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UNITED NATIONS ECONOMIC COMMISSION FOR AFRICA

Report on a mission to Gaborone, Botswana

(2 - 6 August 1993)

by

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**Addis Ababa
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I. Introduction.

1. The objective of the mission was to attend the "Regional Training Workshop on Gender Statistics" which was organised by Statistics Sweden and the Bureau of Statistics, Tanzania in cooperation with Central Statistics Office of Botswana and United Nations Statistical Division (UNSTAT). The Workshop was held at Oasis Motel, Tlokweng, Botswana from the 2nd to the 6th August 1993. This Workshop was part of a Swedish International Development Authority (SIDA) project on "Improving Gender Statistics in East, Central and Southern Africa". It was the first training workshop of national focal point on Gender Statistics to be organised in the region. A briefing on the Regional project was organized by the Eastern Africa Statistical Centre (EASTC) for Heads of National Statistical offices and held in Arusha, Tanzania on 29 April 1993.

2. UNSTAT was providing technical support for the Workshop under an umbrella project sponsored by the Joint Consultative Group on policy (JCGP).

3. It was felt that in view of the participation of statisticians from fourteen African countries, the Statistics Division of the Economic Commission for Africa (ECA) should be represented. Thus Ms. Atamelang Ngwako participated as a resource person, assisted with the working group sessions and contributed in the preparation of the daily Workshop reports. In preparation for the Workshop Ms. Ngwako contacted the African Training and Research Centre for Women (ATRCW) at ECA in connection with preparations which are being made in the region for the Fourth World Conference for Women which will take place in Peking in 1995.

II. Participation and Conduct of the Workshop

4. The list of participants is attached to this report as Annex I. Apart from the participation of statisticians from fourteen African countries (Botswana, Ethiopia, Gambia, Kenya, Lesotho, Malawi, Mozambique, Namibia, Seychelles, Swaziland, Tanzania, Uganda, Zambia and Zimbabwe), the Workshop was also attended by researchers, economists and environmentalists from the host country as well as statisticians from institutions outside the African region, all interested with preparation for the Fourth World Conference for Women, 1995.

III. Opening of the Workshop

5. The Assistant Minister of Finance and Development Planning, the Honourable E.S. Masisi officially opened this Workshop. The Government Statistician, Mr. G. Charumbira gave his welcoming remarks and Mr. Mbaruku from Arusha General Secretariat on Gender, gave the participants background information on the Arusha Workshop and the East Africa Statistical Training Centre. Ms. Grace Bediako of UNSTAT gave information on the conduct and programme of the Workshop, group allocation and area of study, attached herewith as Annex II and III respectively. Information was also given on the reference material distributed for the Workshop and a list of handouts for working groups, Annex IV and V of this report.

IV. Discussions at the Workshop

6. The discussions of the Workshop consisted of plenary sessions where a general presentation of a topic was made and group session for discussion of the presented paper after which a plenary session was held again for presentation of the groups' work.

7. Presentation of "Module I: Gender Issues in Development" by Grace Bediako of UNSTAT gave an overview of issues of gender, their legal and cultural implications and to development programmes. The historical background of Women in Development (WID), Movement and its development to Gender and Development (GAD) was outlined in this paper. The paper also outlines the organizations working on gender issues in development.

8. On the first day of the Workshop, working group 1 studied the "International Strategies and National Plans" for which areas of discussions were assigned for each group. The handouts for this working group were Handout 1: "Summary of Nairobi Forward Looking Strategies for the Advancement of Women" and Handout 2: "Strategies and Targets in the African Region". The exercise of the working group was to identify for each country in the group for the area of study the extent to which each country has implemented the international strategies and to examine to what extent the national plans are geared towards the targets set by these strategies.

9. On the second day of the workshop the discussion paper was "Module II: Statistics and Indicators on Gender Issues" which outlined the need for gender-specific statistics and its production process. Working group 2 was an exercise to simulate user-producer communication where the task of the working group was to identify gender statistics in relation to users' needs and problems and data gaps in existing statistics. The same procedure of assigning topics to each

group was employed and each country was to play user and producer alternately. The output of this exercise was " Handout 4: Tentative list of Statistics and Indicators on Gender Issues" which resulted with " Gender Issues Identified in the African Region" attached in this report as Annex VI.

