Health Surveys www.measuredhs.com

Gender Statistics Topics

The countries of the Central and West Asia region collect and publish gender statistics related to a range of topics. The domains vary from country to country, but most include

- **population indicators,**
- **health,**
- **education,**
- **work and employment,**
- **crime and violence, and**
- **parliament and political power.**

producers' understanding of users' needs, and their inability to meet those needs.

(iii) There are often obstacles to the collection of gender-related data, among them cultural issues, civil unrest (in some countries), the lack of trained enumerators, and the difficulty of reaching remote communities.

(iv) While there has been progress in the collection of sex-disaggregated data, there has been less success in the development of the types of statistics that clearly show the inequalities between women and men. This has made it harder to influence policies, legislation, plans, and budgets in the interest of gender equality.

Recommendations for addressing the problem of insufficient data

The following steps can be taken to address the problem of limited data:

(i) Develop an achievable work plan for gender statistics, and commit the necessary human and financial resources.

  (a) Make a clear commitment in the form of a statistical master plan and/or strategy.
  (b) Then clarify, in a gender statistics work plan, the resources and actions necessary to effect the statistical master plan and/or strategy.

(ii) Create mechanisms for coordination among data-producing agencies.

  (a) Use existing coordination mechanisms to establish a mandate for cooperation in the interest of improving the production of gender statistics.
  (b) Establish working groups to handle the detailed work of reviewing statistical collection methods and harmonizing them across agencies.

(iii) Develop a consolidated framework of national gender indicators based on the experience of international and regional programs.

  (a) After consultations with users about their data needs, work with other data-producing agencies to create a framework of gender indicators for monitoring gender equality.
  (b) Alternatively, work with NSOs and development partners in other regions to adapt an already existing framework of indicators to the national context. For example, the Committee on Statistics of the United Nations Economic and Social Commission for Asia and the Pacific (ESCAP) is currently coordinating the development of a an indicator framework for the Asia-Pacific region, the Secretariat of the Pacific Community has developed a comprehensive set of indicators for the Pacific, and the United Nations Economic Commission for Europe (UNECE) has provided a model for its own gender statistics database.[39]

Assessment of "Data are Disseminated"

Despite the availability of gender statistics publications in nearly every country in the region, there has been only limited success in ensuring that sex-disaggregated data and gender perspectives are included in other outlets for published data. For instance, the websites of many NSOs in the region have data on important social development areas

39 UNECE Statistics Database, http://w3.unece.org/pxweb

such as health and education, but these statistics are rarely sex-disaggregated, although such data had most likely been collected.

Information must be published in formats that meet the needs of data users. Computer technology offers the opportunity to reach a wider audience, although the printed versions of publications are still relevant in most developing member countries. Many of the countries in the region have invested in new technologies for cost-effective data dissemination, such as interactive websites and databases. However, there has apparently been little effort to communicate statistics in ways that would make them easy to understand.

Table 2 illustrates the current gaps in the availability of data regarding key gender-related topics. It is based on a review of publications and databases on the English and Russian versions of NSO websites and on information gathered through this situational analysis. As is illustrated in the table, there are gaps in the data concerning key gender-related issues such as the informal economy, time use, and violence against women. The availability of sex-disaggregated socioeconomic data is better, but these data are usually disseminated in gender statistics products (e.g., Women and Men booklets), and not necessarily in other types of statistical products. In some cases, data on a particular gender-related topic are available but quite limited, and these cases are indicated in Table 2 with gray shading. Light green shading indicates cases in which data could not be found online. Links to the NSO Web sites are provided in Appendix 5.

Achievements

- All countries have published gender statistics products, many on a regular basis. Most countries still rely on donor support for these activities, but some (e.g., Kazakhstan) have allocated resources of their own for this purpose.
- Greater effort has been made to improve the dissemination of data. Kazakhstan and the Kyrgyz Republic, for example, have made their Women and Men booklets available through their official websites.

Challenges

This assessment did not explore data dissemination practices in much depth. It was limited to reviewing the availability of specific gender-statistics products and the publication of gender-related data on NSO websites.

Challenges regarding the dissemination of gender statistics may include (i) only a limited capacity for analyzing and presenting statistics, (ii) a lack of human and financial resources, and (iii) less emphasis on data communication and dissemination than on data collection and processing.

Recommendations for improving data dissemination

Data dissemination can be improved in the following ways:

(i) Encourage NSOs to put more emphasis on the dissemination of gender statistics and to improve the accessibility and usability of their products, especially for national development and economic growth strategies.

  (a) Identify the various user groups, along with their needs and levels of expertise in statistics, then develop different products to target these groups.
  (b) Test the products before they are released, and gather feedback afterward to monitor their effectiveness and improve their quality. For example, before their release, websites and databases should be tested with actual data users to see how helpful they really are. Guidance on how to conduct usability testing should be available from appropriate online sources.

(ii) Link gender statistics to other statistical capacity-development initiatives concerning dissemination.

  (a) Developing dissemination capacity is often a priority for a country's national statistical system (NSS).

Table 2 Online Dissemination—Current Sex-Disaggregated Data Availability and Gaps

	West Asia		Southern Caucasus			Central Asia				
Gender-related statistics	**Afghanistan**	**Pakistan**	**Armenia**	**Azerbaijan**	**Georgia**	**Kazakhstan**	**Kyrgyz Republic**	**Tajikistan**	**Turkmenistan**	**Uzbekistan**
Time use and unpaid work		2007[1]	2004[2]		2005[3]	2006[4]	2005, 2010[5]	2007[6]		1997[7]
Decision making and participation in public life	2009–current[8] 2005–2007,[9] 2010–2011[10]	2007–2009[11]	2010[12]	2006[13]		2010[14]	2005, 2010[15]	2010[16]	2000[17]	1996,[18] 2002[19]
Ownership and control of land and/or other household assets	2007–2008[20]			2006[21]				2007[22]		
Gender attitudes[23]				2006[24]		2006[25]				
Informal economy		2009[26]	2010[27]				2011[28]			
Prevalence of violence against women			2006[29]	2006[30]	2010[31]	2006[32]	2005, 2010[33]	2005[34]		
Reproductive health	2003,[35] 2010[36]	2007, 2010–2011[37]	2010[38]	2006[39]	2005[40]	1999[41]	1997,[42] 2005, 2010[43]	2005,[44] 2007[45]	2000[46]	1996,[47] 2006[48]

continued on next page

Table continued

	West Asia		Southern Caucasus			Central Asia				
Sex-disaggregated data in socioeconomic subject areas	**Afghanistan**	**Pakistan**	**Armenia**	**Azerbaijan**	**Georgia**	**Kazakhstan**	**Kyrgyz Republic**	**Tajikistan**	**Turkmenistan**	**Uzbekistan**
Labor market and employment	2009[49]	2009, 2010–2011[50]	2008,[51] 2010[52]	2006[53]	2009[54] 2010[55]	2010[56]	2005, 2010[57]	2007[58]	1995,[59] 2000[60]	2000[61]
Poverty	2008[62]	2001[63]					2005, 2010[64]	2007[65] 2009[66]		
Education	2003,[67] 2010–2011[68]	2010–2011[69]	2010[70]	2006[71]	2008[72]	2010[73]	2005, 2010[74]	2007[75]	1995,[76] 2000[77]	2000,[78] 2006[79]
Health and mortality	2010[80]	2007, 2009[81]	2010[82]	2006[83]	2005,[84] 2008[85]	2010[86]	2005, 2010[87]	2005,[88] 2007[89]	2000[90]	1996,[91] 2000,[92] 2006[93]
Migration		2010–2011[94]	2010[95]			2010[96]	2010[97]	2010[98]		2000[99]
Agriculture								2007[100]		
Crime			2010[101]		2008[102]	2010[103]	2005, 2010[104]	2010[105]		2000[106]

Legend:

– data found online.

– limited data found online.

– no data found online.

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Women and Men in Afghanistan: Baseline Statistics on Gender (2008)

To address the problem of poor data availability in Afghanistan, the Ministry of Women's Affairs, with the support of the United Nations Development Fund for Women (UNIFEM),[a] coordinated the publication of a Women and Men in Afghanistan booklet in 2008.

The publication was an important contribution to the development of gender statistics in Afghanistan. It not only made the data more accessible through an easy-to-read format, it also highlighted the data gaps and research needs for a range of gender issues.

The booklet was prepared by the Interministerial Working Group on Gender and Statistics, which comprised representatives from 15 government ministries and agencies.

[a] In 2011, UNIFEM was merged into the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women).

Source: Ministry of Women's Affairs and UNIFEM. 2008. *Women and Men in Afghanistan: Baseline Statistics on Gender.* Kabul.

Statistical Speak in the Philippines

The Philippine National Statistical Coordination Board features statistics in easy-to-understand language through a series of articles entitled "Statistically Speaking."

The Statistically Speaking website presents views and perspectives of the technical staff about the data produced and how they may be interpreted. This website is a good example of how some countries are trying to ensure that statistics are understood and used, so that they may inform decision making.

Source: National Statistical Coordination Board. Statistically Speaking. www.nscb.gov.ph/headlines/StatsSpeak/default.asp.

(b) If gender statistics initiatives are linked to skill building in dissemination, the benefits could extend to other statistical fields.

(iii) Take steps to make sure data are meaningful to users.

(a) Show the links between the statistics and things that are important to the users, such as national plans and policies.
(b) Provide understandable definitions of concepts and avoid using technical terms.
(c) Present statistical information clearly and simply, and in a way that is interesting to the reader.

Assessment of "Data are Used"

Measuring data use was not emphasized in the assessment methodology. It could be a subject for further research, however, as an understanding of how data are used could be key to enhancing the quality of gender statistics.

Achievements

There has been some improved cooperation between data producers and data users. In Azerbaijan, the Kyrgyz Republic, Tajikistan, and Uzbekistan, consultations and cooperation preceded international reporting (i.e., the submission of progress reports for Convention on the Elimination of All Forms of Discrimination against Women, the Millennium Development Goals, and the Beijing Platform for Action).

Challenges

The assessment revealed little evidence, however, of *regular* consultations with users to discuss emerging needs and monitor the use of gender statistics. Only Kazakhstan and the Kyrgyz Republic have

established, to some extent, such mechanisms regarding the use of gender statistics.

A key challenge that affects the extent to which data are used is the capacity of users to access, understand, analyze, interpret, and apply statistics. Data are often presented in dense language filled with technical terms and jargon that only specialists can understand. Skilled communicators are needed to present the valuable findings that have emerged through gender statistics.

Recommendations to National Statistics Offices for improving data use

Data use can be improved by the following means:

(i) Create mechanisms for consultations with data users and for other means of gathering feedback.

- (a) Establish a "gender statistics users' forum" to gather information on user perspectives and encourage questions about data quality. Target key users such as lobby groups, policy makers, international organizations, and nongovernment organizations.
- (b) Conduct an annual user survey to monitor satisfaction with statistical products.

(ii) Develop the skills of user groups to locate, interpret, and apply statistics.

