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Counted and Visible:
Toolkit to Better Utilize Existing Data from Household Surveys to Generate Disaggregated Gender Statistics

Prepared by the UN Women
in collaboration with the Intersecretariat Working Group on Household Surveys (ISWGHS)

Counted and Visible:
Toolkit to Better Utilize Existing Data from Household Surveys to Generate Disaggregated Gender Statistics

Executive Summary

United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)

In collaboration with
Intersecretariat Working Group on Household Surveys (ISWGHS)

List of Abbreviations and Acronyms

2030 Agenda	2030 Sustainable Development Agenda
ADAPT	Advanced Data Planning Tool
ANSD	National Agency of Statistics and Demography of Senegal/Senegal's national statistical office
CPEM	Presidential Council for Women Equality/Colombia's Ministry of Women
CV	Coefficient of variation
DANE	National Administrative Department of Statistics of Colombia/Colombia's national statistical office
DHS	Demographic and Health Survey
ELL	Elbers, Lanjouw and Lanjouw methodology
FAO	Food and Agriculture Organization of the United Nations
GAD	Gender and development
GEDI	Colombia's Differential and Intersectional Focus Group
GEOSTAT	National Statistics Office of Georgia
GEWE	Gender equality and women's empowerment
GIS	Geographic Information System
GSO	General Statistics Office of Viet Nam
GSS	Gender statistical system
IAC-GS	Philippines' Inter-Agency Committee on Gender Statistics
IAEG-GS	Inter-Agency and Expert Group on Gender Statistics
IAWG-GD	Georgia's Inter-Agency Working Group on Gender Data
IAWG-GS	Albania's Inter-Agency Working Group on Gender Statistics
IDP	Internally displaced people
ILO	International Labour Organization
INSTAT	Albania's Institute of Statistics
ISWGHS	Intersecretariat Working Group on Household Surveys
KNBS	Kenya National Bureau of Statistics
LNOB	Leave No One Behind principle
MDA	Ministries, Departments and Agencies
MICS	Multiple Indicators Cluster Survey
NDP	National Development Plan
NIPS	Pakistan's National Institute of Population Studies
NIS	National Institute of Statistics/Cameroon's national statistical office
NPGEI	National priority gender equality indicators
NSCB	Philippines National Statistical Coordination Board
NSDS	National Strategy for the Development of Statistics
NSO	National statistical office
NSS	National statistical system
OCGS	Office of the Chief Government Statistician/Zanzibar's national statistical office
PSA	Philippine Statistics Authority
RCI	Gender-sensitive Resilience Capacity Index
RIMA	Resilience Measurement Analysis
ROAS	UN Women Regional Office for Arab States
SAE	Small area estimation
SDG	Sustainable Development Goals
UBOS	Uganda Bureau of Statistics/Uganda's national statistical office
UN	United Nations
UN ESCAP	United Nations Economic and Social Commission for Asia and the Pacific
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNSC	United Nations Statistical Commission
VNR	Voluntary National Review
WAGEM	STATA variable code used for the indicator, *age at first cohabitation*
WEI	Women's Empowerment Index

Women Count	Making Every Woman and Girl Count: Supporting the monitoring and implementation of the SDGs through better production and use of gender statistics

Executive Summary

Introduction

Gender statistics are indispensable tools for devising evidence-based policies to achieve gender equality and women's empowerment (GEWE). Comprehensive and periodic statistics on the status of women, men, girls, and boys, including data disaggregated by sex, socio-economic characteristics and context (e.g., humanitarian), are important for setting priorities, planning interventions and assessing their gendered impacts. They are also critical for putting the spotlight on inequality and underscoring the need to realize the rights of poor and marginalized women and girls who are left behind and whose rights are not always prioritized in policy-making processes. [1]

Disaggregated gender statistics are key to successful implementation of the 2030 Agenda

The 2030 Sustainable Development Agenda (2030 Agenda) recognizes that "*realizing gender equality and the empowerment of women and girls will make a crucial contribution to progress across all the Goals and targets*". The Sustainable Development Goals (SDGs) represent a significant step forward towards achieving GEWE, covering core areas of the feminist agenda. Robust indicators and quality data are of critical importance and will to a large extent determine whether policy efforts are marshalled, and the goals and targets are achieved or missed. [2]

The 2030 Agenda also pledges to leave no one behind (LNOB) and to ensure that the SDGs and targets are met for all nations and peoples and for all segments of society, including to reach the furthest behind first. [3] To identify those who are left behind, high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics is necessary. Thus, **producing disaggregated gender statistics and analyzing it with an intersectionality lens will provide a credible evidence base that can inform gender-responsive policies and catalyze actions towards leaving no one behind**. [4]

This however raises a fundamental question about whether data systems and data collection mechanisms are currently set up to prioritize the measurement and reporting of challenges that marginalized groups face, including ensuring their participation in decisions about what is measured, setting of priorities, allocation of resources, among others. Attention to intersecting inequalities, i.e., that gender inequalities intersect with other inequalities, including those based on class, race-ethnicity and ability, has also been a long-standing feature of feminist scholarship. [3]

UN Women's Strategy for Change: The Women Count Programme

Responding to these challenges, the global gender data programme of the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), *Making Every Woman and Girl Count: Supporting the monitoring and implementation of the SDGs through better production and use of gender statistics* (Women Count), is affecting a radical shift in the production, availability, accessibility and use of quality data and statistics on key aspects of GEWE.

