

ADVANCED INTERNATIONAL TRAINING PROGRAMME



ITP 307

Gender statistics

May 2021 – June 2022

Closing date
for applications:
> **14th March,
2021**

Dear reader,

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. However, sex disaggregated statistics are often inadequate, since sex in combination with other variables are needed to make inequalities visible. There is also a widespread lack of knowledge on how to use gender statistics. This makes it difficult for governments and policy-makers 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 for key actors within government organisations, civil society, media and academia is therefore also 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.



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Programme objectives

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 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 at three different levels where change should take place. These are described below.

INSTITUTIONAL AND SYSTEM LEVELS

The objective at institutional and system level is that key actors, who work for gender equality, increase their usage of gender statistics in order to:

- Drive change for gender equality at societal level.
- Drive lobbying and advocacy work that addresses discriminatory attitudes and behaviours.

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 gender statistics to a greater extent and of higher quality.
- Make gender statistics accessible to a greater extent.
- Increase their organisational capacity to analyse, use and communicate the need for gender statistics.
- Increase their use of 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.
- Communicate knowledge on gender statistics to internal target groups within their organisations.

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.
- Analyse gender issues using gender statistics.
- Apply methods to analyse the underlying causes and consequences of gender issues and identify how to display these with statistics.
- Produce and communicate gender statistics in order to influence gender issues.
- Identify possible partners for collaboration and build cooperation that will be used to influence a gender issue.
- Initiate changes to improve and sustain organisational capacity in production, use and communication of gender statistics.

Contents

There are four main modules of the programme: Change management, gender statistics, communication and networking. These modules are integrated with each other and structured to give the participants the knowledge, skills, and networks in order to be able to influence gender issues using statistics. The modules all contribute to the core of the ITP; the participants' development of an individual change initiative. The change initiative is comprised of three parts:

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

These three components contribute to capacity development for the participating organisations to use statistics as a tool in their work for gender equality.

The participant will gradually explore the gender issue that the change initiative will focus on during the course of the programme. Consequently, the change initiative might cover a different gender issue than that described in the application. The gender issue covered in the change initiative must be relevant for the participant's organisation. The organisation must furthermore have the mandate to influence the chosen gender issue through the production, use or communication of gender statistics. Gender equality concerns everyone in society and is a cross cutting aspect of all areas of life. Gender issues of relevance can for example be gender-based violence, labour market, political participation and the effects of the Covid-19 pandemic. The participant will develop and launch the change initiative with continuous support from mentors from Statistics Sweden.

CHANGE MANAGEMENT

Change management is a tool to bring about desired change. In the change management module, the participants will acquire skills on how to drive change initiatives that contribute to increased gender equality. They will also practically apply these skills in different exercises, both individually and in groups. During the training, the participants will do the following:

- Analyse their surrounding context in order to identify a specific problem and a desired change that the participants' organisations will address.
- Build internal and external support through collaboration with colleagues and connecting to stakeholders.
- Explore and reflect on their role as change agents in their organisations.
- Learn and apply adaptive change management.

GENDER STATISTICS

In order to reach gender equality in a society, equal rights, responsibilities and opportunities of women and men, girls and boys, need to be in place. Gender statistics is a powerful tool in making progress towards an equal society as it can display gender gaps and problems 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 gender indicators for monitoring and follow-up of their gender issue.
- Compile gender statistics from existing statistics in a user-friendly way.
- Analyse gender statistics in order 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 data will be used in the production of gender statistics.

COMMUNICATION

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

- Identify stakeholders on both national and organisational level.
- Create and apply a communication strategy and plan.
- Communicate gender statistics to strategic target groups.

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 forum to actively seek out collaboration with each other and find common points of interest. This collaboration will be important for the success of the participants' change initiatives.

The participants will:

- Initiate meetings with external stakeholders (e.g. policy-makers, government agencies) to inform them about their change initiative.

Programme structure

The number of participants is limited to 30 in order to facilitate interaction between participants, lecturers and mentors. The participants are expected to actively share their own expertise and experiences with each other during the programme.

The programme runs from May 2021 to June 2022. It is divided into five compulsory phases.

1 Start-up workshop, May 10th–14th, 2021

Participants need to allocate three days, May 10th–12th for workshops and parts of the week for home assignments. Workshop sessions will be held digitally with Statistics Sweden. If the situation allows for physical meetings, the participants from each country team will gather together.

The participants will start to discuss and explore common gender issues, the importance of 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 the role of their organisations to drive change towards gender equality.