- (a) Offer short training courses, fact sheets, and guides that explain difficult terms and concepts.
- (b) Target specific user groups, such as journalists, and offer training that is suited to their needs.
- (c) Encourage questions and comments via e-mail, phone, over the counter, etc.
- (d) Work with schools and universities to incorporate the use of statistics in assignments, with the aim of developing students' skills.

(iii) Monitor data use, and continually revise data production and dissemination methods to reflect user needs.

- (a) Keep records of press citations, the number and nature of data requests, website traffic, publication distribution, etc., to monitor the level of use of all statistical products.

Using Gender Statistics in Policy Making

The Australian Human Rights and Equal Opportunity Commission conducted community consultation sessions on gender equality in 2007 and 2008. Dubbed the "Listening Tour," these sessions occurred at 90 events held across Australia, and were complemented by an online dialogue through blog entries and comments.

The tour focused on the themes of economic empowerment; balancing work and family life; and freedom from harassment, discrimination, and violence.

Presenting official gender statistics on the situation of women and men in Australia, the Listening Tour provided an opportunity for communities to discuss the issues and provide "a human perspective to statistics."

The tour provided important feedback that the Australian government was able to use when designing gender equality policies and programs, including reforms such as the Paid Parental Leave Scheme in 2011.

Listening Tour

What the Commissioner wanted to find out

The Listening Tour started in November 2007. As the new federal Sex Discrimination Commissioner, Elizabeth Broderick visited every state and territory in Australia. Over 1,000 people took part in the 90 events held in metropolitan, regional and remote locations. An additional 128 people contributed through the Listening Tour blog, with 39,612 viewers reading the Commissioner's Listening Tour diary, and a total of 66,826 hits.

Before the Listening Tour began, the Commissioner identified three crucial areas for achieving equality between women and men in Australia:

• economic independence for women

Presenting gender statistics at a community consultation session

Photo: Australian Human Rights and Equal Opportunity Commission (2008)

Sources: Australian Human Rights Commission, *Listening Tour Community Report,* 2008, www.humanrights.gov.au/sex_discrimination/listeningtour/index.html; and Australian Department of Education, Employment and Workplace Relations, *Paid Parental Leave*, 2009, www.deewr.gov.au/workplacerelations/programs/pages/paidparentalleave.aspx

Integrating Gender Statistics into Operational Plans

Gaps in gender statistics policy frameworks are addressed at the operational level through the adoption of work plans on gender statistics by National Statistics Offices (NSOs). In Tajikistan, for instance, work plans were developed for 2010 and 2011 that identified the following four main areas of activity:

(i) monitoring gender indicators in national development strategy, national development strategy, Millennium Development Goals, living standards survey and analysis of gender sensitive indicators in statistical reporting (e.g., economic status of women);
(ii) cooperation with other government agencies and NSOs on improvement of sectoral gender statistics (e.g., education, violence);
(iii) capacity development for the staff of the NSO and other government agencies; and
(iv) dissemination of gender statistics via publications, CDs, and websites.

(b) The NSO should generate reports for distribution among its management and staff. This kind of feedback will be motivating and rewarding for the teams producing the data.

(iv) Promote the analysis and use of gender statistics in scholarly work.

(a) Build relationships with academic and research institutions.
(b) Provide incentives such as research grants and scholarships.

Recommendations

This assessment has provided a snapshot of the current status of gender statistics in the Central and West Asia region. It shows that the capacity of the NSOs in the region's developing member countries has improved, demonstrates that it needs to be further strengthened and better coordinated.

Gender statistics must be mainstreamed and used more widely if they are to influence national development strategies and action plans, and thereby help to improve the lives of women and men. If sex-disaggregated data are not collected, analyzed, and used, national strategies will not achieve their goals.

The recommendations given below are based on a gender-statistics policy framework developed specifically for this report using information gathered from the region's NSOs and from desk research.

Building Demand

There are certain measures that can be taken to build demand:

(i) Build awareness within the NSS of the need for gender statistics and the opportunity they provide to enhance the quality of official statistics overall.
(ii) Generate demand by increasing the awareness of policy makers and other data users of the links between gender equality and sustainable development goals, the benefits of using gender statistics, and the need to mainstream gender concerns into policy making and planning.
(iii) Develop or enhance the national statistical strategy so that it explicitly includes a commitment to gender statistics.

Addressing the Problem of Insufficient Data

The following strategies have been shown to be effective in addressing the problem of insufficient data:

(i) Develop an achievable work plan for gender statistics, and commit the necessary human and financial resources.
(ii) Create mechanisms for coordination among data-producing agencies.

(iii) Develop a consolidated framework of national gender indicators based on the experience of international and regional programs.

Improving Data Dissemination

Data dissemination may be improved by the following means:

(i) Encourage NSOs to put more emphasis on the dissemination of gender statistics and to improve the accessibility and usability of their products, especially for national development and economic growth strategies.
(ii) Link gender statistics to other statistical capacity-development initiatives that include dissemination.
(iii) Take steps to make sure that data are meaningful to users.

Improving Data Use

Data use can be improved through the following activities:

(i) Create mechanisms for consultations with data users and for other means of gathering feedback.
(ii) Develop the skills of user groups to locate, interpret, and use statistics.
(iii) Monitor data use and continually revise data production and dissemination methods to reflect user needs.
(iv) Promote the analysis and use of gender statistics in policy and research.

A policy framework that promotes and monitors the production and use of gender statistics should assist countries in their efforts to build gender statistics capacity.

APPENDIX 1

Gender Statistics Situational Analysis Guide Questions

Assessment of the Status of Gender Statistics Collection, Analysis, and Dissemination by the National Statistics Offices (NSOs) of ADB Member Countries in the Central and West Asia Region

Sir/Madam: May we ask for your kind cooperation in providing the information requested below. This study is being undertaken by the Asian Development Bank (ADB) to: (i) establish baseline assessments of the country's policies and programs on gender and statistics, (ii) determine the training needs of NSOs on gender statistics, (iii) formulate policy and program recommendations to address NSO needs regarding gender statistics collection/analysis/dissemination, and (iv) identify common key gender indicators that can be collected across ADB developing member countries in the Central and West Asia region.

INTERVIEW GUIDE[40]

A. BACKGROUND

1. Country:

   _____

2. Name of NSO:

   _____

3. NSO mailing address:

   _____

4. NSO Web site:

   _____

40 Prepared in December 2010 by ADB under RETA 7563: Promoting Gender-Inclusive Growth in Central and West Asia Developing Countries. This interview guide is partly informed by the United Nations Statistics Division (UNSD) Questionnaire on National Gender Statistics Programmes and Activities, 2006. Gender and development experts and other gender specialists will use this instrument to interview key persons in NSOs.

5. Name of NSO employee who is the main data source:

   _____

6. Title/rank of main data source :

   _____

7. Contact numbers of main data source :

   _____

8. E-mail address of main data source:

   _____

9. Date when data gathering was completed:

   _____

10. Other NSO personnel involved in supplying information for this questionnaire (add rows or continue the list on a separate page, if necessary)

a) Name	b) Title	c) E-mail address
(i)		
(ii)		
(iii)		

B. GENDER IN THE DEVELOPMENT AND POLICY CONTEXTS

1. Regarding the promotion of gender equality and of a greater role for women in nation building, please list any of the following that exist in or apply to your country:
   1.1 constitutional provisions,
   1.2 national laws, and/or
   1.3 international conventions and declarations—such as the Beijing Platform for Action or the Convention on Elimination of All Forms of Discrimination against Women (CEDAW)—to which your country is a signatory?

2. Does your country have a gender and/or action development plan? _____ Yes _____No
   2.1. If yes, which agency monitors its implementation?
   2.2. What is the role of the NSO, if any, in the implementation of the plan(s)?

3. Does your country have a poverty reduction strategy (PRS)? _____ Yes _____No
   3.1. If yes, which ministry is responsible for the overall coordination of the PRS?
   3.2. What specific role does the NSO play in the realization of the PRS, i.e., the development of the strategy, implementation, monitoring and evaluation (M&E), and annual performance reviews?

C. POLICY & PROGRAM FRAMEWORK FOR GENDER STATISTICS

1. Are there any national laws and/or resolutions that provide directions for the collection of gender statistics? (e.g., provisions in statistics laws, or in any other laws or resolutions?)
   _____ Yes _____ No

   1.1. If yes, please provide the details requested in the table below (add rows or continue the list on a separate page if necessary):

a) Name of law or resolution	b) Year approved	c) Salient gender features	d) Agencies responsible
(i)			
(ii)			
(iii)			

2. In addition to the above, are there any official national policies aimed at improving the collection of gender statistics?_____ Yes _____No

   2.1. If yes, please provide the details requested in the table below (add rows or continue the list on a separate page if necessary):

a) Name of policy	b) Year approved	c) Salient gender features	d) Agencies responsible
(i)			
(ii)			
(iii)			

3. Does your country have a statistical master plan (SMP) and/or a national strategy for the development of statistics (NSDS)?_____ Yes _____No

   3.1 If yes, does the SMP and/or NSDS have specific provisions for the development of gender statistics? _____ Yes _____No

   3.2 If yes, please provide the specific provisions, and indicate to whom the various responsibilities have been assigned (continue your answer on a separate page if necessary).

4. Are there any other national plans with proposed programs and activities for improving gender statistics? _____ Yes _____No

   4.1. If yes, please provide the details requested in the table below (add rows or continue the list on a separate page if necessary):

a) Name of national plan	b) Duration (YEAR–YEAR)	c) Gender programs and activities featured	d) Agencies responsible	e) Status of plan implementation	f) Implementation mechanism (briefly)	g) Extent to which the plans have succeeded
(i)						
(ii)						
(iii)						

D. INSTITUTIONAL ARRANGEMENTS

1. Is there a specific unit, division, or focal point responsible for gender statistics in your national statistics office (NSO)? _____ Yes _____No

   1.1. If yes, please provide the details requested in the table below (add rows or continue the list on a separate page if necessary):

a) Name of unit, division, or focal point	b) Name of unit or division head, or of focal point	c) E-mail address	d) Telephone number
(i)			
(ii)			
(iii)			

   1.2. If no, what other units or divisions in the NSO deal with gender statistics?

2. Describe briefly the responsibilities of the unit or division in the NSO that deals with gender statistics (including whether gender statistics is the primary focus or not).
3. Does the NSO unit or division dealing with gender statistics coordinate its activities with other NSO units or divisions, or with other ministries or agencies?_____ Yes _____No

   3.1. If yes, please provide the details requested in the table below (add rows or continue the list on a separate page if necessary):

a) Name of unit, division, ministry, or agency	b) Name of unit head	c) E-mail address	d) Telephone number
(i)			
(ii)			
(iii)			

E. GENDER STATISTICS ACTIVITIES AND ACHIEVEMENTS

1. Has your NSO been instrumental in organizing an interagency committee or any similar formation of users and producers of gender statistics?_____ Yes _____No

   1.1. If yes, please describe the group(s), i.e., the composition, when created, objectives, actual achievements to date, and status (continue your answer on a separate page if necessary).

2. If no, has there been any initiative on the part of the government or NSO to establish an interagency committee on gender statistics?_____ Yes _____No

   2.1. If yes, please describe (continue your answer on a separate page if necessary).
   2.2. If no, is the NSO of the opinion that an interagency committee on gender statistics could be a useful for improving the availability of gender statistics in the country?