Working with partner governments, international agencies and other actors, including civil society organizations, and building on existing initiatives, the programme is achieving results in the following interlinked areas of work on gender statistics development: i) putting in place an enabling environment; ii) filling gender data gaps; and iii) ensuring that gender statistics are accessible and used.
As part of the initiative, UN Women is working closely with at least 15 national statistical systems (NSSs), and in coordination with other international agencies and all relevant actors, providing technical support to countries to improve the regular production and use of gender statistics. This includes production of disaggregated gender statistics while ensuring capacity development of NSSs in the process. [5]

Use of household surveys for SDG monitoring and the work of the Intersecretariat Working Group on Household Surveys

In generating disaggregated gender statistics, solid data sources are needed and most of the countries rely on its nationwide survey data sets. Household surveys are considered as the main data source for almost one third of all SDGs indicators. Realizing the need for the coordination and harmonization of household survey activities, the United Nations Statistical Commission (UNSC) established the Intersecretariat Working Group on Household Surveys (ISWGHS) in 2015 with a mandate of fostering improvement in the scope and quality of social statistics as delivered through national, regional and international household survey programs. [6]

While statistical systems at the national, regional, and global levels have been making significant efforts in improving the tools and methodologies in collecting household survey data, providing sufficient policy-relevant disaggregated gender remain to be a major challenge for all countries.

Counted and Visible: Toolkit to Better Utilize Existing Data from Household Surveys to Generate Disaggregated Gender Statistics

In February 2020, UN Women, ISWGHS, and the UN Statistics Division jointly organized the *Counted and Visible Global Conference on the measurement of gender equality, leave no one behind and intersecting inequalities*. It aimed to contribute to current work on data disaggregation to better inform policies and advocacy on gender equality and women's empowerment. Findings and recommendations from the Conference was also meant to inform UN Women and ISWGHS's work on gender data disaggregation to better utilize existing data from household surveys. [7]

The *Counted and Visible: Toolkit to Better Utilize Existing Data from Household Surveys to Generate Disaggregated Gender Statistics* (hereafter referred as "**Counted and Visible Toolkit**") was thus developed; this also responds to the call of Member States in recent Sessions of the UNSC to develop tools and methodologies for data disaggregation ([3], [4], [8]). UN Women, in collaboration with the ISWGHS developed the Counted and Visible Toolkit with the following objectives:

1. Provide guidance on mechanisms and tools to better utilize existing data from household surveys to produce policy-relevant disaggregated gender statistics based on select country experiences[1], with support from the Women Count programme;
2. Present methodologies used as well as assessment exercises undertaken of select country studies to produce disaggregated gender statistics using existing data from household surveys;

[1] Due to limited resources (financial, time, human), all references to select country experiences pertain to those that were directly supported by the Women Count programme.

3. Present statistical management and coordination mechanisms and tools undertaken by select countries towards ensuring a consultative and inclusive process in the production of select policy-relevant disaggregated gender statistics;
4. Provide guidance or insights on country experiences on producing policy-relevant disaggregated gender statistics; and
5. Offer recommendations for improving initiatives.

Highlighting country-led experiences, with Women Count programme support

As a means to ensure relatability to target users (that is, similar experiences, constraints and resources of NSSs particularly national statistical offices (NSOs)), the Counted and Visible Toolkit mainly focuses on the country level experiences in the generation of disaggregated gender statistics using existing data from household surveys. The Toolkit also recognizes the many initiatives implemented by various international agencies and development partners (e.g., International Labour Organization's reprocessing of available microdata to enable additional analysis [9], UN Habitat's [10], World Bank's, UN Women).[2] For example, implementing countries' counterparts in other countries are most likely faced with similar situation, needs, and resources (e.g., NSOs/NSSs share almost similar financial and human resources as well as statistical infrastructure).

At least 10 country level is included in the Counted and Visible Toolkit. As UN Women's Women Count programme is strategically placed to contribute to the gender data disaggregation initiative, the following countries are included (Table 1):

Table 1. Country case studies included in the Counted and Visible Toolkit, with Women Count Support

Region	Country cases
Africa:	Kenya, Uganda, and the United Republic of Tanzania in East and Southern Africa; Senegal and Cameroon in West and Central Africa
Asia and the Pacific:	Vietnam and Mongolia
Europe and Central Asia:	Albania and Georgia
Latin America and the Caribbean:	Colombia

Source: UN Women.

Existing national household surveys as the main data source used in the Counted and Visible Toolkit

Various data sources can be used to generate disaggregated gender statistics. The Counted and Visible Toolkit focuses on existing household surveys considering resources available for this study (i.e., financial, time, and human) and scope of work of the co-collaborator, the ISWGHS, which is focused on household surveys.

Select country case studies using different data sources will nonetheless be featured in select sections of the Counted and Visible Toolkit. For example, the document presents Iraq's gender-sensitive resilience capacity index (RCI)[3] measuring changes in programme beneficiaries' resilience and whether this is the same for all women across communities of origin (that is, host communities, refugees and internally displaced people (IDPs)). These were generated through repeated surveys with the same group of women at different points in time. (See Annex 1) [11]

[2] Cognizant of the importance of the initiatives directly implemented by international agencies, particularly in terms of data production and methodological development, select cases are likewise presented in the Counted and Visible Toolkit (i.e., ILO's UN Habitat's, and the World Bank's).

[3] UN Women Regional Office for Arab States used the Resilience Measurement Analysis Model (RIMA) conceptualized by the Food and Agriculture Organization of the United Nations' (FAO) (http://www.fao.org/resilience/background/tools/rima/en/)

The Counted and Visible Toolkit covers five major stages promoting capacity development of NSSs, particularly NSOs throughout the process. The stages were also guided by the overarching aims of UN Women's Women Count programme (Table 2):

Table 2. Interlinkages of the statistical processes to produce disaggregated gender statistics as defined in the Counted and Visible Toolkit vis-à-vis the outcomes of the Women Count Programme

Stages of the Counted and Visible Toolkit		Pillars of the Women Count Programme
Stage 1:	NSSs leadership's commitment to appropriate normative frameworks and increasing the amount and quality of gender statistics produced	Outcome 1: Creating an enabling environment
Stage 2:	Identification of national priority gender equality indicators (NPGEIs)	
Stage 3:	Development of methodology(ies) and production of statistics on select NPGEIs	Outcome 2: Increasing data production
Stage 4:	Assessment and publication of results	
Stage 5:	Dissemination, advocacy and use of gender statistics produced	Outcome 3: Improving data accessibility and use

Source: UN Women.

