

ADVANCED INTERNATIONAL TRAINING PROGRAMME



ITP 307 2018 **Gender statistics**

Closing date
for applications:
**> December 1,
2017**

May 14 – June 1, 2018 in Sweden

October 22 – 26, 2018 in one of the participating countries



Dear reader,

As part of its development assistance, the Swedish International Development Cooperation Agency (Sida) offers, Advanced International Training Programmes of strategic importance to the social and economic development in the participants' countries. This International Training Programme is specially designed for professionals qualified to participate in reform processes of importance at various levels and who hold a position in their home organization with a mandate to initiate processes of change. It offers support to strengthen, adapt and maintain capacity over time so that organizations can define and achieve goals in both the short and long term. The participants will use the latest developments in their areas of work supervised by skilled Swedish colleagues and experts; they will develop a network of colleagues from other countries and acquire enhanced knowledge in new working methods. The methodology used is based on the assumption that the organizations wish to carry out changes and are willing to invest their own resources in the process.

Gender equality is a goal in itself, as well as a prerequisite for long term democratic, equitable and sustainable global development and thus also a means for reducing poverty. Gender equality has long been a priority in Swedish development cooperation and in the recent work with the Sustainable Development Goals the importance of gender statistics was particularly emphasised. Reliable statistics broken down by sex highlight the conditions for both women and men, girls and boys. These statistics are fundamental for evidence-based information in decision making, planning and monitoring, nationally and globally in the work for a more gender equal society. A common problem is that sex disaggregated statistics are often inadequate, making it difficult for strategic actors in society to promote gender equality. The ability to build and develop the capacity to compile, analyse, present and publish gender statistics is therefore a prerequisite to be able to improve gender equality. The outcome of the UN 4th world conference on women, Beijing Platform for Action, states that governments shall ensure regular production of a statistical publication on gender that presents and interprets topical data on women and men in a form suitable for a wide range of non-technical users.

Statistics Sweden in cooperation with Sida invites statistical producers and strategic users of statistics to a training programme in the area of gender statistics. This training programme will give the participants tools to develop high quality gender statistics with relevant indicators, making it possible to monitor the development concerning gender equality in their own countries. Our expectation is that the programme will lead to enhanced capacity within the participating institutions and organizations so that they will be better equipped to contribute to a change towards a more gender equal society.

In the brochure you will find information on the objectives for this particular programme, its content and structure, how and when to apply.

Sida and Statistics Sweden hereby invite you to nominate candidates.



Lena Ingelstam
DIRECTOR OF PARTNERSHIP
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Programme objectives

The overall objective is to contribute to increased gender equality between women and men by using statistics as a tool.

The main objectives for the programme is that an organizational change should take place so that participating organisations:

- implement gender statistics in their ongoing work
- work with, maintain and continuously develop the network in gender statistics between producers and users

The specific objectives for the programme is to increase the capacity for the participants, that is gain knowledge how:

- to use existing statistics to analyze gender equality issues
- to produce gender statistics from existing statistics
- statistics on women and men can be compiled, analyzed, disseminated and communicated in accordance with user needs
- to establish an active network for gender statistics between participating organisations and other stakeholders.
- to transfer knowledge into the organization to colleagues and management
- to launch the change project using tools such as communication plan and stakeholder analysis

BENEFITS

- › **Skills how to identify relevant gender indicators**
- › **Tools to develop high quality gender statistics**
- › **Increased ability to analyse gender statistics according to international standards**
- › **Increased ability to communicate and disseminate gender statistics to a wide range of users**
- › **Increased ability to monitor and evaluate the development concerning gender equality in the participating countries**
- › **A network for producers and users of gender statistics to share information in order to meet the user needs.**

Contents

The participants in the programme will be trained to produce, analyse, and interpret gender statistics. To reach a broad range of users, agents of change as well as decision-makers the participants will learn how to disseminate and communicate gender statistics in a user friendly way. During the training in Sweden, the participants will gain experience and knowledge on how to identify gender issues in their respective countries and how to compile statistics on gender equality using existing data. The trainers will introduce some different thematic areas like labour market and education with a gender equality perspective and will show examples of common gender equality issues from Sweden and other countries. The complexity of gender equality will be thoroughly explored with a method described in the book “Engendering statistics, a tool for change” (Statistics Sweden, 1996). The approach is to define underlying causes as well as consequences of gender inequality and how to translate these into measurable indicators, without reflecting on whether statistics are available or not.