3. Is there any statistical framework on gender development indicators (or a gender-based indicator system) in your country? _____ Yes _____No

   3.1. If yes, please provide brief details, including the agencies involved in implementing the framework and the role of NSO, and attach the pages.

4. Please indicate in the table below the main publications on gender statistics published by your NSO (add rows or continue the list on a separate page if necessary):

a) Title of publication	b) Type of publication (books, posters, booklets, analytical reports, digital CDs, Web sites, etc.), and quantity produced	c) Year published, and main donor organizations based in the country	d) Frequency of publication (one-time, quarterly, biannual, annual, etc.)
(i)			
(ii)			
(iii)			

Note to gender specialist: conduct a desk review of these materials to: (i) determine the priority gender indicators (data) being collected and collated by the NSO, (ii) assess the extent of gender analysis being conducted, (iii) identify the intended audience, and (iv) evaluate the material's relevance or potential value for furthering public policy development.

5. Did your NSO receive technical, financial, or other input from donors for the production of publications deemed to be among the most effective? _____ Yes _____No

   5.1. If yes, please identify in the table below the types of input (technical, financial, etc.) and sources (organizations) for each publication identified as among the most effective (add rows or continue the list on a separate page if necessary).

a) Title of NSO publication receiving external support	b) Type of support received (technical, financial, etc.)	c) Source of external support (name of organization)
(i)		
(ii)		
(iii)		

6. Has the NSO conducted or participated in surveys or components of surveys (e.g., survey modules) regarding specific gender issues? _____ Yes _____No

   6.1. If yes, please describe the survey in the table below (add rows or continue the list on a separate page if necessary):

a) Title of survey	b) Type of survey (household, institutional)	c) Coverage (national, subnational)	d) Year conducted	e) Name of lead Institution that conducted the survey	f) The NSO's role	g) Frequency of survey
(i)						
(ii)						
(iii)						

7. Has any of these surveys become a regular part of the work program of the NSO?
_____ Yes _____No

   7.1. If yes, please indicate which survey(s) or survey module(s) (continue your answer on a separate page if necessary).

8. Has your NSO undertaken specific initiatives to improve the collection of sex-disaggregated data from population and housing censuses? _____ Yes _____No

   8.1. If yes, briefly describe the initiative(s) (continue your answer on a separate page if necessary).

9. Has your government undertaken a specific initiative to improve the collection and compilation of sex-disaggregated data from administrative sources (i.e., civil registry, land registry, health and social service facilities, law enforcement units, financial institutions, etc.)
____ Yes _____No

   9.1. If yes, briefly describe an initiative, if any, that you consider to have been particularly successful. (What has made the initiative successful? What organizations are/were involved in the initiative? What has been the role of the NSO?) (Continue your answer on a separate page, if necessary.)

10. On what specific gender issues have data users requested statistics in the past five years?

    10.1. Which of these requests have been met?
    10.2. Which have not been met?
    10.3. What has been done to address the gaps?
    (Continue your answer on a separate page, if necessary.)

11. In the past five years, has your NSO conducted a workshop, seminar, or conference on issues related to gender statistics? _____ Yes _____No

    11.1. If yes, who were the donors supporting these events?

F. WORK PLAN ON GENDER STATISTICS

1. Does your NSO have a specific work plan on gender statistics? ____ Yes _____No

   1.1. If yes, briefly describe the main activities included in the plan and attach a copy of the current plan.
   1.2. What is the period covered by the current work plan?
   1.3. Are gender statistics available for public access on Web sites, etc.? What are the current priority areas (e.g., poverty, the labor market, health)?
   1.4. What are the main outputs expected?
   (Continue your answer on a separate page, if necessary.)

2. Are current gender-statistics activities included in the regular budget of your NSO?
_____ Yes, all _____ Yes, some _____No

   2.1. If yes, some, which activities are included in the regular budget?

3. Please list the external sources of funding for gender-statistics activities (attach a separate page if necessary):

_____

G. INTERNATIONAL REPORTING

1. In the table just below, please indicate whether your NSO is or has been involved in the preparation of the country reports for the international conventions and declarations listed there. If your NSO is or has been involved, please briefly describe the role it played (e.g., provided sex-disaggregated statistics, submitted reports, etc.).

	a) NSO Involvement		b) If yes, NSO's role
	Yes	No	
(i) Beijing Platform for Action			
(ii) CEDAW			
(iii) MDG			

H. SKILLS DEVELOPMENT

1. In the past 5 years, have any of the NSO staff attended a course of at least 4 weeks' duration related to the development of gender statistics? _____ Yes ____No

   1.1. If yes, please attach a list of the courses attended, indicating the following: title, year, institution offering the course, institution funding staff attendance.

2. In the past five years, have any NSO staff attended a seminar, workshop, or conference related to the development of gender statistics? ____ Yes _____No

   2.1. If yes, please attach a list of the seminar(s),workshop(s), and/or conference(s) attended, indicating the following: title, year, institution organizing the event, institution funding staff attendance.

3. In the past five years, have any NSO staff participated in a study tour or exchange visit related to the development of gender statistics (as beneficiary or host)? ____ Yes ____No

4. In the past five years, have any NSO staff participated in a regional or international forum on gender statistics? _____ Yes _____No

5. What types of training would be most useful in improving the NSO's organizational capacity to collect, analyze, and disseminate gender statistics? Please explain why (attach additional pages if necessary).

I. PRIORITY GENDER INDICATORS

1. What gender indicators can be tabulated from existing data sources? What units or agencies are in a position to do this, and how would they do this?

2. Which regular national survey modules and/or designs can be modified to capture sex-disaggregated data in order to address some of the identified gender data gaps? What units and/or agencies are in a position to do this?

3. In the table below, list 10 indicators that need to be prioritized for sex-disaggregation, based on data users' demands and on usefulness for national planning (continue the list on a separate page if necessary):

a) Main users of gender statistics in your country	b) Sex-disaggregated at the national level? (Yes/No) [174]	c) Sex-disaggregated at the provincial level? (Yes/No)	Sources of data, and years for which data are available (since 1990)
(i)			
(ii)			
(iii)			
(iv)			
(v)			
(vi)			
(vii)			
(viii)			
(ix)			
(x)			

Information supplied/verified by:

_____

NAME & SIGNATURE
Position: _____
Name of office: _____
Mailing address: _____
Date: _____

Information collected by:

_____

NAME & SIGNATURE of national consultant
Date: _____

APPENDIX 2

Gender Statistics Capacity in the Southern Caucasus

Countries classified as the Southern Caucasus subgroup in this report—Armenia, Azerbaijan, and Georgia—have similar capacities in gender statistics and face comparable challenges in developing their capacities further. All three countries began their gender-statistics activities in the late 1990s, with support from the Swedish International Development Cooperation Agency. The achievements of each country include the regular publication of a product focused on gender-sensitive indicators (Women and Men series) and the designation of a national statistics office (NSO) staff member as the gender focal point, in charge of guiding the mainstreaming of gender issues into official statistics.

Examples of Good Practices

(i) Georgia has prepared a national action plan for gender equality that includes the production of gender statistics as a key priority area.
(ii) The gender focal point in Armenia's NSO is a senior manager who is part of the office decision-making team; and the responsibility for gender statistics has been devolved to four divisions.
(iii) Azerbaijan conducted a population and housing census in 2009, and is preparing an analysis of census results focused specifically on gender issues.
(iv) All three countries have introduced or piloted statistics gathering on domestic violence.
(v) Armenia regularly conducts surveys on time use.

Gender and Development—Policy Context of Each Country

Armenia, Azerbaijan, and Georgia are at comparable stages in achieving gender equality and women's empowerment. In all three countries, few women are elected to parliament, and men are more likely to work in paid jobs. National policies address gender disparities in employment and access to economic opportunities. They also seek to increase women's role in politics and decision making and to end violence against women.

Table A2.1 Key Socioeconomic Indicators, 2010: Southern Caucasus

Categories	Armenia	Azerbaijan	Georgia
Population in millions	3.3	9.1	4.4
Annual population growth (%)	0.4	1.1	0.2
Proportion of population living in urban areas (%)	64.2	51.9	52.7
Proportion of population living on less than US$2 (PPP) a day (%) (2008)	12.4	7.7	32.2
Per capita GNI, Atlas Method (current US$)[a]	3,090.0	5,180.0	2,700.0
Growth rate of real GDP (%)	2.1	5.0	6.4

GDP = gross domestic product; GNI = gross national income; PPP = purchasing power parity.

[a] Preliminary estimates by the World Bank for reclassification of economies. Data have yet to be reconciled with the historical time series in the World Development Indicators database.

Source: ADB. 2011. *Key Indicators for Asia and the Pacific.* Manila.

Table A2.2 Key Gender Equality Indicators, 2005–2011: Southern Caucasus

Indicators	Armenia	Azerbaijan	Georgia
Gender Inequality Index[a] (2011)	0.343 (ranked 60th)	0.314 (ranked 50th)	0.418 (ranked 73rd)
Maternal mortality rate (2008) (maternal deaths per 100,000 live births)	29.0	38.0	48.0
Adolescent fertility rate (2011)[b] (number of births per 1,000 women aged 15–19)	35.7	33.8	44.7
Seats in Parliament (%) (2011)	9.2	16.0	6.5
Population aged 25+ with at least secondary education (%) (2010)			
Women	94.1	65.4[d,e]	63.8[d,e]
Men	94.8	61.9[d,e]	58.9[d,e]
Labor force participation rate (%) (2009)			
Women	59.6	59.5	55.1
Men	74.6	66.8	73.8
Contraceptive prevalence rate (2005–2009)[c] (% of married women aged 15–49)	53.0	51.0	47.0
Antenatal coverage of at least one visit (%) (2005–2009)[c]	93.0	77.0	96.0
Births attended by skilled health personnel (%) (2005–2009)[c]	100.0	88.0[f]	98.0
Total fertility rate (2011)[b]	1.7	2.2	1.5

[a] According to the United Nations Development Programme, "the Gender Inequality Index is a composite measure reflecting inequality in achievements between women and men in three dimensions: reproductive health, empowerment and the labor market. It varies between zero (when women and men fare equally) and one (when men or women fare poorly compared to the other in all dimensions)." For more information, see http://hdr.undp.org/en/statistics/gii

[b] Annual average estimated for 2010–2015.

[c] The data refer to the most recent year available in the period specified.

[d] UNESCO Institute for Statistics (2011).

[e] Refers to an earlier year than that specified.

[f] Also includes deliveries by health workers other than doctors, nurses, or midwives.

Source: UNDP. 2011. *Human Development Report 2011.* New York.

Demand for gender statistics

All three countries have ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) without reservations, adopted the Beijing Platform for Action, and committed themselves to achieving the Millennium Development Goals. As these instruments require each country to submit reports with gender statistics to international bodies, the NSOs in all three countries provide data for the reports. However, there have been gaps in data availability, suggesting that further efforts are needed to improve data collection.

Legislation calling for sex-disaggregated and gender-sensitive data clarifies the demand for gender statistics. Laws on gender equality have been adopted in Azerbaijan (2006) and Georgia (2010). The Georgian Law mentions the production of gender statistics.