10. Presentation of "Module III: Production, Analysis and Presentation of Gender Statistics" was presented in two parts on the third day of the Workshop. The paper outlined steps in data production and sources of errors and the importance of planning and designing a surveys well as analysis and presentation of gender statistics. Working group 4 and 5 on that day examined "quality of gender statistics" and "presentation of gender statistics" respectively. Accompanying these presentations were Handout 5 - Flowchart 2: Conducting A Survey and; handout 6: list of Economic and non-economic activities; Handout 7 - Examples of definitions e.g. head of household, employment status, formal and informal sector and Handout 8 - Household composition and headship.

11. The presentation of the working group 5 spilt over to day four of the workshop. Module IV: Gender Statistics Products and their Dissemination was a paper presented in two parts of "preparation of statistical products" and "marketing and dissemination of statistical products". Working group 6: Gender Statistics products and their Dissemination was an exercise in identifying different types of statistical products and uses for different target groups and preparing a work programme for a dissemination seminar. Handout 9 - Flowchart 3: Preparation of a Statistical Publication was presented to the working group for consideration.

12. On the last day of the workshop, the plenary session was presented with the task of adopting a standard framework for user-producer seminar on national statistics booklet on "Women and Men". Presentation was given to this session for "Plan of action for national and regional work with gender statistics". In Working group 7 each country was to develop a plan of action for the Statistical Booklet on Women and Men and the Report on Needs for Improvement of Gender Statistics. The main report to the workshop will have the participant country's draft national plan of action.

13. Annex VII indicates the programmed outputs after the Botswana Workshop. Annex VIII shows the Suggested list of Statistics and Indicators for the regional publication.

REGIONAL TRAINING WORKSHOP IN GENDER STATISTICS GABORONE 2-6 AUGUST 1993

LIST OF PARTICIPANTS

COUNTRY	NAME	SEX	POSITION	INSTITUTION	ADDRESS
BOTSWANA	G.M. CHARUMBIRA	M	GOVERNMENT STATISTICIAN	CENTRAL STATISTICS OFFICE(BOTSWANA)CSO	P/BAG 0024 GABORONE TEL:352200 FAX:352201
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Programme for Workshop on Gender Statistics

Sunday 1 August

Arrival and registration of international participants

Monday 2 August

- | | |
|-------------|--|
| 08.00-08.30 | Registration of local participants |
| 08.30-09.05 | Opening of Workshop including Vote of thanks |
| 09.05-09.30 | Self introduction |
| | I. Gender Issues in Development |
| 09.30-10.30 | Presentation: gender issues in development |
| 10.30-11.00 | <i>Tea/coffee</i> |
| 11.00-12.30 | Working group 1: International Strategies and National Plans and Goals |
| 12.30-14.00 | <i>Lunch</i> |
| 14.00-15.00 | Presentation of Groups' work |
| 15.00-15.20 | <i>Tea/coffee</i> |
| 15.20-16.30 | Plenary discussion |

Tuesday 3 August

- | | |
|-------------|--|
| | II. Statistics and Indicators on Gender Issues |
| 08.00-09.00 | Presentation: statistics and Indicators on Gender Issues |
| 09.00-10.00 | Working group 2: User-producer communication |
| 10.00-10.30 | <i>Tea/coffee</i> |
| 10.30-12.30 | Presentation of Groups' work and Plenary discussion |
| 12.30-14.00 | <i>Lunch</i> |
| 14.00-14.30 | Presentation: Tentative list of Statistics and Indicators on Gender Issues |
| 14.30-15.00 | Working group 3: Statistics and Indicators for Regional Comparison |
| 15.00-15.20 | <i>Tea/coffee</i> |
| 15.20-16.00 | Working group continues |

Wednesday 4 August

- 8.00-9.00 Presentation of Groups' work and Plenary discussion
III. Production, Analysis and Presentation of Gender Statistics
9.00-10.00 Presentation: Production of Gender Statistics
10.00-10.30 *Tea/coffee*
10.30-14.00 *Free time*
12.30-14.00 *Lunch*
14.00-15.30 Working group 4: Quality of Gender Statistics
15.30-15.50 *Tea/coffee*
15.50-16.50 Presentation: Analysis and presentation of Gender Statistics
16.50-19.00 Working group 5: Presentation of Gender Statistics