The programme does not include collection of new data, as only existing data will be used in the production of gender statistics.

Knowledge about gender equality is often found in organisations that work essentially with human rights and particularly women’s rights but also in ministries and other bodies with gender equality on the agenda. Therefore, it is important that the national statistical agency and the organizations knowledgeable in gender issues cooperate to obtain relevant statistical

indicators. During the training the participants will be given means to establish a network with the purpose to exchange experiences for the continuing national cooperation in developing gender statistics.

Through group/individual work alternating with lectures and exercises, participants will work out an individual communication plan with guidance from a communication expert. The participants will also form country groups and work on a national launch event for their change projects. Between the phases participants are expected to continue to work on the plan and implement planned activities. To do this, collaboration with the home organization is essential.

The training programme includes a diversity of tools and methods adapted for learning of complex subject matters. The participants are expected to work in country groups during a large amount of the time. In order to ensure a close working relationship between participants, lecturers and supervisors the number of participants is limited to 30. Throughout the programme, the participants are expected to be active, to contribute with their specific expertise and experience, and to take responsibility for their own learning as well as for their organization’s learning.

The central component of the programme is the change project. The project shall address problems that are within the scope of the training programme and of particular interest to the participants’ organization. It is therefore expected that the change project reflect the strategic role that the participant’s

organization has that it will contribute strategically to a national change towards increased gender equality. The change project can for example result in a publication or a web portal presenting gender statistics in important areas of gender equality issues. Other examples can be an education package where the gender statistics are presented. The statistics that the participants will use in the projects should be produced from existing data, according to user needs. The participants will develop their change project with continuous support of supervisors from Statistics Sweden, through physical meetings and Internet based communication.

The applicant is required to submit a concept note on the proposed change project in the application. In the concept note, the participant is asked to describe how the individual project can contribute to enhanced gender statistics on a national level. The applicant can propose a change project that can be implemented either individually or in teams, but the project should be firmly established in the participant's organization in order to secure sustainability. We recommend that applicants within the same organization co-operate with the project and submit a joint concept note. However, applications will be assessed individually.

Programme structure

The training programme's objectives and structure require a strong involvement and commitment by the participants and their organizations. The training programme is divided into five compulsory phases.

Phase 1 – Preparatory phase

As soon as the participant has been accepted he/she is assigned and contacted by a supervisor. The participant will start preparing for the change project in his/her home organization. The participant is among other tasks supposed to produce an individual baseline on gender statistics in their country. The participant will also establish contact with fellow participants within the same country in order to start discussing how they can cooperate with their projects. The time estimated for the phase 1 is one week.

Phase 2 – Training in Sweden (May 14 – June 1, 2018, 3 weeks)

The participant engage in an intensive programme of lectures, study visits, exercises, and skills development covering various topics of the training programme. All participants are expected to share their own expertise and experiences with with other participants in the training programme.

TIMETABLE

WHERE:

Phase 2 of the training programme will be held in Stockholm, Sweden. Phase 4 will be held in one of the participating countries and the other phases will take place in each participating country.

WHEN:

The training in phase 2 will take place May 14 – June 1, 2018, phase 4 will be held in October 22–26, 2018 and the other phases will take place in October 2018 to March 2019.

DURATION:

The total duration of the programme is about thirteen months.

Phase 3 – Interim period

The participant will continue the work with the change project in her/his country with on-line coaching from the supervisor. The participant will submit a midterm progress report and drafts of gender statistics according to a set timetable. In due time before phase 4, the participant shares the obtained knowledge and insights with her/his immediate management, colleagues and other stakeholders in order to present and gain support for his/her ideas of the change project.

Phase 4 – Training in one of the participating countries (October 22–26, 2018, 1 week)

During this phase, the participant will continue working with presentation and analysis of the statistics used in the change project with guidance from the supervisor. Participants will exchange experiences of their change project this far and further elaborate on plans for its realisation.

Phase 5 – Launching and communicating the project results (October 2018 – March 2019)

The project will end in this phase. The participant will communicate the results from the change project to relevant target groups at the national launching event. The results should also be documented in a written final report. When the supervisor has approved the final report the participant will receive a Training Certificate.

MANAGEMENT AND STAFF

The program is organised by Statistics Sweden in collaboration with national and international experts with extensive experience in their respective fields.