Among the three countries, Azerbaijan has the most prominent national machinery: the State Committee for Women, Children and Family, which enjoys ministerial status. In Armenia, the equivalent functions are performed by a unit in the Ministry of Labor and Social Affairs. In Georgia, there is no specific institution in the executive branch with a clear responsibility for implementing state policies on gender equality. There is, however, a Gender Equality Council in the legislative branch, which is considered the leading government body for advancing women's empowerment.

National plans for gender equality and women's empowerment exist in all three countries. In Azerbaijan, a national strategy and program for 2009–2013 identifies the government priorities in empowering women and working toward gender equality. Georgia's latest national action plan, going through the parliamentary approval process as of early 2012, is the only document that explicitly mentions the improvement of gender statistics as one of the key goals. It calls for the improvement of the collection of sex-disaggregated statistics, better indicators, and the regular dissemination of data. An essential component of the plan is the building of a strong partnership among the Gender Equality Council, the NSO (Geostat), and interested international and nongovernment organizations (NGOs).

Resources and institutional arrangements

Armenia, Azerbaijan, and Georgia have each appointed a gender focal point in their NSOs as part of their effort to establish gender statistics programs. The gender focal point in each country is tasked with overseeing any activities related to gender statistics. In Azerbaijan and Georgia, the focal point is based in the NSO division dealing with social statistics. Armenia's gender focal point, as mentioned above, is a senior manager and member of the NSO decision-making team. This may indicate a high level of commitment to gender statistics in Armenia; at the very least, it suggests a good environment in which to build further capacity across the country's national statistical system (NSS).

Despite the commitment of staff time, other resources dedicated to developing gender statistics are limited in all three countries. The tasks given to each gender focal point are only a part of that staff member's responsibilities, so the time dedicated to mainstreaming gender issues and improving the quality of gender-sensitive data is necessarily limited by other priorities. The publication of gender-focused products is only accomplished with donor support, as there is no budget allocated for gender statistics by the NSOs.

None of the three countries has an explicit strategy or work plan for improving gender statistics. Informal plans are usually developed and implemented by the gender focal points or prepared around specific outputs, such as the donor-supported publications of the Women and Men series.

Coordination and consultation mechanisms

In all three countries, it is typically the NSO that produces most of the key gender statistics, but several other ministries also play an important role in data production, such as those of education, health, and justice. As data producers are spread across several agencies, coordination is needed to ensure harmonization and to prevent gaps and overlaps. Currently, however, there are no existing coordination mechanisms for gender-related data in Armenia, Azerbaijan, or Georgia.

Systematic consultations with users of gender-related details are also lacking in the three countries. User-consultation mechanisms provide the opportunity to get feedback on the data produced, leading to improved data quality. Without consultations, it is difficult to gauge user needs or to know whether the statistics being produced are relevant and comprehensible. This may lead to ill-informed policy making and to gaps in monitoring and evaluation.

Regular, organized consultations would enable the NSSs to monitor, address, and prioritize the growing number of requests for gender statistics. Such requests in the three countries have included gender-related data on topics such as migration; time use; informal employment; entrepreneurship; political representation; and gender-based violence, including human trafficking.

Activities and Achievements in Gender Statistics

Armenia, Azerbaijan, and Georgia started working to improve their gender statistics capacity around 1998. Since then, with donor support, each country has been releasing a booklet of statistics on women and men either annually or biennially. Each country has its own framework of indicators that was developed during the development of its publications.

Collections related to gender statistics have included the Demographic Health Surveys conducted in Armenia (2000, 2005, 2010) and Azerbaijan (2006) and the Multiple Indicator Cluster Survey (MICS) conducted in Georgia (2005). These countries have also introduced new data collection activities on gender-related topics. Armenia conducted a survey on time use in 2005 and 2010. Armenia and Azerbaijan have each conducted a survey on violence against women (Armenia in 2008–2009, Azerbaijan in 2008). Georgia conducted a pilot survey on domestic violence (2010) and a survey on time use, but the surveys have not become regular features of the Geostat work program.

Efforts have been made to initiate population and housing censuses in these countries. Armenia, which conducted its census in 2011, has been working to improve the processing of sex-disaggregated data from that census. Azerbaijan conducted its population and housing census in 2009. Half of the 22 volumes of the results have been published, including sex-disaggregated data; and two publications focusing on women's issues are being prepared. Georgia is getting ready for a census in 2012, but has not yet undertaken any specific activities on gender sensitization.

There have been no attempts to improve the collection of sex-disaggregated data from administrative sources. An interagency coordination group would be an ideal mechanism for the task of reviewing current data collection from such sources.

Gender Statistics Indicators and Topics

A detailed list of priority indicators for these countries has been drawn up from the national assessments. Based on this list, the 10 topics of greatest interest in the Southern Caucasus subregion, in order of importance, are:

1. Demography, population
2. Health
3. Education and science
4. Employment and unemployment
5. Crime and violence
6. Governance, influence, and power
7. Social security and welfare
8. Families and households
9. The economy
10. Agriculture

Skills development

Armenia, Azerbaijan, and Georgia have been engaged in regional programs to improve capacity and share experiences in mainstreaming gender topics into official statistics. All three countries have participated in regional meetings and workshops on gender statistics, such as those organized by the United Nations Economic Commission for Europe (UNECE). Gender focal points reported acquiring a range of gender-related training in agricultural statistics, measuring violence against women, and population and housing censuses.

Various training needs were identified during the national assessments. NSO officials in all three countries expressed the need to raise awareness of gender statistics across the entire statistical system and to include decision makers in their skill-development initiatives. The feeling was that decision makers must help ensure that the training translates into concrete actions, but there remains a lack of understanding among decision makers of the need for gender statistics.

It would be useful to link skills development in gender statistics to the overall statistics strategy or master plan so as to ensure continued capacity strengthening. Requests for capacity development in areas such as survey design, data storage, and analysis reflect the crosscutting nature of gender statistics and its relationship to overall statistical quality.

There were requests for training in the collection and production of data relating to agriculture, entrepreneurship, and violence against women. Indeed, the NSOs in all three countries would welcome the opportunity for comprehensive and long-term training on gender statistics.

Challenges

The primary challenge to mainstreaming gender into the official statistics of Armenia, Azerbaijan, and Georgia is the relatively low priority that decision makers accord to gender statistics. There is clearly a demand for gender statistics, but the extent to which it is being met is uncertain. National reviews suggest that NSOs believe their efforts to mainstream gender issues are already sufficient. However, there will have to be more information on the perspectives of data users before one can know whether this is in fact the case.

Another key challenge for developing gender statistics in these countries is the serious lack of coordination among data-producing agencies, which means that limited resources may be wasted by duplication, and data gaps that could be easily addressed might be overlooked. As new demands for data emerge, coordination among data producers will be needed to identify the appropriate collection mechanisms and harmonize statistical methods.

There is no clear policy or plan for regulating the collection, analysis, or dissemination of gender statistics in any of these countries. However, gender statistics should not be seen as a stand-alone exercise. Any gender-related policy or plan should be fully integrated into the overall statistics strategy, and general capacity development initiatives should include a gender dimension.

Some fields of statistics are not typically handled in a gender-sensitive manner. For example, gender statistics on health care, social protection, and education are available in Georgia, but the data published on the Geostat website are not sex-disaggregated. When sex-disaggregated data are gathered but not disseminated, the result is a reduction in the quality of official statistics because of their limited relevance.

Recommendations

In order to encourage the mainstreaming of gender statistics, it is recommended that each country in this subregion

(i) establish an ongoing user-producer consultation mechanism that will
   (a) clarify the current demand for gender statistics and ensure that stakeholders are kept informed through regular communication and/or meetings;
   (b) review current data quality and create a plan for addressing any problems;[41]
   (c) guide the preparation and use of future gender statistics products, such as the regular Women and Men series; and
   (d) establish a user–producer consultation group and a forum for tabling new demands for data;

41 Data quality includes dimensions such as relevance, accuracy, timeliness, accessibility, ease of understanding, coherence, and cost-efficiency.

(ii) create an interagency expert group on gender statistics that will

  (a) review the current production of gender statistics to address gaps and overlaps;
  (b) review administrative records to enhance the collection and dissemination of sex-disaggregated statistics and to remove any gender bias;
  (c) establish a nationwide plan to satisfy the demand for gender statistics, and report on progress to the user–producer consultation group mentioned above;
  (d) develop or enhance a national indicator framework based on user needs and international standards; and
  (e) develop national gender statistics products, such as databases and print or online publications;

(iii) raise the awareness of the benefits of gender statistics by

  (a) pointing out to decision makers and staff involved in the NSS that gender statistics would improve overall statistical quality, and
  (b) accomplishing this by organizing activities for them such as seminars on gender statistics and policy issues at least every two years; and

(iv) develop and implement a plan for mainstreaming gender into the NSO that includes

  (a) integrating gender statistics into the NSS, along with appropriate resources for implementation;
  (b) creating a cross-divisional working group on gender statistics;
  (c) reviewing data collection mechanisms and addressing any gender bias in questions or enumeration;
  (d) ensuring that all current and future NSO staff receive standard training in gender statistics and gender-related methods; and
  (e) ensuring that all NSO capacity development initiatives explicitly state their intention to address gender statistics whenever relevant.

APPENDIX 3

Gender Statistics Capacity in Central Asia

The five countries grouped as Central Asia in this report—Kazakhstan, the Kyrgyz Republic, Tajikistan, Turkmenistan, and Uzbekistan—are culturally similar and share a common history that includes the legacy of the Soviet past. Nevertheless, they demonstrate significant differences in the pace of transition from centrally planned to market economies. Similarities and differences are also evident in their current gender statistics capacity, the progress they have made, and their continuing challenges and opportunities.

Examples of Good Practices

(i) Turkmenistan created a new database for gender statistics, including more than 1,500 indicators in seven sections of the "Genstat Region." The indicators relate to various social and economic policy areas, disaggregated by gender and territory (national, regional, and local; also, urban and rural).

(ii) Tajikistan introduced new indicators to gauge women's access to land. Now, the data on women's participation in agricultural activities can be regularly monitored. These indicators are part of a new framework of social and economic performers established for the country's national development strategy (NDS) and poverty reduction strategy (PRS).

(iii) In Tajikistan, the NSO and a coalition of nongovernment organizations (NGOs) called "From Legal Equality to Actual Equality" began a joint initiative in 2010 that led to the introduction of unified statistical reporting from the country's "crisis," or "rehabilitation," centers (which provide support to victims of domestic violence and abuse) and to the formation of a related database under the auspices of the NSO.

(iv) In Tajikistan, the indicators for the Millennium Development Goals (MDGs) were linked to the NDS and PRS to make it possible to monitor progress towards gender equality more accurately.