Stage 1: NSSs leadership's commitment to appropriate normative frameworks and increasing the amount and quality of gender statistics produced

Better utilization of existing data from household surveys to produce disaggregated gender statistics is guided by the overarching principle of sustainable development of gender statistics. This means that it should be based on efficient coordination within the NSS, data sharing agreements among the producers of gender data as well as shared priorities and strong collaboration between users and producers of gender data. [12]

Effective leadership of the NSS is also essential towards the development of standards in the NSS for collecting and producing disaggregated gender statistics critical. It is required for advocacy, to create greater political will to develop and use the statistics generated, make decisions on advancing gender-responsive statistical developments in the NSS, formulation of gender-responsive statistical policies, creating coordination arrangements, and investing in household surveys and gender statistics. It should also be nationally led and owned and be backed by political support. [12]

Engaging stakeholders and co-leadership roles of the NSO and national women's machinery

To ensure production of disaggregated gender statistics that are relevant, used, and institutionalized, there is a need develop a gender statistical system (GSS) within an NSS. Engaging stakeholders in the GSS is a key action to get the commitment of the GSS. Moreover, both the NSO and national women's machinery play and *share* critical roles to coordinate the GSS efficiently and effectively as the process of producing disaggregated gender statistics needs to be not only product-oriented but also user-oriented.

Users' and stakeholders' cooperation is absolutely critical

Users' and stakeholders' cooperation is one of the important dimensions towards sustainable and effective production of disaggregated gender statistics. This mechanism does not only improve the production process, but more importantly, strengthens trust and understanding among stakeholders, forges new networks, and educates all those who take part. Stakeholder cooperation may take various forms: institutionalized users-producers dialogues, multi-stakeholder consultations, and other capacity development activities in the GSS. [12]

Establishing mechanisms and tools for efficient statistical coordination and management of a GSS

Mechanisms should be put in place within a GSS to get the commitment, engagement, and participation of gender data users and stakeholders. However, the readiness a GSS to engage with concerned actors vary from country to country. In this regard, following are some mechanisms and tools offered in the Counted and Visible Toolkit:

- Assignment or designation of gender statistics focal points or establishment of a gender statistics unit within NSOs or other key actors of the GSS [13];
- Formation of an inter-agency group or task force on gender statistics within the GSS [14];
- Legislation, statistical policies and agreements on the utilization of existing household surveys to generate disaggregated gender statistics;
- Development of a multi-year work program for the generation of disaggregated gender statistics; and
- Web portal for gender statistics.

Stage 1 country case studies: Albania, Cameroon, and Georgia

In **Albania**, the Inter-Agency Working Group on Gender Statistics (IAWG-GS), led and coordinated by the Institute of Statistics (INSTAT), plays an important role for improving access, dissemination, and communication of gender data. Key achievements of the group include the updating of the country's priority gender indicators as defined in the statistical publication, *Women and Men in Albania 2020* using existing data from household surveys, censuses and administrative data. More importantly, the creation of the IAWG-GS boosted users-producers dialogue resulting to concrete actions and positive changes on the production of more and better gender statistics (e.g., new partnership between INSTAT and the National Human Rights Institutions/Office of the Ombudsperson). In addition, serving as coordinator of the NSS as well as GSS, INSTAT has been liaising and enhancing cooperation in the IAWG-GS and leading initiatives toward improving technical capacities for data production, increasing awareness and statistical literacy of gender data (e.g., integration of new indicators from administrative data sources in INSTAT's gender data dashboard).

The Chief Statistician of **Cameroon** committed and decided to have dedicated staff in the NSO focused on gender statistics work, including its coordination within the NSO and the NSS. A Permanent Working Group on Gender Statistics, led by no less than the Chief Statistician himself, was formed. Key achievements from this working group includes the identification and adoption of a minimum set of gender indicators covering priority areas of concern in Cameroon. Relatedly, data-driven policy briefs drilling down to women entrepreneurship, health, and financial inclusion, were produced.

Led by the National Statistics Office of **Georgia** (GEOSTAT), the country has been building a gender-responsive statistical system through the development of a National Strategy on Gender Statistics and establishing the Inter-Agency Working Group on Gender Data (IAWG-GD) under the Interagency Commission on Gender Equality, Violence against Women and Domestic Violence. The Working group serves as the country's mechanism for cooperation and coordination of gender statistics. It also facilitated the identification of their NPGEIs, which involved the mapping of policy priorities and identification of most vulnerable groups of population. The NPGEIs will inform the basis of selection of the level of disaggregation of gender statistics that will be compiled on a regular basis using existing data from household surveys and other data sources. More importantly and more concretely, it contributed to the assessment and development of new policies, particularly the National Action Plans on combating violence against women and domestic violence, human rights, Security Council Resolutions in women, peace, and security. The NPGEIs is also envisaged to increase the demand for data-driven policies and set up a framework for a national gender data ecosystem.

