

# ADVANCED INTERNATIONAL TRAINING PROGRAMME



ITP 307

## Gender statistics

November 2022 – December 2023

Closing date  
for applications:  
➤ **14<sup>th</sup> August,  
2022**

## Dear reader,

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As a 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 drive change processes. The ITP offers capacity development over time so that the participating organisations can define and achieve their goals in both the short and long term. The ITP is based on the assumption that the organisations wish to drive change and are willing to invest their own resources in the process.

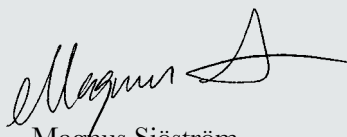
Gender equality is a prerequisite for long term democratic, equitable and sustainable global development. Without gender equality, the Sustainable Development Goals (SDGs) will be impossible to reach. Gender statistics are crucial for global and national follow-up and monitoring of the SDGs. There is also a widespread lack of knowledge on how to use gender statistics. This makes it difficult for governments and policymakers to follow up on the progress of the SDGs. The Beijing Platform for Action states that governments must ensure regular production of a statistical publication on gender that presents and interprets topical data on women and men, in a form that is suitable for a wide range of non-technical users. Capacity development in gender statistics is therefore of crucial importance for the work to achieve the goals set out in the Beijing platform.

Gender equality has long been a priority in Swedish development cooperation. Statistics Sweden, in cooperation with Sida, invites statistical producers and strategic users of statistics to participate in the ITP Gender Statistics. This capacity development programme will give the participants tools and skills to develop, use and communicate gender statistics, making it possible to monitor the work for gender equality and to promote evidence-based decision-making. In this brochure you will find information on the objectives, content and how and when to apply.

Sida and Statistics Sweden hereby invite you to nominate candidates for this programme.



Alan AtKisson  
DIRECTOR OF PARTNERSHIP  
AND INNOVATION  
Sida



Magnus Sjöström  
DIRECTOR, SOCIAL  
STATISTICS AND ANALYSIS  
Statistics Sweden

# Programme objectives

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The overall aim of the International Training Programme (ITP) Gender Statistics is to contribute to increased gender equality in the participating countries. By providing capacity development in gender statistics for key actors within for example government organisations, civil society, media and academia, this ITP seeks to contribute to an increased usage of gender statistics in the implementation of new legislation, policies, and reforms. Changed attitudes and behaviours regarding gender equality are fundamental in this process, and the participant's role as a change agent is therefore an important part of this ITP. The programme has objectives on three different levels where change should take place. These are described below.

## INSTITUTIONAL LEVELS

The objective at institutional level is that key actors, who work for gender equality, increase their usage of gender statistics as a basis for driving change towards gender equality at societal level.

## ORGANISATIONAL LEVEL

The objectives at organisational level are that the participating organisations:

- Increase their collaboration with key actors for the national gender equality work.
- Produce and analyse gender statistics to a greater extent and of higher quality.
- Make gender statistics accessible for key target groups.
- Use gender statistics in lobbying and advocacy work for gender equality.

## INDIVIDUAL LEVEL

The objectives at individual level are that the participants contribute to increased knowledge in their organisations on how to produce, analyse and communicate gender statistics.

## LEARNING OBJECTIVES

After active participation in the programme, the participants will be able to:

- Identify important gender issues that their organisations have the mandate and possibility to influence.
- Identify how gender statistics is promoted, produced, used and governed in their country and in their respective organisations.
- Analyse gender issues and the underlying causes and consequences by using gender statistics.
- Produce and communicate gender statistics to influence gender issues.
- Identify possible partners for collaboration and build cooperation.
- Initiate changes to improve and sustain organisational capacity in production, use and communication of gender statistics.

# Contents

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There are four main modules of the programme: change management, gender statistics, communication and collaboration. These modules are structured to give the participants the knowledge, skills, and networks to be able to influence gender issues using statistics. The modules all contribute to the core of the ITP, that is the participant's development of an individual change initiative. The change initiative is comprised of three parts:

- A pilot production of gender statistics related to a specific gender issue.
- Communication of the gender statistics pilot.
- Developing the organisation's capacity to produce, commission or use gender statistics.