Table A3.1 Key Socioeconomic Indicators, 2010: Central Asia

Categories	Kazakhstan	Kyrgyz Republic	Tajikistan	Turkmenistan	Uzbekistan
Population in millions	16.1	5.4	7.6	5.2	28.5
Annual population growth (%)	1.5	1.1	2.2	1.4	2.6
Proportion of population living in urban areas (%)	58.5	34.5	26.3	49.5	36.2
Proportion of population living below US$2 (PPP) a day (%)	1.5 [2007]	29.4 [2007]	50.8 [2004]	49.6 [1998]	76.7 [2003]
Per capita GNI, Atlas Method (current US$)[a]	7,440.0	880.0	780.0	3,700.0	1,280.0
Growth rate of real GDP (%)	7.0	(1.4)	4.0 [2009]	4.1 [2009]	8.5

( ) = negative, GDP = gross domestic product; GNI = gross national income; PPP = purchasing power parity.

[a] Preliminary estimates by the World Bank for reclassification of economies. Data have yet to be reconciled with the historical time series in the World Development Indicators database.

Source: ADB. 2011. *Key Indicators for Asia and the Pacific*. Manila.

Table A3.2 Key Gender Equality Indicators, 2005–2011: Central Asia

Indicators	Kazakhstan	Kyrgyz Republic	Tajikistan	Turkmenistan	Uzbekistan
Gender Inequality Index[a] (2011)	0.334 (ranked 56th)	0.370 (ranked 66th)	0.347 (ranked 61st)	...	...
Maternal mortality ratio (2008) (maternal deaths per 100,000 live births)	45.0	81.0	64.0	77.0	30.0
Adolescent fertility rate (2011)[b] (number of births per 1,000 women aged 15–19)	30.0	34.1	28.4	19.5	13.8
Seats in Parliament (%) (2011)	13.6	23.3	17.5	16.8	19.2
Population aged 25+ with at least secondary education (%) (2010)					
Women	92.2	81.0	93.2	...	...
Men	95.0	81.2	85.8	...	...
Labor force participation rate (%) (2009)					
Women	65.7	54.8	57.0	62.4	58.4
Men	76.3	79.1	77.7	74.0	71.0
Contraceptive prevalence rate (2005–2009)[c] (% of married women aged 15-49)	51.0	48.0	37.0	48.0	65.0
Antenatal coverage of at least one visit (%) (2005–2009)[c]	100.0	97.0	89.0	99.0	99.0
Births attended by skilled health personnel (%) (2005–2009)[c]	100.0[d]	98.0[d]	88.0[d]	100.0	100.0[d]
Total fertility rate (2011)[b]	2.5	2.6	3.2	2.3	2.3

... = data not available.

[a] According to the United Nations Development Programme, "the Gender Inequality Index is a composite measure reflecting inequality in achievements between women and men in three dimensions: reproductive health, empowerment and the labor market. It varies between zero (when women and men fare equally) and one (when men or women fare poorly compared to the other in all dimensions)." See http://hdr.undp.org/en/statistics/gii/ for more information

[b] Annual average for 2010–2015.

[c] The data refer to the most recent year available in the period specified.

[d] Also includes deliveries by health workers other than doctors, nurses, and midwives.

Source: UNDP. 2011. Human Development Report 2011. New York.

(v) In the Kyrgyz Republic, a harmonized set of indicators was developed that consolidated all the indicators related to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the MDGs, the national PRS, and the Poverty Reduction Strategy Papers into a platform for mainstreaming gender into national plans and socioeconomic programs.

(vi) In Uzbekistan, the collection of statistics that formed the basis of a Women and Men publication resulted from a joint effort by the NSO, the Women's Committee (the national machinery implementing state policy toward women) and the Civic Initiatives Support Center (an NGO), with financial support from donors.[42]

Gender and Development—Policy Context in Each Country

All the Central Asian states have provisions in their constitutions declaring the equality of the sexes. Between 2005 and 2012, all the countries in the subregion except Uzbekistan have enacted specific legislation promoting gender equality. In Uzbekistan, specific legislation has been drafted and is now in the process of review. All countries in the subregion have also enforced or drafted other laws and legislative measures protecting women's rights. These have included stand-alone laws on preventing domestic violence that were adopted in Kazakhstan (2009)[43] and in the Kyrgyz Republic (2003);[44] and anti-trafficking legislation passed in the Kyrgyz Republic (2005),[45] Tajikistan (2004),[46] Turkmenistan (2007),[47] and in Uzbekistan (2008).[48]

After the Fourth World Conference on Women (in Beijing, 1995), all Central Asian states developed national strategies and implemented national programs and action plans to address the status of women with specific goals, objectives, and sector targets. In Tajikistan, a new national strategy for 2011–2020 was adopted in May 2010 based on policy decisions made by the government over previous years.[49] In Uzbekistan, the national action plan is based on CEDAW's concluding observations.

These national strategies, programs, and action plans are often supplemented by specific thematic plans. Tajikistan, for instance, is implementing a national program to support the training of professional women (2007–2016) and improve young women's and girls' access to higher education. Sometimes, sector-specific plans may be related to other critical areas of concern. One example is a national program in Uzbekistan to combat human trafficking.

Gender concerns have to some extent been integrated into main sectoral policies and programs, especially with regard to population, poverty, employment, enterprise development, education, health, migration, rural and agricultural development, and other areas of sustainable development. Gender has become a more explicit concern in mainstream national development

42 The State Statistics Department of the Ministry of Macroeconomics and Statistics of the Republic of Uzbekistan. 2002. *Women and Men in Uzbekistan*. Tashkent. ADB is one of the supporting donors.

43 Parliament of the Republic of Kazakhstan, *Law of the Republic of Kazakhstan on the Prevention of Domestic Violence*, 4 December 2009, No. 214-IV ZRK, www.legislationline.org/documents/action/popup/id/16323

44 Parliament of the Kyrgyz Republic, *The Kyrgyz Republic Law on Social and Legal Protection against Domestic Violence*, 25 March 2003, Year No. 62, www.legislationline.org/documents/action/popup/id/16450

45 Парламент Кыргызстана, Закон Республики Кыргызстан о предупреждении и борьбе с торговлей людьми, 17 марта 2005, года № 55 (Parliament of the Kyrgyz Republic, *The Kyrgyz Republic Law on Preventing and Combatting Human Trafficking*, 17 March 2005, Year No 55), http://www.legislationline.org/ru/documents/action/popup/id/14215

46 Парламент Республики Таджикистан, Закон Республики Таджикистан о борьбе против торговли людьми, 15 июля 2004, года № 47 (Parliament of the Republic of Tajikistan, *Law on Combatting Trafficking in Human Beings,* 15 July 2004, Year No 47), http://www.legislationline.org/ru/documents/action/popup/id/14166

47 Парламент Туркменистана, Закон Туркменистана о борьбе с торговлей людьми, 14 декабря 2007, года № 155-III (Parliament of Turkmenistan, *The Law of Turkmenistan on Combatting Human Trafficking,* 14 December 2007, Year No. 155-III), www.legislationline.org/ru/documents/action/popup/id/14952

48 Парламент Республики Узбекистан, Закон Республики Узбекистан о противодействии торговле людьми, 18 марта 2008 (Parliament of the Republic of Uzbekistan, *Law of the Republic of Uzbekistan on Combatting Trafficking in Human Beings,* 18 March 2008), www.legislationline.org/ru/documents/action/popup/id/14963

49 ADB is one of the donors supporting the development of the implementation plan of the National Strategy on Women in Tajikistan.

strategies and programs, the major documents that set national short- and mid-term goals and priorities.

Need for Gender Statistics

CEDAW, the Beijing Platform for Action, and the MDGs have all served as catalysts for promoting the production, analysis, and use of sex-disaggregated data and gender statistics.

Since the beginning of the 21st century, awareness in Central Asia of the need to monitor changes in the situation of women compared with that of men has increased significantly. The collection of sex-disaggregated data has improved, and gender issues are more often taken into account when social and demographic statistics are collected. However, there is still much to be done in order to guarantee the collection and use of sex-disaggregated data.

To start with, the Central Asian states have no laws or policies dedicated exclusively to gender statistics. Legislative frameworks on statistics are usually gender-neutral (following the pattern of most mainstream policies and programs). In Central Asia, it is normally gender and women-related laws, strategies, and action plans that more explicitly mention gender statistics.

Another group of important policy instruments that could be used more to promote gender equality are national strategies and action plans, which can sometimes be very specific. In Tajikistan, for example, the recently adopted National Strategy on the Role of Women, 2011–2020, acknowledges the low technical capacity and the institutional and financial limitations of the government's NSO, and proposes measures to address these problems.

The Central Asian states need to develop gender indicators, especially with respect to the MDGs. This need has been recognized by the relevant national development programs addressing poverty alleviation and welfare improvement. These programs typically identify "women and children" issues as being of concern and include concrete targets and indicators, with the NSOs assigned the responsibility of providing the necessary data for monitoring.

Mainstream statistical policies and programs sometimes have specific provisions on gender statistics. The development of relevant gender indicators in the economic, social, and political spheres, and the improvement of sex-disaggregated statistics, have been mentioned as areas for action, with the NSOs and local administrative bodies made responsible for ensuring the collection of such statistics (e.g., Tajikistan's Multiyear Integrated Statistical Plan, 2006–2011). However, such actions are less binding than legislative acts, and often lack budgetary support from the state. At the same time, while there are gender-specific laws declaring the need to collect gender and/or women-related statistics, they are usually generic, and often lack implementation and enforcement mechanisms.

Gaps in gender statistics policy frameworks have been addressed at the operational level through the adoption of work plans or departmental action plans by the NSOs (more specifically, by the relevant departments or units within the NSOs). In Tajikistan, for instance, such plans were developed for 2010 and 2011, identifying the following four main forms of intervention:

(i) the monitoring of gender indicators in the national development strategy, PRS, MDGs, and living standards surveys; along with the analysis of gender-sensitive indicators in statistical reporting (e.g., on the economic status of women);
(ii) cooperation among a country's government agencies, including the NSO, on improvements in sectoral gender statistics (e.g., education, violence);
(iii) capacity development for the staff of the NSO and other government agencies; and
(iv) dissemination of gender statistics via publications, CDs, and government websites.

These plans may serve very well, but they will need further political support and commitment. The NSOs in Central Asia may have their internal plans, and may have raw data available, but they are not in a position to influence the general use of data by their governments.

To sum up, these existing gaps in policy and program frameworks regarding gender statistics can be attributed to a lack of commitment to the development of a statistical system with a gender perspective, and to a lack of awareness of the importance of sex-disaggregated data for government planning, monitoring, and assessing of a country's development efforts.[50]

International commitments are one of the strongest spurs to accountability in Central Asian states, and are thus considered to be of increasing importance, in particular with regard to CEDAW and MDG reporting. Two types of international reporting can be observed in Central Asia: (i) periodic reports presented by the governments on the progress achieved at the national level; and (ii) independent "shadow," or alternative, assessments undertaken by women's groups from academic or research institutions and by national or international NGOs, particularly in cases of external technical and financial assistance.

While the governments in Central Asia have been able to provide some regular data for their international reporting, considerable gaps remain in their reports when it comes to poverty levels; labor migration; human trafficking; and access to resources such as education, credit, and land. The potential of international reporting to encompass gender statistics could be better realized if various stakeholders, including the NSOs themselves, were to perform a more active role in the generation and analysis of data.