Thursday 5 August

- 08.00-9.00 Working group 5 continues
09.00-10.00 Presentation of Groups' work
10.00-10.30 *Tea/coffee*
IV. Gender Statistics Products and their Dissemination
10.30-11.00 Presentation: Preparation of statistical products
11.00-11.30 Presentation: Marketing and Dissemination of Statistical Products
11.30-12.30 Working group 6 Dissemination of Gender Statistics Products
12.30-14.00 *Lunch*
14.00-15.00 Presentation of Groups' work
15.00-15.20 *Tea/coffee*
15.20-16.30 *Free time*
19.00-21.00 *Reception*

Friday 6 August

- 08.00-08.30 Plenary session: Adoption of standard framework for a use-produce seminar on a national statistics booklet on "Women and Men"
V. Plan of action for national and regional work with Gender Statistics
08.30-9.00 Presentation: Plan of action for national/regional work
09.00-10.30 Working group 7 Plan of action for national/regional work
10.30-11.00 *Tea/coffee*
11.00-12.30 Presentation of groups' work and plenary discussion
12.30-14.00 *Lunch*
14.00-15.00 Presentation and plenary discussion of draft Regional Plan.
15.00-15.20 *Tea/coffee*
15.20-16.00 Plenary continues Final approval of Regional Plan
16.00-16.30 Closing of workshop
16.30- Workshop Secretariat prepares and distributes approved regional plan.

Training in Gender Statistics

1. Ms. E.P. Mukamaabo	Botswana
2. Mrs.G.N. Lesetedi	Botswana
3. Mrs. E. Alexander	Botswana
4. Mr. J.K. Maphunye	Botswana
5. Mr. G.M. Charumbira	Botswana
6. G. Bizuneh	Ethiopia
7. Ms. A. Beru	Ethiopia
8. Ms D. Dlamini	Swaziland
9. Mr. K. Dlamini	Swaziland
10. Mr. J Komba	Tanzania
11. Mrs. T. Perucci	Italy

GROUP B

1. Ms. H. Rakow	Namibia
2. Mrs. K. Van Neikerk	Namibia
3. Mrs. S.M. Shimwamba	Zambia
4. Ms. G. Simwanza	Zambia
5. Mr. H. Mbaruku	Tanzania
6. Mr. S.W. Mlenga	Botswana
7. Mrs. G. Mphetolang	Botswana
8. Mr. A. Ndow	Gambia
9. Mrs. P. Keskinen	SIDA/Botswana
10. Mrs. P. Kalampaust	ESCAP/Thailand

GROUP C

1. Mrs. J.E. Sawe	Tanzania
2. Mrs K. Khamis	Tanzania
3. Mrs. C. Hongoke	Tanzania
4. Ms. V. Kimei	Tanzania
5. Mr. M.T. Moseki	Botswana
6. Mr. J.S. Ndawala	Malawi
7. Mrs M. Kanyula	Malawi
8. Mr. E. Abrahano	Mozambique
9. Ms. O Tacila	Chile
10. Mrs B.B. Hedman	Sweden

Training in Gender Statistics

Countries

Areas for deeper study

Group A

Population and Work

Ethiopia

Botswana

Swaziland

Group B

Education and Work

Namibia

Zambia

Group C

Health and Work

Tanzania

Malawi

Mozambique

Group D

Economy, Decision Making and Work

Kenya

Lesotho

Group E

Families and Households, Crime and Work

Zimbabwe

Uganda

B. Other Material available for Consultation

1. Publications

Chile. Mujeres Latinoamericas en Cifras. Santiago 1992.

Engendering Adjustment for the 1990s. report of a Commonwealth Expert Group on Women and Structural Adjustment. Common wealth Secretariat. London 1989.

Human Development Report 1993. UNDP. NEW YORK 1993.