The participant will gradually explore the gender issue that the change initiative will focus on during the programme. Consequently, the change initiative might cover a different gender issue than described in his or her application.

The gender issue covered in the change initiative must be relevant for the participant's organisation. The organisation must also have the mandate to influence the chosen gender issue through the production, use or communication of gender statistics. Gender issues of relevance can for example be gender-based violence, segregation on the labour market, political participation and effects of the Covid-19 pandemic. The participant will develop and communicate the change initiative with continuous support from coaches from Statistics Sweden.

## CHANGE MANAGEMENT

Change management is a tool to bring about the desired change. In the change management module, the participant will acquire skills on how to drive change initiatives that contribute to increased gender equality, including to:

- Analyse the surrounding context to identify a specific problem and a desired change that the participant's organisation will address.
- Build internal and external support through collaboration with colleagues and by connecting to stakeholders.
- Explore and reflect on the role as change agents in the organisation.
- Learn and apply adaptive change management and action learning.

## GENDER STATISTICS

Gender statistics is a powerful tool in making progress towards an equal society. It can display gender issues and provide facts that can be used for evidence-based decision-making.

In the gender statistics module, the participants will acquire skills within the following areas:

- Apply methods to analyse causes and consequences of gender issues.
- Identify relevant indicators for monitoring and follow-up of their gender issue.
- Compile gender statistics from existing statistics in a user-friendly way.
- Analyse gender statistics to draw conclusions about the situation for gender equality.
- Use gender statistics to display gender gaps and inequalities.

The programme does not include training in the collection of new data. Only existing raw data, identified by the participants, will be used in the production of gender statistics.

## COMMUNICATION

In the communication module, the participant will acquire skills to:

- Identify stakeholders on both national and organisational level.
- Create and apply communication strategy and planning.
- Communicate gender statistics to strategic target groups.
- Arrange a final seminar to secure support and sustainability for the change initiative for the change initiative in the organisation.

## COLLABORATION

The ITP Gender statistics will facilitate collaboration between users and producers of statistics, different sectors of society and the participating countries. Participants will be given the opportunity to actively seek out collaboration with each other and to find common points of interest. This collaboration will be important for the success of the participants' change initiatives. The participants will:

- Identify possible links with stakeholders in the national statistical system.
- Initiate meetings with external stakeholders (e.g., policymakers, government agencies) to build support for their change initiative.

## Programme structure

The number of participants is limited to maximum 36 to facilitate interaction between them and the coaches. The participants are expected to actively share their own expertise and experiences with each other during the programme.

The programme runs from November 2022 to December 2023. It is divided into six compulsory phases.

### 1. Start-up workshop, October 25<sup>th</sup> – 27<sup>th</sup>, 2022

Participants need to allocate three days, October 25<sup>th</sup> – 27<sup>th</sup> for workshops and parts of the week for home assignments. Workshop sessions will be held digitally. If the situation allows for physical meetings, the participants from each country team can gather at a local conference venue.

The participants will start to reflect on the essentials and importance of gender equality and gender statistics and how gender issues can be displayed with gender statistics. The participants will also be introduced to the concept of change management and start reflecting on their role as change agents as well as their own organisation's capacity to drive change towards gender equality.

### 2. Preparatory phase, November 2022 – April 2023

The participants will receive different assignments relating to all four programme modules. These are to be completed individually or in groups. Workshops and follow-up meetings will be held monthly with Statistics Sweden's coaches as well as ongoing coaching through the digital learning platform Google Workspace.

Digital workshops will be arranged with other Swedish agencies and organisations who have a national mandate to work for increased gender equality in Sweden.

If the situation allows for physical meetings, a semi-digital workshop will be held during March 22<sup>nd</sup> – 25<sup>th</sup>. The participants from each country team will gather at a conference facility and Statistics Sweden's coaches will support online.

Focus during the workshops will be to enhance the participants' skills in gender statistics and communication, as well as to encourage the exchange of experiences.

### 3. Initiation phase, April–September 2023

During the Initiation phase, the participants will work hands-on with their change initiatives in collaboration with management and colleagues in their organisations. The coaches from Statistics Sweden will give online support during the whole process.