Resources and Institutional Arrangements

All Central Asian states inherited their national statistical systems from the Soviet past, but since the beginning of the 1990s, these institutions have gone through several reforms and reorganizations in response to changing policy environments.

The NSOs of these countries are structured on three levels: the central office, regional departments of statistics (provincial and urban), and local statistical units (in rural districts and urban neighborhoods). Located in the central office are the departments responsible for the data collection and analysis regarding the relevant branches of the economy. The NSOs rely mainly on their own reporting, but also cooperate with other agencies and ministries in the collection of administrative data and information. The NSOs are usually equipped with a computing center, a research institute, and a training and retraining center as part of their organizational structure. In their work, the NSOs are regulated by national laws on statistics that have been adopted in all Central Asian states as part of the process of public reform.

With the exception of Kazakhstan, where the Division of Gender Statistics and MDG Indicators was created in February 2011, the Central Asian NSOs have no separate units for dealing specifically with gender statistics. They usually have a department (or division or unit) of social statistics (or demography, labor, welfare, etc.) that is assigned the responsibility for gender statistics in addition to its regular tasks. But there are no clear mandates or designated responsibilities in support of this function. The status of these units does not provide them with enough power to exert any influence over the other departments or divisions of the NSO in the interest of mainstreaming gender concerns.

All NSOs in the Central Asian states have a gender focal point who is part of a network of gender focal points throughout several government ministries and agencies. The difference is that, in some countries, the appointments of gender focal points are official, while in others they seem to be more informal in nature. In both cases, gender mainstreaming is usually just another job for the focal point on top of other functions and responsibilities, so it is seen as an additional burden, a sideline.

Some NSOs are reported to have a working group on gender statistics composed of the central office senior management and the heads of relevant sectoral departments. Sometimes the working group fills the role of gender statistics catalyst when there is no specific department or unit designated to do so,

50 UNECE/UNDP, "Report on the Status of Official Statistics Related to Gender Equality in Eastern Europe and the CIS Countries, 2004, www.unece.org/fileadmin/DAM/stats/gender/pdfdocs/Report%20on%20Gender%20Statistics%20in%20Eastern%20Europe%20and%20CIS.pdf

or a unit is created in addition to existing structures to support the work of departments responsible for gender statistics. NSOs in the region also tend to adopt work plans or departmental action plans specifically on gender statistics.

Coordination and Consultation Mechanisms

No dedicated interagency groups are ever set up after an NSO has begun an initiative dealing specifically with gender statistics. However, there are coordination mechanisms in the form of external agencies, such as interagency groups for implementing national action plans to improve the status of women or international conventions such as CEDAW. Usually, an NSO gender focal point would be a member of such a group, along with representatives of other government ministries and agencies. In addition to that, ad hoc interagency thematic groups are frequently established to work on specific policy areas such as education or human trafficking. An interesting example of a thematic group on agriculture statistics was mentioned in a report from Tajikistan, but no details were provided.

Representatives from participating government agencies, sector ministries, universities, and NGOs help identify gender-related indicators, which are critical for monitoring progress toward the MDGs and reducing poverty. In some countries, these efforts have led to the establishment of related databases and evaluation indicators. The progress could be even more significant, but prevailing traditional attitudes, a lack of gender awareness, and insufficient capacities for gender analysis, to mention just a few, all contribute to the generally low priority given to gender-sensitive and gender-specific indicators.

Activities and Achievements in Gender Statistics

In spite of the problems described above, remarkable progress has been made in the Central Asian subregion during the first decade of the 21st century:

(i) NSOs have been improving the comparability of national indicators by introducing a unified social and economic classification system in accordance with international standards.

(ii) NSOs regularly conduct various types of surveys, including household surveys, Multiple Indicator Cluster Surveys (MICS's), Labor Force Surveys (LFS's), Living standard and well-being surveys (LSS's), Demographic and Health Surveys (DHS), and others. These surveys are rich sources of social and gender-related data that enable the generation of gender indicators on the areas of work and unemployment, labor migration, remittances, education, health, poverty, and infant and maternal mortality.

(iii) The NSOs in all the countries have worked effectively with the providers of administrative statistics to ensure that all regular surveys now capture sex-disaggregated data.

(iv) With the support of international organizations and donor agencies, new modules have been developed and introduced to policy areas for which no gender statistics had been available before. For example, in 2006, Kazakhstan piloted the first time-use survey in Central Asia, and the results were published on the NSO's official website. Another example is the domestic violence module that was tested in Kazakhstan and the Kyrgyz Republic as part of their MICS.

(v) The publication of booklets based on gender statistics—such as the Women and Men series—began in the late 1990s and has continued since then, with new reports based on statistical data published periodically (in some countries annually). They cover such areas as population, health, education, employment, social protection, participation in decision making, poverty, and crime. Some publications include MDG-based indicators in a separate chapter, including indicators regarding domestic violence, entrepreneurship, access to credit, and time-use survey results.

(vi) In the area of gender statistics dissemination, websites have been promoted as a way to facilitate access to gender indicators. In Kazakhstan and the Kyrgyz Republic, Women and Men booklets are available on the NSOs' official websites.[51] In Tajikistan, the booklets are available on the website of the United Nations in Tajikistan.[52] In Uzbekistan, the website of the Center for Economic Research, a think tank supported by the President's office, offers the publication *Gender Equality in Uzbekistan: Facts and Figures*.[53]

Gender Statistics Indicators and Topics

The gender indicators that can be tabulated from existing data sources are mostly those relating to demographic and social statistics (education, health, and employment). According to the interviews conducted with the NSOs' representatives, sex-disaggregated statistics are generally available, especially on population, health, education, and social protection.

There are problems, nevertheless. It is still hard to identify priority gender indicators at both the national and subregional levels. The lack of forums for consultations with the public makes it hard to achieve a consensus among various stakeholders. At least two countries (the Kyrgyz Republic and Tajikistan) have reported that they have unified frameworks of development indicators that are gender-sensitive; but according to national assessments, these frameworks are either incomplete or of limited usefulness. Turkmenistan has a new database of over 1,500 indicators, as mentioned above, but the indicators are not all readily available for use, as many of them still need to be derived from the existing raw data.

Based on the NSOs' responses to the ADB questionnaire, and reviews and analyses of other sources, the following areas for improving the availability and use of gender statistics are considered to be a priority in Central Asia:

1. Health
2. Education
3. Economic empowerment of women
4. Power and decision making
5. Migration
6. Violence against women
7. Gender, environment, and climate change
8. Measurement of gender attitudes
9. Reconciliation of family and work life
10. Women with HIV/AIDS, and other vulnerable and marginalized groups, like elderly women and adolescents, rural women, women with disabilities, women from ethnic minorities, etc.

Skills development

From 2006 to 2011, a number of capacity-building events on gender statistics took place in Central Asia, both at the subregional and national levels. There were training workshops, seminars, round tables, and study tours that included not only statisticians, but also specialists from other ministries and agencies, staff from local administrative bodies, and representatives of civil society organizations.

These activities were usually organized with financial support from donors—the United Nations Economic Commission for Europe (UNECE), the United Nations Development Programme, the United Nations Population Fund, the World Bank, ADB, the European Union, and other bilateral and multilateral development agencies. They were important for bringing new methodologies and internationally tested approaches to the collection, production, analysis, dissemination, and the use of gender statistics. The Regional Training of Trainers workshop, organized by the UNECE, The United Nations Development Programme, the World Bank, and the United Nations Population Fund in Turkmenistan in April 2007, is an example of these activities.

In all Central Asian states, capacity-building efforts have been instrumental in raising awareness

51 The Agency of Statistics of the Republic of Kazakhstan, www.stat.kz; National Statistical Committee of the Kyrgyz Republic, www.stat.kg

52 United Nations in Tajikistan, http://untj.org/country_context/coordination_mechanisms/gender/statistics.

53 Center for Economic Research, www.cer.uz/index.php?lang=2&menu=114 (last accessed: Aug 2011).

and understanding among statisticians, government officials, and representatives of civil society organizations of gender statistics as a concept and a tool in policy planning. However, there is consensus that knowledge and capacity in gender statistics remain insufficient on the part of both the NSOs and data users. There are no strategic, systematic, and long-term approaches to capacity building on gender statistics. Training activities are often done on a one-time basis, and the impact of all training activities so far has never been measured and assessed.

Capacity building on gender statistics is usually oriented toward building the technical skills of statisticians, with less attention paid to the data users. But it is equally important to address the capacity of data users, both in government and nongovernment institutions and agencies, by building their knowledge and skills for understanding, analyzing, interpreting, and using gender statistics, as well as articulating their needs regarding data and indicators. An advocacy or lobby group could be critical in mobilizing and/or renewing political commitment to capacity building on gender statistics.

Another problem is the lack of overall gender awareness. Training in statistics without prior awareness-raising on gender issues will not encourage the incorporation of gender concerns into national statistical studies. For this reason, the training for NSO staff members should dedicate more time to gender sensitization, so as to ensure a greater internalization of those issues and, as a result, a greater understanding of the need for gender statistics collection. The frustrating fact is, however, that there have been no reports of any inclusion of gender-related material in the general training of statisticians.

The national assessments suggest that all Central Asian states need to acquire the capacity to develop a comprehensive strategy for gender mainstreaming. This strategy should target both data producers and users, and should be composed of a number of modules, including a strong gender-sensitivity module, a module on the basics of gender analysis, one on gender mainstreaming, and one on the various aspects of gender statistics (collection, analysis, presentation, dissemination of data, etc.).

During the interviews conducted for this assessment, NSO staff members demonstrated a good knowledge of methodologies and sufficient technical skills, but they often lacked any awareness of gender equality and related issues. There is a clear need for gender expertise and professionalized gender training, which, given the realities of Central Asia, must start with broader awareness-raising sessions. This first stage should address cultural and attitudinal issues, including beliefs about gender equality and women's rights. It is critically important that the sessions include not only the employees of departments and units considered to be "gender-related," but also NSO senior management and researchers. The sessions should (i) link gender issues with such areas as sustainable human development, economic growth, and better quality of life; (ii) identify the constraints faced by women in their everyday lives; and (iii) demonstrate the benefits of gender-sensitive statistical frameworks for effective and efficient policy responses to gender-related problems.

The first round of gender awareness and sensitization training should then be followed by a subsequent stage that would upgrade the content to familiarize NSO specialists and senior management with the basics of gender analysis and mainstreaming.

The second stage could focus on the methods and instruments for assessing and analyzing the impact of gender mainstreaming processes, from planning to implementation. It could also focus on the evaluation of plans and policies, since NSOs play a fundamental role in forming them. Research, data collection, statistical analysis, and the establishment of adequate indicators would all be basic instruments for this exercise, as they are important aspects of the work of NSOs.

Capacity building must address three target groups. As the roles and responsibilities of the three groups vary, the training must be tailor-made to meet the different needs of each group. The groups and their needs can be summarized as follows:

(i) NSO staff (including newly recruited and young specialists, and staff at regional and local offices):

  (a) gender awareness and sensitization;
  (b) a definition of gender statistics and description of the methodologies used to collect them;

(c) indicators regarding the social and economic status of women, gender budgeting, violence against women, and other critical areas;
(d) analytical skills for interpreting data;
(e) data presentation and communication of results; and
(f) The promotion of findings to relevant government institutions and external users (donors, researchers).