2 Preparatory phase, May–October 2021

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 with Statistics Sweden's mentors as well as ongoing coaching through the digital learning platform.

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

3 National workshops, October 18th–22nd, 2021

If the situation allows for physical meetings, this workshop will be semi-digital. The participants from each country team will gather together with facilitators at a conference facility and Statistics Sweden's mentors will support online.

Focus during the workshops will be to enhance participants' skills in gender statistics and communication, as well as to encourage the exchange of experiences. This phase will also include an overview of how regional cooperation and institutions, such as the Regional Economic Communities, can be used as a leverage to increase the use of gender statistics on a national level.

4 Initiation phase, October–February 2021

During the Initiation phase, the participants will work hands-on with their change initiatives. This will be performed in collaboration with management and colleagues in their home organisations. Mentors from Statistics Sweden will give online

support during the whole process. At the end of this phase, the participants must submit the work done so far in order to be eligible to participate in the Sweden phase.

5 Swedish phase, February 7th–18th, 2022

If the situation does not allow for international travel and physical meetings, the Sweden phase will be adapted to a digital phase.

The workshops in Sweden will provide participants with a forum to build collaboration, exchange experiences and mutual learning. Mentors will coach and give support to the participants' work with the production and communication of the change initiatives. The participants will also be invited to visit relevant Swedish national agencies and civil society organisations working for gender equality.

6 Implementation phase, February–June 2022

During the Implementation phase, the participants will start the implementation of their change initiatives. The participants will communicate the results from their change initiatives to relevant target groups. 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:

Phase 1–4 and 6 will be held in the participant's country. Phase 5 will be held in Stockholm, Sweden, if the situation allows.

WHEN:

Phase 1: May 10th–14th, 2021
 Phase 2: May–October, 2021
 Phase 3: October 18th–22nd, 2021
 Phase 4: October to February, 2022
 Phase 5: February 7th–18th, 2022
 Phase 6: February–June, 2022

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 have the ability to 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 (governmental or civil society organisations, the media, academia).

Only candidates nominated by their organisations according to the national rules will be accepted.

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 good skills in Excel.
- Have the possibility to allocate sufficient time for the full programme period to work on assignments, the change initiative as well as attending meetings and workshops.

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 possible impact to drive change at national level, and partly on the candidate's potential and capacity to implement a successful change project. 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 form and submit the documents mentioned below. The form online can be found from Sida's ITP programme catalogue [International Training Programmes](#).

NOMINATION LETTER

Applicants must attach a signed nomination letter from the applicant's organisation. The letter must contain: signature of nominating organisation/institution/company, date and – if applicable – signature of the authorizing authority.

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. Identify some institutional barriers (policies, structural aspects etc.) to gender equality in your country.
4. Describe how you believe gender statistics can play a role in advocating for gender equality.
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 total number of employees, number of employees under your direct or indirect supervision. Mark your position in the organisation chart. (1 page)

Point 1–7 must all together be maximum 3 pages. Point 8 must be maximum 1 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 stating 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 (please enclose statement from management)
- Higher academic education (minimum 6 months) was carried out where English was the language of instruction (enclose copy of certificate).

HEALTH REQUIREMENTS

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

OTHER REQUIREMENTS

The participant is obliged to participate in all phases of the programme. Substitutes will not be accepted to the programme. The participant is required to have an individual e-mail address and regular reliable access to Internet. It is also a requirement for the participant to have access to a personal computer with Microsoft Office programmes (Word, Excel and Power Point). Family members are not allowed to accompany participants to the training sessions.

COSTS

Sida will cover food expenses during the stays abroad, air tickets and transfers abroad to the scheduled training in Sweden and the regional training (location to be decided). Costs related to personal expenses, visa fees or any local airport, taxes and departure fees will be covered by the participant. Please note that Sida and Statistics Sweden cannot fund any part of the change initiative.

APPLICATION PROCESS

Closing date for application is Sunday March 14th, 2021. Applications submitted after closing date will not be considered.

The application must be signed by the nominating organisation/institution/company. Include required information and documents, explained above.

The application form can be found from Sida's ITP programme catalogue at their website: [International Training Programmes](#)

Questions can be sent to the Programme Secretariat at Statistics Sweden, itp@scb.se.

Closing date for applications: March 14th, 2021

SELECTION PROCESS

Selected candidates will be notified by e-mail not later than April 19th, 2021. 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



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 decades. The well-known publication "Women and Men in Sweden" was released for the first time in 1984: www.scb.se/womenandmen.

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