Stage 2: Development of national priority gender equality indicators framework

The compilation of gender equality indicators relies on monitoring initiatives and considers the existing demand for statistical information in this field at national and international levels. The Inter-Agency and Expert Group on Gender Statistics (IAEG-GS) has established a minimum set of gender indicators for international compilation worldwide, to provide a basis for monitoring gender issues on the global level and also serve as basis for regional and national exercises of indicator development. [15]

The stakeholders in the GSS working on the generation of disaggregated gender statistics need to formulate the National Priority Gender Equality Indicators (NPGEIs) framework. In the development of the framework, there is a need to prioritize which among the numerous indicators had to be disaggregated, considering resources available (e.g., existing data source, human resources, funding, and lifespan of the project) and country's requirements. There are generic tools developed used by several NSOs around the world to identify NPGEIs as well as those that need to be disaggregated. This includes the 'Every Policy is Connected' or EPIC tool developed by United Nations Economic and Social Commission for Asia and the Pacific (UN ESCAP) [16] as well as the Advanced Data Planning Tool (ADAPT) developed by PARIS21. [17]

Stage 2 country case studies: Senegal, United Republic of Tanzania, and Viet Nam

The Government of **Senegal** aimed contextualize the SDGs by adapting the targets and indicators to the country context. Moreover, it was deemed essential that disaggregated data are available to ensure the reliability of the planning, monitoring and evaluation processes of policies at the local level. This is even more necessary given existing legal frameworks on decentralization, wherein the government has decided to give more responsibilities to local authorities to promote better economic and social development. Presently, the country is using the same framework in updating and replicating the process and has focused on two policy-relevant indicators – education and informal work, under the leadership and coordination of the National Agency of Statistics and Demography of Senegal (ANSD, Agence Nationale de Statistique et de la Démographie).

In the **United Republic of Tanzania**, the Department of Social and Demographic Statistics of the Office of the Chief Government Statistician (OCGS) in Zanzibar developed, for the first time, the Zanzibar SDG Gender Indicators Report, with support from the Women Count programme. The Report covers detailed disaggregated gender statistics which is a product of using existing data from household surveys as well as censuses and administrative records to derive disaggregated priority GEWE indicators. The report provides valuable evidence-based information and deemed instrumental towards gender-responsive decision-making in Zanzibar.

Led by the General Statistics Office of **Viet Nam** (GSO), the country identified their NPGEIs by assessing the coverage of national policy documents for action and mapping national indicators and global-regional indicators, among others. Capacity development workshops to strengthen gender indicators and their production and use in response to policy demands in Viet Nam was also held to ensure the involvement of the different stakeholders in the NSS. The final set of Viet Nam NPGEIs were identified in 2019, which is currently being used by GSO to produce gender statistics that inform the biannual publication, *Women and Men in Vietnam*, with UN Women support.

Stage 3: Development of methodology(ies) and production of disaggregated statistics of select NPGEIs

There are different data sources to be considered: censuses, surveys, administrative records or registries as well as 'big data' sources. The Counted and Visible Toolkit focuses on existing data from household surveys. National household surveys are designed with specific domains of estimation which has sufficient number of observations to produce relatively reliable estimates. In producing disaggregated gender statistics, the estimates will be obtained from 'smaller' domains or subdomains. Sampling weights should be included in the estimation process as the estimates should reflect the achieved weighted values in accordance with the sample survey sampling procedure used in the conduct of the national survey.

Stage 3 country case studies: Mongolia and Pakistan

NSO **Mongolia** and UN Women jointly analyzed the indicator, '*Proportion of people who did not complete more than six years of education (or those who are education-poor)*' using Mongolia's Multiple Indicators Cluster Survey (MICS) 2014–15. Computations show that the likelihood of being education-poor increases if women and girls identify with ethnic minorities, religious minorities and live in a poor household. These factors compound to create substantially deprived groups of women. NSO Mongolia also used its MICS 2018 to estimate the indicator, '*Proportion of women who married as children*'. Undertaking a gender and intersectionality analysis, smaller subdomains were also considered in estimating the indicator such as the proportion of child marriage among women aged at least 18 years residing in urban areas by wealth index quintile.

The **Pakistan** case study presents how Geographic Information System (GIS) information can give an overview on the relationship between gender-based deprivations and other forms of inequality related to geographic location and intersection of geography with other group-based inequality. The GIS modules of its Demographic and Health Survey (DHS) 2017 were used to capturing spatially segregated socio-economic disadvantage of women and girls. The study indicates, overlapping inequalities, for example, those based on gender, ethnicity, geography, and wealth can and often do produce a form of disadvantage that is acute and distinct, leaving women and girls facing these overlapping forms of discrimination worse off than other groups in society. See Annex 2 showing inequalities in SDG-related outcomes between different groups of women and girls aged 18-49 years in Pakistan. [18]

Stage 4: Assessment and publication of results

Under Principle 15 of the United Nations' National Quality Assurance Frameworks Manual [19], statistical data and outputs should be assessed and validated and systems allowing this to be done regularly should be developed and managed. Guided by this, while in many cases disaggregated gender statistics can be directly estimated using existing data from household surveys, measures of precision and reliability should be obtained to assess the statistical soundness of the estimates. Stage 4 thus covers the quantitative as well as qualitative assessment when disaggregated gender statistics are produced and how these should inform publication of results.

Quantitative assessment involves evaluating the statistical properties of the estimates. There are many properties to consider in the assessment process of the disaggregated gender statistics produced. Considering practicality and existing common practices, the Counted and Visible Toolkit focused on the following three properties; that is, the disaggregated gender statistics produced must be:

- Sufficiently *accurate*, as measured by the bias;
- Sufficiently *precise*, as measured by the standard error (SE); and
- Sufficiently *reliable*, as measured by the coefficient of variation (CV),

in estimating the true value of the indicator.

A qualitative assessment is more of a practical evaluation of the estimates whose main objective is to assess how the estimates provide the true picture of reality. While quantitative are usually done by data producers, qualitative assessment usually involves group of prospective users and people who are most knowledgeable in the type of disaggregation being studied.