(ii) The staff of line ministries and state agencies (including local administrative bodies) involved in the collection of administrative data:

(a) awareness and gender sensitization;
(b) the basics of gender analysis and mainstreaming in their respective sectors;
(c) the basics of gender statistics, including how to read figures, and what figures tell us; and
(d) gender-sensitive monitoring and evaluation (M&E).

(iii) NGOs and civil society organizations:

(a) awareness and gender sensitization;
(b) the basics of gender statistics; and
(c) the use of gendered data in research, advocacy, and communications

In order to achieve sustainability, capacity-building initiatives for gender statistics should be institutionalized to ensure that they are not just single events, but part of a systematic and continuous effort. One way to do this would be to incorporate a gender statistics module into the existing educational and training structures within the NSOs, such as their centers for staff retraining. Also, given its crosscutting nature, gender statistics should be made part of all training curricula. The "training of trainers" approach could be used to initiate this massive effort.

A thorough monitoring system of these training processes and their results would have to be implemented to ensure quality control and deeper impact.

Challenges

Given the information and analysis presented here, it is clear that, despite the positive developments that have occurred since the mid-1990s, the NSOs of the Central Asian countries still face considerable challenges in the collection, analysis, presentation, and dissemination of gender statistics.

These challenges stem from the lack of institutional legitimacy accorded to gender statistics and a lack of support or will on the part of political leaders. Moreover, the absence of any clear mandate for the collection and dissemination of gender statistics leads to limitations in capacity and resources, both financial and human.

In Central Asia, the NSOs are "reacting" agencies, i.e., they can develop gender statistics only when given a specific order, or instruction (*zakaz*), from their governments. As one NSO head pointed out in an interview, "We only do gender surveys and statistics if the government requests it." According to the NSO sources, however, there had been no requests for gender statistics for several years prior to their interviews. This inactivity may have been partly due to a lack of awareness on the part of data users about the possibilities for gathering gender data. In any case, the NSOs themselves do not have enough status and power to influence government agencies and ministries, whether horizontally or vertically.

Gaps and challenges also exist within the organizational structures of the NSOs themselves. Specifically, departments or central coordinating units dealing with gender statistics lack clear mandates, and they usually have little influence within their own institutions. This problem is shared by the gender focal points or coordinators, who often have sole responsibility within their offices for gender statistics, yet typically regard this role as having a lower priority than their other duties.

In spite of commitments made internationally by the Central Asian states, change has been very gradual because of, among other things, insufficient knowledge about gender issues on the part of some government officials, including those in senior decision-making positions. As mentioned in the national assessments, there is still a general lack of understanding of gender-based discrimination and gender equality, and of what is required to address them. The realization of gender equality plans and

objectives may therefore continue to depend on the interest and commitment of individual experts and officials.

Given that gender statistics are not considered a priority area by most government officials, their potential for development planning and monitoring and evaluation remains neglected. Consequently, sectoral plans and administrative data include only limited quantities of sex-disaggregated and gender-sensitive statistics. Also, no state funding is made available for strengthening the capacity of NSOs in the production of gender statistics, or in the improvement of gender data quality, analysis, and dissemination.

Linked with all the above is another challenge for the development of gender statistics: limited financial and human resources. State budgets, probably with the exception of Kazakhstan, provide little or no support in this area. Some government departments or units responsible for gender statistics are seriously understaffed, due to a high rotation and turnover rate of professional cadres, especially among young specialists.

In view of the above, it is understandable that there are persistent issues such as the reliability of available indicators, inconsistencies in data collection, methodologies that do not allow for comparisons over time and across regions, insufficient visibility and communication horizontally and vertically between actors involved in the process, and an overall lack of analysis from a gender perspective.

Since the mid-1990s, donors have been active in supporting statistical development in Central Asia (although more in some countries than in others) and in building the institutional and technical capacities of NSOs. Almost all research in this area has been done with the financial support and/or technical assistance of international organizations. Gender statistics continues to depend heavily on external donors for financing and technical support, and this situation puts sustainability at risk because it raises the question of what will happen when the international support ends.

There should be a better dialogue between data producers and data users. The users (both state and civil society) are not usually involved in the process of formulating indicators and frameworks. Furthermore, when they are consulted, they are not generally equipped with the skills to identify and articulate their needs. For example, they may not always know what gender indicators exist, or how they could be used and interpreted.

The situation is further complicated by data gaps and the inaccessibility of the gender statistics that do exist. This remains one of the major issues regarding gender statistics in Central Asian countries, but it also extends to mainstream data. For instance, in some states, the results of household income and expenditures surveys (both aggregated survey results and micro-data) are not available to the public. Even when the results of some surveys are published, they are not widely circulated and/or are not available online. In the surveys that are published, even available gender indicators are not sufficiently used, and this contributes to the absence of gender-sensitive analysis in mainstream policy making.

Recommendations

To improve the quality of its gender-sensitive data and analysis, the government of each Central Asian country should take the following steps:

(i) establish a specialized gender statistics unit within the NSO with a clear mandate, full-time trained staff, and adequate financial resources;
(ii) designate a gender focal point at the level of senior management, with a clear description of responsibilities;
(iii) improve the performance of the NSO in implementing gender statistics plans, programs, and actions, by prioritizing gender in NSO activities;
(iv) continuously build and strengthen the capacity for gender statistics of the NSO at all levels, as well as the capacity of other data-producing government agencies;
(v) ensure the development of a gender-related training module as part of the formal training and retraining activities in the national statistical system;
(vi) provide enough time and financial resources to improve the gender sensitivity and analysis capacity of NSO staff (and of the staff of

other data-producing state agencies) and to mainstream gender into policy planning institutions;

(vii) create an interagency mechanism, including data producers and users (the NSO, other state data-producing agencies, policy-planning institutions, civil society agencies, etc.) to ensure a better coordinated and more systematic treatment of gender concerns;

(viii) establish and encourage dialogue with data users by developing practical mechanisms for consultation, especially to help users understand and apply gender statistics. Pay particular attention to expanding networking and exchanges with civil society groups and organizations, to better understand the needs of their data users;

(ix) improve the accessibility of gender statistics by taking advantage of new information and communication technologies—for instance, by ensuring that all Women and Men publications are available on the official website of the NSO, and that gender-related databases are also available to the wider public; and

(x) contribute to the development of a consolidated framework of national gender indicators in consultation with all stakeholders, and ensure that the NSO's short-, medium-, and long-term statistical development plans are streamlined and in accordance with the national gender and development strategies—also with the Beijing Platform for Action, CEDAW, and the Millennium Development Goals—with clearly defined objectives, targets, time frames, responsible parties, outputs and outcomes, etc.

To help improve the quality of gender statistics, data users in each Central Asian country should consider the following actions:

(i) pressure their government and international organizations into advancing the gender equality and gender statistics agenda in a systematic way;

(ii) encourage government agencies and NGOs to act as bridges between the NSO and key policy institutions to accelerate the promotion of the production, analysis, and use of gender statistics, with a view to providing policy makers with relevant and accurate information on the statuses of women and men;

(iii) lobby for the introduction of specific provisions on gender statistics into statistical laws and regulations;

(iv) build partnerships and alliances with the NSO to ensure that it remains aware of the demand for gender statistics and the realities affecting women (both historically and culturally based realities and those resulting from current circumstances);

(v) make use of international best practices that have helped promote gender statistics in other societies (such as the establishment in the United Kingdom of the NGO Friends of Gender Statistics);

(vi) improve the gender sensitivity of data users through regular awareness-raising training sessions and other initiatives that increase understanding of national gender-related issues; and

(vii) encourage national machineries on women and NGOs to work on raising the gender sensitivity of staff in the NSO and other government agencies, and enhance their capacities in gender analysis and mainstreaming.

APPENDIX 4

Gender Statistics Capacity in West Asia

For purposes of this report, West Asia refers to Afghanistan and Pakistan. These two countries are at different stages in the development of their gender statistics capacity. As Afghanistan has been affected by war and civil unrest, its national statistical system (NSS) is very limited, with few statistical studies, minimal dissemination, and low priority given to gender statistics. By comparison, Pakistan's NSS is well-developed, although there is little emphasis on gender statistics.

Examples of Good Practices

Among the measures that have been adapted by Afghanistan and Pakistan in the use of gender statistics are the following:

(i) National development plans and commitments have created a clear demand for gender statistics.
(ii) Gender statistics is included in the statistical master plan of Afghanistan.
(iii) Pakistan conducted a time-use survey in 2007.
(iv) The Afghanistan Central Statistics Office has a gender statistics work plan and a budget allocated for dissemination.

Gender and Development—Policy Context of Each Country

Gender equality in Afghanistan is a highly political issue, and there have been considerable setbacks during times of conflict. From the 1980s through the first decade of the 21st century, women have suffered from lack of education and restrictions on their ability to work or move about freely. Although slow progress is being made following the introduction of the National Plan of Action for Women of Afghanistan, 2007–2017, widespread gender gaps remain in health, education, economic opportunities, and participation in public life and decision making.[54]

The recent economic growth in Pakistan has not benefited women and men equally. Although gender parity in primary and secondary education is gradually being realized, most women are still excluded from employment and other income-generating activities. In 2011, only 21.7% of

54 World Bank. 2005. Afghanistan: *National Reconstruction and Poverty Reduction– the Role of Women in Afghanistan's Future.* Washington DC.

Table A4.1 Key Socioeconomic Indicators, 2010: West Asia

Categories	Afghanistan	Pakistan
Population in millions	26.1	166.5
Annual population growth (%)	2.0	2.1
Proportion of population living in urban areas (%)	22.6	35.9
Proportion of population living below US$2 (PPP) a day (%)	...	60.9 (2006)
Per capita GNI, Atlas method (current US$)[a]	330.0	1,050.0
Growth rate of real GDP (%)	17.3 (2009)	3.8

... = not available, GDP = gross domestic product, GNI = gross national income, PPP = purchasing power parity.

[a] Preliminary estimates by the World Bank for reclassification of economies. Data have yet to be reconciled with the historical time series in the World Development Indicators database.

Source: ADB. 2011. Key Indicators for Asia and the Pacific. Manila.

Table A4.2 Key Gender Equality Indicators, 2005–2011: West Asia

Indicators	Afghanistan	Pakistan
Gender inequality index[a] (2011)	0.707 (ranked 141st)	0.573 (ranked 115th)
Maternal mortality ratio (2008) (maternal deaths per 100,000 live births)	1,400.0	260.0
Adolescent fertility rate (2011)[b] (number of births per 1,000 women aged 15–19)	118.7	31.6
Seats in parliament (%) (2011)	27.6	21.0
Population aged 25+ with at least secondary education (%) (2010)		
Women	5.8	23.5
Men	34.0	46.8
Labor force participation rate (%) (2009)		
Women	33.1	21.7
Men	84.5	84.9
Contraceptive prevalence rate (2005–2009)[c] (% of married women aged 15–49)	10.0	30.0
Antenatal coverage of at least one visit (%) (2005–2009)[c]	16.0	61.0
Births attended by skilled health personnel (%)(2005–2009)[c]	14.0	39.0[d]
Total fertility rate (2011)[b]	6.0	3.2

[a] According to the United Nations Development Programme, "the Gender Inequality Index is a composite measure reflecting inequality in achievements between women and men in three dimensions: reproductive health, empowerment and the labor market. It varies between zero (when women and men fare equally) and one (when men or women fare poorly compared to the other in all dimensions)." See http://hdr.undp.org/en/statistics/gii/ for more information.

