ITP 307 2019

Gender statistics

Preparatory phase: February – May, 2019
Training in Sweden: May 6 – 24, 2019
Continued work with change project: May – November, 2019
Training in one of the participating countries: November 11 – 15, 2019
Launching the project results: November, 2019 – March, 2020
Dear reader,

As part of its development assistance, the Swedish International Development Cooperation Agency (Sida) offers Advanced International Training Programmes (ITP) in subjects that are strategically important to the social and economic development in the participants’ countries. The ITP is especially designed for professionals who hold a position in their home organisation with a mandate to initiate processes of change. The programme offers support to strengthen capacity over time so that organisations can define and achieve their goals in both the short- and long-term. Participants use the latest developments in their areas of work supervised by skilled Swedish colleagues and experts; they develop a network of colleagues from other countries and acquire enhanced knowledge in new working methods. The programme is based on the assumption that the organisations wish to carry out change and are willing to invest their own resources in the process.

Gender equality is 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 the importance of gender statistics is particularly emphasised in the Sustainable Development Goals. Reliable statistics broken down by sex highlight the conditions for both women and men, girls and boys, providing a foundation for developing gender equal societies. These statistics are fundamental for evidence-based decision-making, planning and monitoring, both nationally and globally. 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 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’s 4th World Conference on Women, the 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 gender statistics. This training programme will give the participants the 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 organisations 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.

INVITATION

Alan AtKisson
DIRECTOR OF PARTNERSHIP
AND INNOVATION
Sida

Marie Haldorson
ACTING DIRECTOR, REGIONS
AND ENVIRONMENT DEPARTMENT
Statistics Sweden
The overall objective is to contribute to increased gender equality between women and men using statistics as a tool. The main objectives for the programme is that an organisational 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 are to increase the capacity for the participants, and allow them to gain knowledge on how:

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

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 different thematic areas, such as 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 using a method described in the book “Engendering statistics, a tool for change” (Statistics Sweden, 1996). The approach aims 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 the 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 primarily with human rights and specifically women's rights, but also in ministries and other bodies with gender equality on their agenda. Therefore, it is important that the national statistical agency and other organisations knowledgeable in gender issues cooperate to obtain relevant statistical indicators. During the training, the participants will be given the means to establish a network with the purpose of exchanging experiences for a continuing national cooperation in developing gender statistics.

Through group/individual work alternating with lectures and exercises, participants will design 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. In the phases in between the Sweden-based and regional training sessions, the participants are expected to continue to work with the communication plan and to implement planned activities. To do this, collaboration within the home organisation is essential.

The training programme includes a diversity of tools and methods adapted for learning complex subject matters. The participants are expected to work in country groups for 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 organisation’s learning.

The central component of the programme is the change project. The project should address a challenge faced by the participant’s organisation that falls within the scope of the training programme. It is expected that the change project
The training programme’s objectives and structure require a strong involvement and commitment by the participants and their organisations. The training programme is divided into five compulsory phases.

**Phase 1 – Preparatory phase (February – May, 2019)**
As soon as the participant is accepted into the programme, he/she is assigned and contacted by a supervisor. The participant will start preparing for the change project in his/her home organisation, and should establish contact with fellow participants within the same country in order to start discussing how they can cooperate with their projects. In advance of the first training session, the participant will receive a preparatory information package and is expected to carry out some preliminary work to establish a baseline on gender statistics in the country. The time estimated for the phase 1 is one week.

**Phase 2 – Training in Sweden (May 6 – 24, 2019, 3 weeks)**
The participant engages 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 other participants in the training programme.

**Phase 3 – Work with change project (May – November, 2019)**
The participant will continue the work with the change project in her/his country with online coaching from the supervisor. The participant will submit a mid-term progress report and a draft 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 (November 11–15, 2019, 1 week)**
During this phase, the participant will continue working with the presentation and analysis of the existing statistics in their change project with guidance from the supervisor. Participants will exchange experiences of their change project and further elaborate on plans for its realisation.

**Phase 5 – Finalizing the change project and launching the project results (November 2019 – March 2020)**
This is the last phase and the participant will communicate the results from the change project to relevant target groups at a national launching event. The results achieved in the change project should also be written in a final report and submitted to the appointed supervisor. When the supervisor has approved the final report, the participant will receive a Training Certificate.

**Programme structure**

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

**Phase 1 – Preparatory phase (February – May, 2019)**
As soon as the participant is accepted into the programme, he/she is assigned and contacted by a supervisor. The participant will start preparing for the change project in his/her home organisation, and should establish contact with fellow participants within the same country in order to start discussing how they can cooperate with their projects. In advance of the first training session, the participant will receive a preparatory information package and is expected to carry out some preliminary work to establish a baseline on gender statistics in the country. The time estimated for the phase 1 is one week.

**Phase 2 – Training in Sweden (May 6 – 24, 2019, 3 weeks)**
The participant engages 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 other participants in the training programme.

**Phase 3 – Work with change project (May – November, 2019)**
The participant will continue the work with the change project in her/his country with online coaching from the supervisor. The participant will submit a mid-term progress report and a draft 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 (November 11–15, 2019, 1 week)**
During this phase, the participant will continue working with the presentation and analysis of the existing statistics in their change project with guidance from the supervisor. Participants will exchange experiences of their change project and further elaborate on plans for its realisation.

**Phase 5 – Finalizing the change project and launching the project results (November 2019 – March 2020)**
This is the last phase and the participant will communicate the results from the change project to relevant target groups at a national launching event. The results achieved in the change project should also be written in a final report and submitted to the appointed supervisor. When the supervisor has approved the final report, the participant will receive a Training Certificate.

**Management and Staff**
The programme 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: Cambodia, Ethiopia, Liberia, Myanmar and Zambia.

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 organisations are the national statistical institutes, governmental or civil society organisations, 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 organisation with a mandate to initiate processes of change. Only candidates nominated by the appropriate organisation 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 organisation’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 a 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. English. Candidates from countries where English is not an official language should do a language test with an official body. Official language should do a language test with an official body. Proficiency in English shall be certified on the application form. Online interviews may be carried out with possible participants.

HEALTH REQUIREMENTS
Since the training programme includes international travel, 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 programmes (Word, Excel, and Power Point) is essential and possession of a computer is a requirement. 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 (PHASE 2 IN SWEDEN AND PHASE 4 REGIONALLY)
All participants will be given hotel accommodations in a single room. Participants are responsible for obtaining relevant visas during all scheduled training sessions of the programme. The costs for obtaining visas are to be covered by the participant. All participants are covered under a group insurance plan while on scheduled parts of the programme.

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 organization that the project will contribute to
• A description how the project can contribute to enhance gender statistics on a national level

The application needs to be approved by the official nominating authority in the country. Application in original with required 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: November 1, 2018. Applications submitted after the closing date will not be accepted. An application form is also available from our website: www.scb.se/itp.

Selection process
Selected candidates will receive a letter of acceptance via e-mail no later than February 9, 2019. Once selected, the candidate must confirm participation.

www.sida.se/itp
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.

Statistics Sweden is the national statistical institute of Sweden and is a respected partner for capacity development in statistics. Gender statistics have been on the organisation’s agenda for a long time and one of the well-known publications in the area is “Women and Men in Sweden” www.scb.se/womenandmen.