Kvinnor och Män i Norden. Fakta om jämställdheten 1988 (Women and Men in Nordic Countries. Facts on Equal Opportunities 1988) . The Nordic Council of Ministers. Copenhagen, 1988.

Women and Men in Zambia. Facts and Figures 1992. Central Statistical Office, Lusaka 1992.

Women and Men in Botswana. Facts and Figures 1992. Central Statistics Office, Gaborone 1992.

Women and Men in Ethiopia. Facts and Figures 1992. Central Statistical Authority, Addis Ababa 1992.

Women in the European Community. Eurostat. Luxembourg 1992.

Women in New Zealand. Department of Statistics and Ministry of Women's Affairs, Wellington 1990.

2. Papers

Moser, Caroline, Gender Planning in the Third World: Meeting Practical and Strategic Gender Needs. World Development, Vol,17, No.11, pp 1799-1825. Great Britain 1989.

Sen, Gita and Grown, Caren, Development Crises and Alternative Visions. Third World's Perspective. New York 1987.

3. Handbooks and other material

Revised System of National Accounts, Chapter 6. The Production Account. UN Secretariat, 15 May 1992.

Training in Gender Statistics**Handouts for Training Workshop on Gender Statistics
in Botswana 2 - 6 August 1993****For working
group no.**

1. H.1.- Summaries of Nairobi Forward-Looking Strategies for Advancement of Women
H.2.- Strategies and targets in the African Region
Instructions for discussion and presentation
2. H.3.- Flowchart 1: Gender Statistics. The Production Process
Instructions for discussions and presentation
3. H.4.- Tentative list of Statistics and Indicators on gender Issues
Gender Issues identified in the Region (result of plenary session day 1)
List of Statistics and Indicators on Gender Issues (result of working group 2)
Instructions for discussion and presentation
4. H.5.- Flowchart 2: Conducting a Survey
H.6.- List of economic/non-economic activities
H.7.- Examples of definitions, eg. head of household, employment status, formal and informal sector
H.8.- Household Composition and Headship
Instructions for discussion and presentation
5. Instructions for discussion and presentation
6. H.9.- Flowchart 3: Production of a Statistical Publication on Women and Men
Instruction for discussion and presentation
7. H.3: Flowchart 1: Gender Statistics. The Production Process
Standard framework for a user-producer seminar on a national statistical booklet on Women and Men (result of plenary session after working group 6)
Instructions for discussion and presentation

**For plenary discussion
after working group 7**

- Draft plan of action for regional work with gender statistics 1993-1996

After plenary session

- Plan of action for regional work with gender statistics 1993-1996 (approved at the plenary session)

Evaluation form

- for Tuesday, Thursday and Friday evening

**REGIONAL TRAINING WORKSHOP ON GENDER STATISTICS
2-6 AUGUST, 1993 GABORONE, BOTSWANA**

GENDER ISSUES IDENTIFIED IN THE AFRICAN REGION

Population

- Need for population policies to:
- Regulate population growth
- Improve quality of life
- Regulate rural-urban migration
- Lack of infrastructure and economic opportunities in rural areas
- Lower fertility frees women to engage in economic activity outside the home
- Insufficiency of land due to large population, further limits women's access to land
- Special policies to reduce imbalances in income distribution and redistribution of land
- Welfare of elderly women and men, especially women with no support - special attention to inheritance laws
- Welfare of orphans and destitute children, especially in relation to different treatment of girls and boys
- Measures to encourage higher age at marriage and at first birth (eg. pupils to stay in school longer, sensitize district chiefs and commissioners on the issues)
- Measurement of cohabitation/consensual unions and its effects on the welfare of women and children

Families and Households

- Sharing of parental responsibility
- Women's ability to control their own fertility
- Effects of serial marriages on household
- Definition of families/households
- Serial marriages
- Depletion of natural resources (eg. firewood for cooking)

Work

- Unemployment
- Recognition of women's work with emphasis on rural women and the informal sector
- Equity in jobs (equal access according to qualifications, equal pay for equal work) and in career opportunity
- Male dominance in the fields of science and technology
- Inequality in higher echelon jobs
- Labour force participation
- Women are not fully captured in the economically active population
- Division of labour in all spheres of society (paid/unpaid work)