[b] Annual average for 2010–2015.

[c] The data refer to the most recent year available in the period specified.

[d] Also includes deliveries by health workers other than doctors, nurses, and midwives.

Source: UNDP. 2011. *Human Development Report 2011.* New York.

Pakistani women participated in the labor force, the lowest rate in the region.[55]

Demand for Gender Statistics

Afghanistan and Pakistan have both ratified the Convention on the Elimination of All Forms of Discrimination against Women, adopted the Beijing Platform for Action, and are committed to achieving the Millennium Development Goals. These obligations require each country to provide reports to international bodies, including reports on gender statistics. In Afghanistan and Pakistan, the national statistics office (NSO) plays a lead role in providing data for these reports.

National plans for gender equality and women's empowerment exist in both countries. Pakistan's National Plan of Action for Women (2002) sets priorities in 13 areas: poverty, education and training, health, violence against women, armed conflict, economy, power and decision making, institutional mechanisms for the advancement of women, human rights, media, environment, the welfare of girls, and the disabled. The National Plan of Action for Women in Afghanistan, 2007–2017 outlines policy goals over a 10-year period. The priorities are education, reviewing legislation to provide equal rights for men and women, and increasing women's participation in policy and decision making.

Resources and Institutional Arrangements

The Afghanistan Central Statistics Office has no gender focal point or unit in place. However, there is a work plan for gender statistics that includes gender mainstreaming across the NSS by 2020. There is also an approved budget for producing a statistical yearbook and population estimates, both reportedly including gender statistics.

The Pakistan Bureau of Statistics (PBS) has a gender focal point currently in place, but the arrangement is considered to be ineffective, and the person holding the position is expected to retire soon. Moreover, the PBS has no plan for gender statistics, nor any overall strategy for the further development of the NSS to encompass gender concerns.

Coordination and Consultation Mechanisms

In any country, it is typically the NSO that produces most of the key gender statistics, but several other ministries (education, health, justice, etc.) also play an important role in data production. As data producers are spread across several ministries, coordination is needed to ensure harmonization, and to prevent gaps and overlapping.

There is no systematic interagency coordination mechanism for gender statistics in Afghanistan, but the Central Statistics Office is in favor of establishing one. In Pakistan, an interagency committee was established in 1998. The committee, which comprises representatives from data-producing agencies, academia, research institutes, and donors, is involved in designating indicators, guiding statistical collection methods, and setting up mechanisms for conducting surveys and other research.

Consultations with users of gender-related data are apparently lacking in both Afghanistan and Pakistan. Without consultation, it is difficult to gauge user needs or to know whether the statistics being produced are relevant and comprehensible. This may lead to policies that are not evidence-based and gaps in monitoring and evaluation (M&E). User consultation also provides the opportunity to get feedback on the data produced, leading to improved data quality.

Activities and Achievements in Gender Statistics

Although the resources allocated to developing gender statistics in Pakistan are minimal, the PBS has a positive attitude, as well as effective partnerships with other government agencies for the collection of sex-disaggregated data. Since 1998, Pakistan has published the Compendium of Gender Statistics every five years. Other gender-related data collections in

55 ADB. 2008. *Releasing Women's Potential Contribution to Economic Growth: Country Gender Assessment Pakistan*. Manila.

Pakistan include: (i) the Social and Living Standards Measurement Surveys, conducted every two years; (ii) an annual Labor Force Survey, and (iii) a one-off time-use survey conducted in 2007. In addition, the 2011 census includes sex-disaggregated data on education, economic activity, and land ownership.

In 2008, the government of Afghanistan, in partnership with the United Nations Development Fund for Women (UNIFEM), published *Women and Men in Afghanistan: Baseline Statistics on Gender.*[56] In addition, the *Afghanistan Statistical Yearbook 2010–11* has been released.[57]

In Afghanistan, statistical collections related to gender include the Multiple Indicator Cluster Survey, last conducted in 2003, with preparations currently underway for another one in the near future; National Risk and Vulnerability Assessments, in 2005 and 2007–2008; and a survey on women and men in decision making (2010–11) that focused on all individuals in the senior levels of government, the National Assembly, and the provincial councils.

Like the PBS of Pakistan, Afghanistan's Central Statistics Office compiles and disseminates data from the administrative records of other government agencies, and has a positive working relationship with them.

Gender Statistics Indicators and Topics

There is no indicator framework for gender statistics in either Afghanistan or Pakistan, but some priority topics have been identified:

1. Health, nutrition, and well-being
2. Education and literacy
3. Household and family structure
4. Labor force and the informal economy
5. Participation in decision making
6. Access to and control of assets
7. Time use
8. Water and sanitation
9. HIV/AIDS
10. Gender-based violence

Skills development

To date, Afghanistan has not had the opportunity to participate in any training or development initiatives related to gender statistics. Pakistan, on the other hand, has participated in a range of training courses and meetings related to the production of gender statistics and the development of gender databases.

Both countries have requested further skills development in producing gender statistics. In addition to conducting general awareness raising so as to encourage the improvement of gender statistics, in Pakistan the PBS has requested training in qualitative research techniques. This could be an area in which partnering with research institutes could bring benefits. It may also be worthwhile for the PBS to receive training on analysis and communication of data. Although the training would have a gender focus, the skills acquired could be applied to any other field of statistics.

A comprehensive training program is needed to build the skills of the staff of Afghanistan's Central Statistics Office. This would need to cover a wide range of technical and organizational areas. Gender statistics should be an element of such a training program, or of any training program for the office's current and future staff. It would be a good tactic to identify one or two areas of statistical production that could be the focus of gender-related training. Possibilities could include data collection (e.g., conducting censuses, measuring violence against women), gender analysis, and gender statistics dissemination.

Challenges

The main challenge for gender statistics in Afghanistan is the low capacity of the Central Statistics Office. The long period of conflict has resulted in underinvestment in skills development

56 Note that the United Nations Development Fund for Women (UNIFEM) was replaced by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) in early 2011.

57 Central Statistics Organization, Islamic Republic of Afghanistan, "Afghanistan Statistical Yearbook 2010–2011," 2011,http://cso.gov.af/en/page/4725

and infrastructure. The statistical system, like the rest of country, is now going through the process of rebuilding. But this is occurring with limited financial resources, and there are still security concerns in parts of the country.

Sex-disaggregated data are currently collected in Afghanistan, but are often not processed, tabulated, or disseminated. This is due largely to a lack of resources, awareness, and technical capacity. On a positive note, gender statistics are included in Afghanistan's statistical master plan.

Pakistan faces a range of challenges in mainstreaming gender across its NSS. These include

(i) lack of political will and administrative systems, which discourages the development of a responsive and effective NSS;
(ii) staff turnover, because it is difficult to attract and retain qualified staff to work in official statistics, as the work is seen as low-level because of the poor salaries and working conditions;
(iii) limited analysis and dissemination capacity, which means that there is a need to build the skills of statisticians so that they can better analyze gender-related data and communicate the implications to a wider audience;
(iv) limited demand from the governments, with most of the demand for data coming from donors and nongovernment organizations. (gender statistics initiatives are mainly funded by external sources);
(v) barriers to data collection, including a limited capacity for data collection on sensitive topics such as violence against women and women's role in the informal economy also economy; female enumerators are needed for some surveys, but it is difficult to recruit women for these roles, particularly in remote areas;
(vi) low awareness of gender issues among enumerators, which affects their approaches to data collection.

Recommendations

Given the limited statistical capacity in Afghanistan, it is recommended that any initiatives to strengthen gender statistics be closely linked with efforts to build statistical capacity in general. The inclusion of gender statistics in the statistical master plan would make it possible to emphasize particular areas of capacity development, such as analysis or dissemination, and then give them a gender focus.

For Pakistan, the recommendations are more specific:

(i) Raise the awareness of decision makers and staff across the NSS regarding the benefits that gender statistics could contribute to overall statistical quality.
(ii) Develop a national strategy for the development of statistics that includes gender statistics and clarifies the responsibilities of data collection and analysis at the provincial level.
(iii) Establish an ongoing user–producer consultation mechanism that will:
    (a) clarify the current demand for gender statistics and ensure that all stakeholders are kept informed through regular communication and/or meetings;
    (b) review current data quality,[58] and create a plan for addressing any issues;
    (c) guide the preparation and use of future gender statistics products; and
    (d) provide a forum for tabling new demands for data.
(iv) Create a gender statistics unit that will:
    (a) review the current production of gender statistics to address overlaps and gaps;
    (b) liaise with other data providers to establish interagency coordination mechanisms;
    (c) report on progress to the user–producer groups that would be part of the consultation mechanism (perhaps like Pakistan's interagency committee);

58 Data quality includes dimensions such as relevance, accuracy, timeliness, accessibility, ease of understanding, coherence, and cost-efficiency.

(d) develop and/or enhance a framework of national indicators based on user needs and international standards;
(e) prepare national gender statistics products, such as a databases, and print and online publications; and
(f) incorporate a gender perspective into other statistical products.

APPENDIX 5

Links to Websites of National Statistics Offices in the Southern Caucasus and Central and West Asia

Afghanistan:	Central Statistics Organization, Islamic Republic of Afghanistan http://cso.gov.af/en
Armenia:	National Statistical Service of the Republic of Armenia www.armstat.am/en
Azerbaijan:	State Statistical Committee of the Republic of Azerbaijan www.azstat.org/indexen.php
Georgia:	National Statistics Office of Georgia www.geostat.ge/index.php?lang=eng
Kazakhstan:	The Agency of Statistics of the Republic of Kazakhstan www.stat.kz www.eng.stat.kz/Pages/default.aspx
Kyrgyz Republic:	National Statistical Committee of the Kyrgyz Republic www.stat.kg (in the Kyrgyz Republic only)
Pakistan:	Pakistan Bureau of Statistics www.pbs.gov.pk
Tajikistan:	Agency on Statistics under President of the Republic of Tajikistan www.stat.tj/en
Turkmenistan:	The State Committee on Statistics of Turkmenistan www.stat.gov.tm/ru/ (in Turkmen and Russian only)
Uzbekistan:	The State Committee of the Republic of Uzbekistan on Statistics www.stat.uz/en

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Gender Statistics in the Southern Caucasus and Central and West Asia: A Situational Analysis

This report provides a baseline of the capacity of Asian Development Bank developing member countries to generate, analyze, disseminate, and use sex-disaggregated data. It introduces a framework on gender statistics and guides in assessing statistical systems in the Southern Caucasus (Armenia, Azerbaijan, Georgia), Central Asia (Kazakhstan, Kyrgyz Republic, Tajikistan, Turkmenistan, Uzbekistan), and West Asia (Afghanistan, Pakistan). It recommends ways to bridge the gaps in gender data collection, analysis, and use.

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