Regarded as good practice, data producers, particularly NSOs, are encouraged to present estimates along with corresponding CVs – *ideally*, as a minimum. If observed by NSOs and other data producers, there is, however, no internationally agreed standards or recommendations to determine the value of the CV that may be regarded as sufficiently reliable. Hence, cut-offs vary country to country and in some cases, from surveys to surveys. In cases where CVs are greater than the defined threshold, caveats should be provided to increase awareness of users in terms of the level of reliability of these estimates. Relevant information on the sampling design and explanations on why certain estimates do not meet criteria must be available to users. Relatedly, standard errors and confidence intervals may also be presented as supplemental indicators.

Stage 4 country case studies: Philippines and Mongolia

The then **Philippines** National Statistical Coordination Board (NSCB; now part of the Philippine Statistics Authority (PSA))[4] employed small area estimation (SAE) techniques based on the Elbers, Lanjouw and Lanjouw (ELL) methodology developed by the World Bank. Almost two decades ago, this generated – for the first time – intercensal small area estimates of poverty of all 1,622[5] cities and municipalities. Given the nature of drilling down to very low levels of geographic disaggregation, the SAE exercise called for the examination of the reliability of these small area estimates. Coefficients of variation as well as standard errors and confidence intervals were made available to all users, published along with the release of the small area estimates. This practice was institutionalized in all succeeding SAE exercises undertaken by the PSA. (See Annex 3.) Further, this good practice of integrating and institutionalizing publication of measures of precision and reliability of estimates were also applied in the release of official estimates of poverty, directly generated from results of the Family Income and Expenditures Survey (FIES). (See Annex 4.)

Disaggregated gender statistics were generated for nine gender indicators using **Mongolia**'s MICS 2018: one indicator used only one disaggregation variable; four indicators used two variables; and the remaining four used three variables. Examining the reliability of the estimates as measured by their corresponding CVs, only five of eight estimates are relatively reliable. Two estimates with CVs greater than 10 but less than 20 percent are relatively sufficiently reliable but should be used with caution. On the other hand, a caveat should be provided when publishing the remaining indicator given a CV of 30 percent. (See Annex 5.)

[4] In accordance with the *Philippine Statistical Act of 2013, An Act Reorganizing the Philippine Statistical System and for Other Purposes*.
[5] As of 2000.

Stage 5: Dissemination, advocacy and use of disaggregated gender statistics produced

Gender statistics will only be valuable to users if they are "easily found and accessible, and if users find them relevant and easy to understand." [20] This stage examines important components of disseminating, communicating, and advocating for use of disaggregated gender statistics.

A dissemination plan specific to gender statistics should be developed as gender issues occupy a unique place in policymaking [20] and gender concepts require in-depth clarification to avoid confusion and misrepresentation. The plan should ideally feature important components of dissemination such as the dissemination team, target users, what gender statistics will be disseminated, how it will be disseminated, and timeline.

Communication activities do not only include the promotion of dissemination materials and events related to it but the overall improvement of awareness, understanding, and use of gender statistics. The promotion of statistical products and events will increase awareness of users on the availability of gender statistics.

There are several ways to inform the users of the availability of new gender statistics. The NSS unit's official website is a good start. A good turn-around would be to send electronic mails to statistical contacts and targets users. Official social media pages can be utilized for announcements. Media outlets can be contacted to effectively reach broad exposure and dissemination of information. Press releases can be prepared by the dissemination team to guide the media on reporting the gender issues that the dissemination team may want to highlight. [21]

Several activities can be done to ensure understanding and use of gender statistics such as preparing key messages, maintaining good relationships with users, conducting training courses for statistics literacy, making use of social media for promotion, and institutionalizing dissemination team members and plans.

Stage 5 country case studies: Colombia, Uganda, and Kenya

In November 2020, Colombia released its first edition of Women and Men: Gender Gaps in Colombia. (See Annex 6.) This publication includes a strategic selection of themes and indicators describing and analyzing the current situation of women and men in the country. A clear demonstration of the strong and high-level support of national government in this initiative, no less than the female Vice President of Colombia opened the launch event. Less than a month since the launch of the report, two positive and institutionalized changes have been committed by Colombia's NSO:

- Annual publication of the report; and
- Regional observatories will launch similar publications to inform local decision- and policy-making in their respective regions.

The launch also increased awareness and fostered interactions among gender data users and stakeholders. It was live broadcasted on Facebook and garnered more than 25,000 views and 752 interactions. The Women and Men: Gender Gaps in Colombia was made publicly available for download at the UN Women Colombia, DANE and Presidential Council for Women Equality/Colombia's Ministry of Women (CPEM) website. [22] Within a month after its release, it has already achieved 87,300 impressions from the UN Women Colombia website. It was also covered in at least 47 publications in national, regional, and local media.

Uganda developed its NPGEIs framework starting in 2016. The process involved the harmonization of indicators of the country's NDP II, Sector Development Plans and the SDGs. The initiative involved the compilation and reprocessing of survey and administrative data by strategic institutions. In updating the NPGEIs in 2019, the Uganda Bureau of Statistics (UBOS) in collaboration with other Ministries, Departments and Agencies (MDAs) embarked on reprocessing existing census, survey and administrative data to provide disaggregated statistics on select NPGEIs, particularly those related to SDG Tier 1 indicators. With the identification and production of NPGEIs, reporting of gender indicators in Uganda's Voluntary National Reviews (VNRs) have increased by 150% in a span of four years: from 11 in 2016 to 28 in 2020. [23]

In partnership with **Kenya** National Bureau of Statistics (KNBS) and UNICEF, UN Women's Women Count programme co-led the conceptualization, coordination, and hosting of the launch of Kenya's Women's Empowerment Index (WEI). WEI is a major milestone in the country's monitoring of SDG 5 as it is the first comprehensive and systematic measure for women's and girls' empowerment in Kenya. It identified women's status in the following domains of empowerment as follows: i) attitudes toward wife beating; ii) human and social resources; iii) household decision-making; d) control over sexual relations; e) economic domain. The products and events related to the dissemination of Kenya's WEI garnered substantial positive coverage in the mainstream media. These media coverage contributed to informed public discourse in gender equality in the country.