- Evaluation of household activities
- Unemployment and employment rates
- Recognition of women's work with emphasis on rural women and on the informal sector
- Equity in jobs; (equal access according to qualifications, equal pay for equal work) and career opportunity.
- Male dominance in the fields of science and technology
- Inequality in higher echelon jobs
- Division of labour in all spheres of life
- Informal sector definition varies in countries
- Practical problems in evaluating household/informal activity
- Reasons for inequality in jobs for men and women

Economy

- Structural adjustment programmes should be gender sensitive
- Women's limited access to resources
- Differential effects of financial assistance programmes on women and men

Education

- Differentials between literacy rates for women and men
- Absenteeism and drop-out rates for girls in the education system
- Equal access to scientific, technical and vocational education
- Enrolment imbalances in higher level education, especially in the area of science and technology
- Abuse of women's image in media (magazine, radio programmes, TV etc.)
- Removing of stereotypes in books and curriculum
- Relevant education for appropriate employment

Health

- Maternal mortality
- AIDS (Who is spreading to whom)
- Drug abuse
- Nutrition
- Teenage pregnancy and its consequence on the health of women and children
- Child bearing and consequences on the health of women
- Nutrition of mothers and children
- Caring for the sick, elderly and the disabled

Crime

- Co-ordination of crime statistics
- Sensitization of population on cases such as rape and incest
- Incomplete coverage of crime reporting
- Co-ordination of crime statistics broken down by sex
- Standardization ie. Use of international classification for comparability purposes

- Creating a functional database to keep record on juvenile delinquency
- Sensitize people through use of media (eg. radio programmes) to report crime

Decision Making

- Under representation of women at all levels of decision making
- Gender sensitization of decision makers
- Participation of women and men in decision making within the household

Political and Social Participation

- Cultural practices and religious factors affecting social and political participation
- Lack of effective machinery for implementation of gender measures

Legal matters

- Revision and amendments of discriminatory laws e.g. marriage/divorce, property acquisition/administration etc
- Customary and judiciary systems should be linked
- Gap between the existence of law and its implementation
- Rights of all women to own/sell/buy/administer property
- Discrimination in inheritance laws
- Laws to protect women and men living in consensual unions

Others

- Studies and research on causes of gender differentials
- Women status
- Data gaps and other problems in statistics, including concepts, definitions and classifications

OUTPUT AFTER BOTSWANA WORKSHOP

A. NATIONAL LEVEL

- Booklets on women and men - Before Sept. 1995
- Country specific version of "The World's Women" to be produced by Tanzania - Before Sept. 1995
- National Reports on need to improve gender statistics - Before Dec. 1995
- National News letters (if possible) - First issue 1994.

B. REGIONAL LEVEL

- Workshop Report - September, 1995
- Regional Newsletter - June 1994
- Regional Publication on Women and Men - June, 1995
- Regional Report on needs to improve gender statistics - December, 1995

C. REGIONAL ACTIVITIES

1. Appointment of National focal points to work with gender statistics - Jan/March 1993
2. Briefing Heads of National statistical offices on Regional project (EASTC meeting) - 29 April, 1993
3. Regional Workshop (1) - training of national focal points - 2-6 August 1993
4. Meeting with heads of National Statistical offices (EASTC meeting) - August 1993

5. Workshop (1) Report - September 1993
6. Presentation at the International Association for official statistics (IAOS) session on "Gender Issues in Statistics" in Florence -Italy - August 25- September 3, 1993
7. Gender Statistics final Training Material - December, 1993 ?
8. Regional Newsletter - June 1994
9. Training of staff at EASTC - March, 1994?
10. Regional Workshop with heads of sections of National statistical offices (EASTC) - One week in 1994,95 & 96
11. Short courses, workshop and seminars with professional statisticians of National Statistical offices (AT EASTC) - 2 sessions of one week each, '94, '95 & '96?
12. EASTC regular courses at certificate & diploma level - to start 1994?
13. Regional Workshop (2) with focal points (tentatively) - August, 1994
14. Regional Publication - June, 1995
15. Regional Workshop (3) with focal points - March, 1996
16. Research on gender issues and statistics - 1993 - 96?