Admission requirements

INVITED COUNTRIES

The following countries are invited to nominate candidates: *Bangladesh, Palestine, Uganda, Rwanda and Tanzania.*

TARGET GROUP

The programme targets statistical producers and strategic users of statistics in the area of gender equality. The producers are those producing a country's official statistics while the users could be decision-makers, and professionals within civil society, media, academia and the business community in a position to contribute to increased gender equality in society. Suitable organizations are the national statistical institutes, governmental or civil society organizations, or the private sector working with gender equality. The programme is specially designed for professionals qualified to participate in reform processes of importance at various levels and who hold a position in their home organization with a mandate to initiate processes of change. Only candidates nominated by the appropriate organization and according to the national rules will be accepted.

Applicants to the programme should:

- have capacity for and interest in promoting gender equality;
- be key persons with the ability and mandate to initiate and drive change processes;
- hold a relevant academic degree and have high proficiency in English;
- have good computer skills in Word, Excel and Power Point.

Selection is made by Statistics Sweden based partly on the applying organization's possible impact to drive change on national level, and partly on the candidate's potential and capacity to implement a successful change project. We strive to obtain gender balance in the group.

LANGUAGE REQUIREMENTS

The training programme will be organised and conducted in English. Candidates from countries where English is not an official language should do a language test with an official body in the home country, unless other documentation to support

for her/his ability can be provided. Proficiency in English shall be certified on the application form. Online interviews may be carried out with potential participants.

HEALTH REQUIREMENTS

Since the training programme consists of international travels, which implies work away from home, good health and full working capacity is required. It is therefore recommended that candidates undergo a medical examination before filling in the medical statement in the application form.

OTHER REQUIREMENTS

Participants accepted to the programme will be obliged to participate in all phases of the programme. Substitutes will not be accepted for any phase. It is required to have an individual e-mail address and regular reliable access to Internet. In addition, as computers and e-mail will be used continuously in the programme, a computer with Microsoft Office programs (Word, Excel, and Power Point) is essential to bring. Family members are not allowed to accompany participants to the scheduled training.

COSTS

Sida will cover all costs related to all programme phases except personal expenses, visa fees, any local airport taxes, departure fees and domestic travel in their own country. Scholarships designed to cover food expenses during the stays abroad, air ticket and transfers abroad to the scheduled training of phase 2 in Sweden and phase 4 (location to be decided) will be covered by Sida. Please note, Sida and Statistics Sweden cannot fund any part of the change project.

ACCOMMODATION, VISA AND INSURANCE

In phase 2 in Sweden and phase 4 (location to be decided) all participants will be given hotel accommodations in a single room. Participants are responsible for obtaining relevant visas during all scheduled parts of the programme. The costs for obtaining visas are to be borne by the participant. All participants are covered under a group insurance plan while on scheduled parts of the programme (phase 2 and 4).

APPLICATION PROCESS

The application must be written on the form attached and signed by the director of the nominating organization. Include an up-to-date photo and a concept note on the proposed change project (maximum one page). The concept note should contain the following:

- The purpose, aim and the intended results of the change project
- The type of change in the in the organization that the project will contribute to
- A description how the project can contribute to enhance gender statistics on a national level

The application need to be approved by the official nominating authority in the country. Application in original with required

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signatures and attachments should be submitted to the nearest Swedish Embassy/Consulate. If there is no appropriate Swedish Embassy/Consulate, the application should be submitted directly to Program Secretariat. Closing date for applications: December 1, 2018. Applications submitted after closing date will not be accepted. Application form is also available from our website: www.scb.se/itp.

Selection process

Selected candidates will no later than February 9, 2018 receive a letter of acceptance via e-mail. Once selected, the candidate must confirm participation.

As part of Sida's work with capacity and institutional development Sida offers international training programmes (ITP) for participants from low-and middle-income countries in priority areas. ITP's methodology takes account of the desire to develop and reform that the participants' organisations have expressed in their application to the program.

The programmes cover areas of strategic importance to the social, environmental and economic development of co-operating countries and are based on identified priorities and needs. In the long-term perspective, the programmes shall contribute to institutional strengthening and capacity development in the co-operating countries.

ORGANISER AND PARTNERS



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Statistics Sweden is the national statistical institute of Sweden and is a well-known name in the statistics world and a respected partner regarding capacity building of statistics in developing countries. Gender statistics have successfully been on the organization's agenda for a long time and one of the well-known publications in the area is the publication "Women and men" www.scb.se/womenandmen.