Summary

The Counted and Visible Toolkit goes beyond estimation exercises to produce disaggregated gender statistics using existing data from household surveys – it aims to promote NSS-wide capacity development and strengthening

The Counted and Visible Toolkit is a collection of good practices as well as learnings of select country studies, each focusing on specific aspects of the statistical process aimed at ensuring a *holistic, sustainable, and institutionalized* approach of producing disaggregated gender statistics using existing data from household surveys. The stages were also guided by the overarching aims of UN Women's global gender data programme, Women Count, of ensuring an enabling environment, increasing data production, and increasing access and use to inform policies.

Guided by the above principles, NSSs are encouraged to *intentionally* consider the following in the generation of disaggregated gender statistics using existing data from household surveys:

- The initiative requires strong commitments of institutions and actors in NSS working on gender equality and women's empowerment (that is, gender statistical system). Leadership and commitment by the NSO and/or national women's machinery are indispensable elements to ensure stakeholders' engagement and cooperation throughout the process.
- Gender data production process should be user-oriented rather than product-oriented.
- The basis for the selection of gender statistics to be disaggregated should be guided by priority and policy-relevant indicators (NPGEIs) identified and owned by both gender data producers and users.
- Existing data from household surveys can be further tapped to produce disaggregated data of NPGEIs – that is, beyond traditional gender statistics usually from standard statistical tables or with limited disaggregation specifications.
- Extraction of new disaggregated gender statistics using existing data from household surveys also calls for capacity development activities within the NSO, GSS, and NSS to ensure institutionalization, transfer as well as sharing of knowledge across key actors.
- Estimates of "smaller" domains or subdomains (e.g., geographic or specific sub-population group) may not necessarily have been considered when the household survey was earlier

designed. Hence, there is a need to examine whether disaggregated gender statistics produced are *sufficiently* precise and reliable as measured by the standard error and coefficient of variation in estimating the true value of the indicator. As there is currently no internationally agreed standards or recommendations regarding sufficient levels of precision and reliability, these vary across countries considering their level of statistical development.

- Towards increasing statistical appreciation of gender data users, data producers are also encouraged to present these data quality measures along with other relevant information that will be helpful for users to understand and evaluate the estimates themselves.
- The initiative should be undertaken within the framework of "*nothing about us without us.*" [7] Thus, qualitative assessments should involve the specific population of interest themselves as well as other prospective users and those also knowledgeable in the type of disaggregation being studied.
- There is no single formula to produce disaggregated gender statistics that are relevant to the users, easy to find, easy to understand, and ensure uptake and use. It is composed of different good practices not just in disseminating statistical products but also in communicating and advocating the use of disaggregated gender statistics and tailor-fitting them to the target users, influencers and movers of the GEWE agenda in the country.
- Lastly and not least, investments are needed – human, information and communications technology, financial – in undertaking this initiative.

Counted and Visible Toolkit as a living document

The Counted and Visible Toolkit is a living document and is not intended to be the final word on how to better utilize existing household surveys to produce disaggregated gender statistics. UN Women and the ISWGHS consider this as a dynamic document that should be periodically updated as other countries use and adapt the Counted and Visible Toolkit to their country-specific needs. Contributions of NSSs of their country experiences, challenges, and learnings are likewise encouraged.

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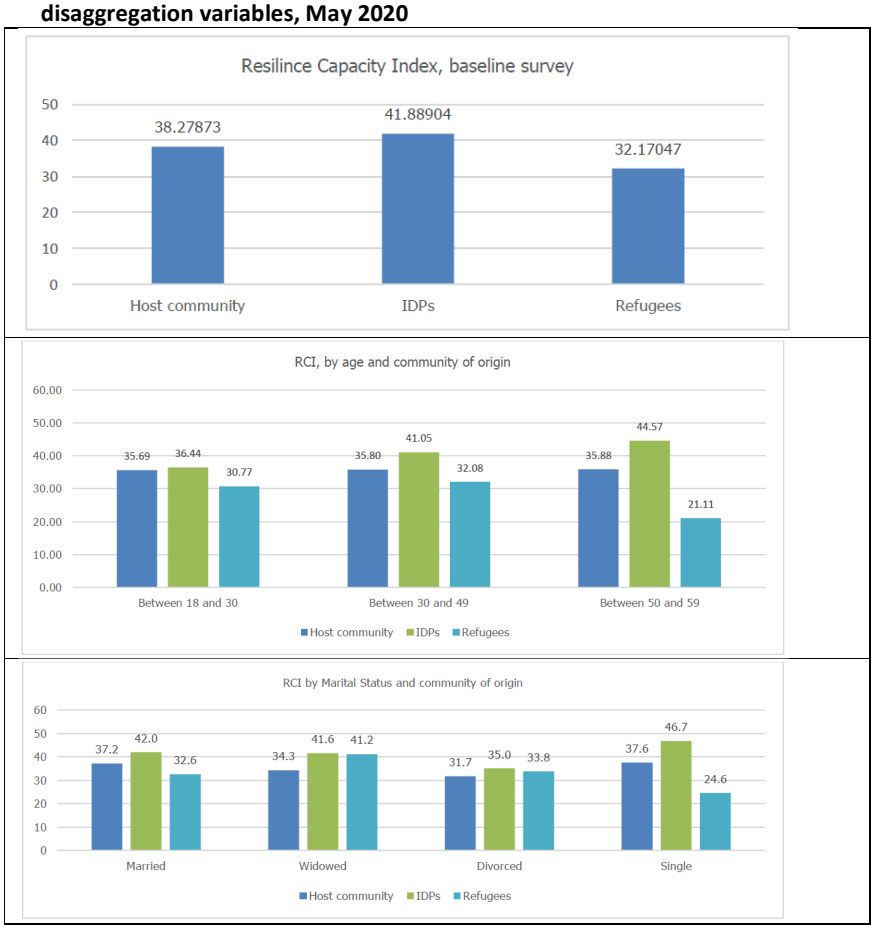
Annexes