A digital five-day workshop will be held September 18<sup>th</sup> – 22<sup>nd</sup>, 2023. The workshops will provide participants with a forum to build collaboration, exchange experiences and mutual learning. The coaches will give support to the participants' work with the development and communication of the change initiatives. The participants will also be invited to meetings with relevant Swedish national agencies and civil society organisations working for gender equality.

If the situation allows for international travel and physical meetings, this workshop will take place in Sweden.

### 4. Implementation phase, September–December 2023

During the Implementation phase, the participants will start the implementation of their change initiative. The participants will communicate the results from their change initiative to relevant target groups. The participants will also write a final report on their achievements and challenges. The ITP Gender Statistics will end with a final seminar in the participants' home countries.

## MANAGEMENT AND STAFF

Statistics Sweden organises the programme in collaboration with national and international experts with extensive experience in their respective fields.

## TIMETABLE

### WHERE:

All parts will be held in the participant's country.

However, if physical meetings are allowed, the workshop on September 18<sup>th</sup> – 22<sup>nd</sup> may be held in Stockholm, Sweden, if the situation allows.

### WHEN:

Phase 1: October 25<sup>th</sup> – 27<sup>th</sup>, 2022.

Phase 2: November 2022 – April 2023, and a semi-digital workshop March 22<sup>nd</sup> – 25<sup>th</sup> 2023.

Phase 3: April – September 2023 including a workshop September 18<sup>th</sup> – 22<sup>nd</sup> that may be held in Sweden if the situation allows.

Phase 4: September – December 2023.

### DURATION:

The total duration of the programme is 13 months.

# Admission requirements

## INVITED COUNTRIES

The following countries are invited to nominate candidates: Ethiopia, Liberia, Rwanda, Tanzania, Uganda and Zambia.

## TARGET GROUP

The programme welcomes professionals from strategic organisations who are active in gender reform processes or can strategically influence gender equality issues at various levels.

Organisations who will benefit from the programme are statistical producers such as the national statistical institute, as well as strategic users of statistics in the field of gender equality, e.g. governmental or civil society organisations, the media and academic institutions.

### Organisational commitment

- Only candidates nominated by their organisations according to the national rules will be accepted.
- The organisation must allocate sufficient time for their representative to participate in all the programme activities on working hours.
- The organisation must support the participant's development and implementation of his or her change initiative.
- The supervisor of the participant will be expected to participate at the gender statistics seminar at the end of the programme.
- The supervisor of the participant is expected to facilitate contact with Statistics Sweden after the participant has completed the ITP, for the purpose of following up the organisation's work and progress with the change initiative.

### Applicants of the programme should:

- Hold a key function in their home organisation with the mandate to initiate and implement change processes with the purpose of increasing gender equality.
- Have professional qualifications and be committed to work for increased gender equality.
- Hold a relevant academic degree and have sufficient proficiency in English.
- Have work experience in Excel.

A maximum of five applicants from the same organisation may apply for the programme. Organisations that have many applicants are welcome to contact Statistics Sweden for a dialogue concerning the application process. Applicants from the same organisation may cooperate and submit a joint problem analysis. **Note, however, that Statistics Sweden will assess all applicants individually.**

Statistics Sweden makes the selection based partly on the applying organisation's possibility to drive change at national level, and partly on the candidate's potential and capacity to implement a successful change initiative. Statistics Sweden also strives to obtain gender balance among the participants in the programme.

The training programme requires a high level of involvement and commitment by the participant and his or her organisation. The participant is expected to be active, contribute with specific expertise and experience and take responsibility for individual as well as organisational learning.