Annex 1: Resilience profile of programme beneficiaries in Iraq, May 2020

Annex Figure 1: Resilience Capacity Index in of women programme beneficiaries in Irq by select disaggregation variables, May 2020



Source: UN Women. Gender Sensitive Resilience Capacity Index: Iraq Report. Strengthening the Resilience of Syrian Women and Girls and Host Communities in Iraq, Jordan and Turkey Programme. 2020. (https://arabstates.unwomen.org/en/digital-library/publications/2020/10/gender-sensitive-resilience-capacity-index-iraq-report)

Annex 2: Disaggregated gender statistics using GIS modules of the 2017 DHS

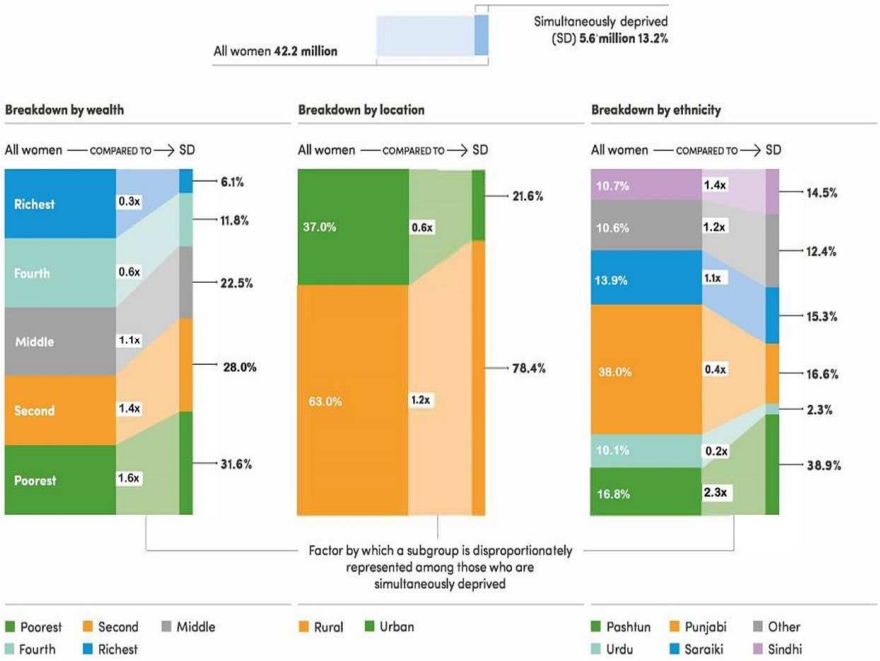
Annex Table 1: Inequalities in SDG-related outcomes between different groups of women and girls aged 18-49 years, Pakistan, 2017

Indicator description	Relevant SDG	Poorest rural Saraiki	Poorest rural Sindhi	Poorest rural Pashtun	Poorest rural	Poorest	Rural	National aggregate	Urban	Richest	Richest urban	Richest urban Punjabi	Richest urban Urdu
Proportion of women aged 18-49, who are underweight (BMI less than 18.5 kg/m2)	SDG 2	25.29	34.48		24.23	23.81	11.36	9.05	5.41	3.94	4.56	5.14	4.42
Proportion of women and girls aged 18-49 who do not have an independent/joint say in own healthcare	SDG 3	50.02	51.87	83.04	55	54.79	53.84	49.01	40.79	40.05	38.45	37.7	34.74
Proportion of births not attended by skilled health personnel (births in last five years)	SDG 3	60.69	45.52	58.34	54.31	53.96	37.44	30.65	16.17	6.82	7.65	8.87	0.57
Proportion of women and girls aged 18-49 with six or less years of education	SDG 4	99.1	98.4	99.38	98.07	97.97	79.07	66.81	45.98	23.34	21.84	19.6	9.68
Proportion of women aged 18-49 who were married before age 18	SDG 5	49.35	52.58	55.5	51.61	52.13	38.81	34.32	26.68	17.53	17.5	14.82	11.19
Proportion of women and girls aged 18-49 with no access to basic drinking water services	SDG 6	13.12	20.7	39.96	26.24	26.21	15.49	13.86	11.04	8.83	10.1	15.34	3.6
Proportion of women and girls aged 18-49 with no access to basic sanitation facilities	SDG 6	62.18	59.78	48.78	52.88	52.64	25.51	19.36	10.59	2.09	2.13	1.98	1.55
Proportion of women and girls aged 18-49 with no access to clean cooking fuel	SDG 7	98.35	97.38	97.89	97.94	97.79	73.44	50.69	11.5	4.41	0.63	0.06	0.17
Proportion of women aged 18-49 currently not employed	SDG 8	65.98	68.36	94.14	72.22	72.41	80.79	82.55	85.54	88.45	88.09	88.69	87.01
Proportion of women and girls aged 18-49 living in overcrowded housing	SDG 11	94.58	91.63	84.65	90.13	90.3	75.26	72.02	66.51	49.12	50.87	50.16	43.03
Proportion of women and girls aged 18-49 reporting that they cannot access health care due to distance from health facility	SDG 3	66.42	41.66	81.33	61.32	60.14	51.66	41.99	25.53	18.47	16.23	20.32	10.65