## APPLICATION

Applicants must fill in the online form and submit the documents mentioned here. The form can be found in Sida's ITP programme catalogue on the website: <https://www.sida.se/en/for-partners/international-training-programmes>

## NOMINATION LETTER

Applicants must attach a signed nomination letter from the applicant's organisation. A template can be found on the application site: <https://www.sida.se/en/for-partners/international-training-programmes>

## DESCRIPTION OF ORGANISATION'S MANDATE AND RELEVANT GENDER ISSUES

Attach a reflection on the following topics:

1. Identify a gender issue that is relevant in your country.  
Describe why you consider this gender issue a problem.
2. Describe in what way:
  - a. this gender issue is of importance to your organisation.
  - b. your organisation has a mandate to work with this gender issue.
3. Describe how you believe gender statistics can play a role in advocating for gender equality.
4. Identify institutional barriers (policies, structural aspects etc.) that is hindering the usage of statistics to promote gender equality in your country.
5. Describe your organisation's mandate to produce gender statistics or advocate for gender equality in your country.
6. Describe how your organisation can benefit from your participation in ITP Gender Statistics.
7. Describe your position in your organisation and how you will benefit from this programme in your role.
8. Include an organisation chart, with the total number of employees and number of employees under your direct or indirect supervision. Mark your position in the organisation chart. (1 page)

Point 1-7 must all together consist of maximum three pages.

Point 8 must consist of maximum one page.

It is important that the applicant's organisation is fully committed to support the implementation of the change initiative in order to improve the production and/or use of gender statistics.

## LANGUAGE REQUIREMENTS

The training programme will be organised and conducted in English. Candidates from countries where English is not an

official language must do a language test with an official body in the home country, unless other documentation to their English proficiency can be provided. Proficiency in English must be certified and attached to the application form. The English language certificate must state the level of English proficiency for the applicant. However, the applicant does not need to submit a test if:

- English is an official language in the applicant's country.
- English is the working language in the organisation (please enclose statement from the management).
- Higher academic education (minimum six months) was carried out where English was the language of instruction (enclose copy of certificate).

### HEALTH REQUIREMENTS

Since the training programme may involve international travel, which implies work away from home, good health and full working capacity is a condition. It is therefore recommended that the supervisor certifies full working capacity and that the participant signs the health statement, to be found in the online application form.

### OTHER REQUIREMENTS

The participant is obliged to participate in all phases of the programme. Substitutes will not be accepted to the programme. Family members are not allowed to accompany participants to the training sessions.

The participant is required to have a reliable access to Internet. Course material will be shared in Google Classroom. This means that the participant must have an individual g-mail address. The participant is also required to have access to a personal computer with the Microsoft Office programmes (Word, Excel and Power Point).

### COSTS

In case of international workshops, Sida will cover food expenses during the stays abroad, air tickets and transfers abroad to the scheduled training. Costs related to personal expenses, visa fees or any local airport taxes and departure fees, will be covered by the participant. Note that Sida does not pay out per diem for participation in the ITP.

For physical workshops in the participant's home country, Sida reimburses travel costs. For online workshops, Sida reimburses parts of additional internet cost that the participant may have incurred. Note that Sida does not pay for any communication devices. Computers or phones used for the online workshops must be provided by the organisation or participant. Note that Sida and Statistics Sweden cannot fund any part of the change initiative.

## APPLICATION PROCESS

The closing date for application is Sunday August 14<sup>th</sup>, 2022. Applications submitted after closing date may not be considered.

The application must be signed by the Director of the nominating organisation. Include the required information and documents, as explained above.

The application form can be found in Sida's ITP programme catalogue on the website: <https://www.sida.se/en/for-partners/international-training-programmes>

Questions can be sent to the Programme Secretariat at Statistics Sweden, [itp@scb.se](mailto:itp@scb.se).

**Closing date for applications: August 14<sup>th</sup>, 2022**

### SELECTION PROCESS

Selected candidates will be notified by e-mail October 4<sup>th</sup>, 2022. Once selected, the candidate must confirm participation. A letter of acceptance will be sent containing information on participation in the programme and the practical arrangements. Selected candidates shall be aware of the commitment to participate in all phases of the programme.



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 & PARTNER

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Statistics Sweden is the National Statistical Institute of Sweden and is a respected partner for international capacity development in statistics. Gender statistics has been on the organisation's agenda for decades. The well-known publication "Women and Men in Sweden" was released for the first time in 1984: [www.scb.se/womenandmen](http://www.scb.se/womenandmen).

#### Contact

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