Notes: *Select groups are shown given space limitations. Urdu is used as shorthand for Urdu-speaking. No access to clean drinking water: Pashtuns reside mostly in the Khyber Pakhtunkhwa region, where reliance on unprotected wells and springs is particularly high. The 2005 earthquake and 2010 floods have further raised concerns about water quality for residents of this region. These and other factors contribute to much higher rates of no access to clean drinking water for Pashtuns overall, but especially those from the poorest rural households. Data for BMI is not shown for poorest rural Pashtun due to insufficient sample size. Based on survey characteristics, married is defined as married and/or cohabitation.*

Source: *Azcona and Bhatt's calculations based on based on microdata from National Institute of Population Studies (NIPS) and ICF international 2017.*

Annex Figure 2: Disaggregated gender statistics using GIS modules of the 2017 DHS



Source: Azcona and Bhatt's calculations based on based on microdata from NIPS and ICF international 2017.

Annex 3: Illustration of Philippines' publication of measures of precision and reliability of small area estimates of poverty generated

Annex Figure 3. City and Municipal Level Small Area Poverty Estimates: 2003

City and Municipal-level Small Area Poverty Estimates, 2003

Region	Province	Municipality	Poverty Incidence	Standard error (SE)	Coefficient of variation (CV)	Rank (Poorest=1)	Magnitude of Poor Population	Poverty Gap	SE	Severity of Poverty	SE
NCR	1st district	TONDO	6.73	1.09	16.2	1557	45,300	1.25	0.30	0.37	0.12
		BINONDO	1.14	0.98	86.0	1622	147	0.19	0.26	0.06	0.13
		QUIAPO	4.18	1.89	45.2	1582	1,032	0.77	0.51	0.22	0.19
		SAN NICOLAS	8.93	4.78	53.5	1523	4,120	1.71	1.24	0.52	0.47
		SANTA CRUZ	3.35	0.88	26.3	1599	4,247	0.59	0.23	0.17	0.10
		SAMPALOC	1.93	0.46	23.8	1615	7,303	0.32	0.11	0.09	0.04
		SAN MIGUEL	4.37	2.76	63.2	1580	752	0.80	0.69	0.22	0.24
		ERMITA	2.40	1.56	65.8	1611	159	0.41	0.39	0.11	0.15
		INTRAMUROS	7.97	4.26	53.5	1535	427	1.47	1.08	0.42	0.40
		MALATE	3.90	1.07	27.4	1587	3,253	0.69	0.25	0.20	0.10
		PACO	3.07	0.87	28.3	1602	2,271	0.51	0.19	0.13	0.06
		PANDACAN	3.66	0.96	26.2	1592	2,974	0.62	0.23	0.17	0.09
		PORT AREA	13.17	9.99	75.9	1463	6,844	2.71	3.11	0.86	1.43
		SANTA ANA	3.79	0.93	24.5	1590	7,232	0.67	0.25	0.19	0.11
	2nd district	MANDALUYONG CITY	2.96	1.77	59.8	1605	9,073	0.52	0.44	0.15	0.16
		CITY OF MARIKINA	2.72	1.91	70.2	1609	10,727	0.47	0.50	0.14	0.22
		CITY OF PASIG	3.62	1.67	46.1	1593	20,928	0.63	0.39	0.17	0.14
		QUEZON CITY	3.03	0.88	29.0	1604	78,710	0.55	0.26	0.16	0.11
		SAN JUAN	1.50	1.03	68.7	1619	2,024	0.26	0.30	0.08	0.14
	3rd district	KALOOKAN CITY	5.16	1.70	32.9	1575	65,183	0.91	0.39	0.26	0.15
		MALABON	5.10	1.82	35.7	1576	17,575	0.90	0.48	0.26	0.20
		NAVOTAS	7.41	3.12	42.1	1543	17,484	1.37	0.80	0.39	0.30
		CITY OF VALENZUELA	4.40	1.52	34.5	1579	22,676	0.73	0.35	0.20	0.13

Annex Figure 4. City and Municipal Level Small Area Poverty Estimates: 2006, 2009, and 2012

Municipal and City Level Small Area Poverty Estimates; 2006, 2009 and 2012

Region/Province	Municipality/City	Poverty Incidence			Coefficient of Variation*			90% Confidence Interval					
								2006		2009		2012	
		2006	2009	2012	2006	2009	2012	Lower Limit	Upper Limit	Lower Limit	Upper Limit	Lower Limit	Upper Limit
NCR													
1st district	Tondo	4.1	2.9	3.1	12.6	27.5	20.4	3.3	5.0	1.6	4.2	2.1	4.2
	Binondo	1.8	1.0	1.5	18.1	68.0	41.9	1.2	2.3	0.0	2.2	0.5	2.5
	Quiapo	5.3	2.1	2.1	7.9	42.4	28.1	4.6	6.0	0.6	3.5	1.1	3.1
	San Nicolas	4.9	2.4	3.0	9.6	57.0	53.6	4.1	5.7	0.1	4.7	0.4	5.5
	Santa Cruz	4.3	1.7	1.5	14.3	32.5	19.5	3.3	5.3	0.8	2.5	1.0	2.0
	Sampaloc	5.8	1.3	0.8	11.9	23.6	24.7	4.7	6.9	0.8	1.8	0.5	1.1
	San Miguel	3.1	1.4	1.2	47.2	67.4	73.1	0.7	5.5	0.0	2.9	0.0	2.6
	Ermita	4.4	1.5	0.9	56.4	68.7	47.8	0.3	8.5	0.0	3.1	0.2	1.6
	Intramuros	3.0	2.5	2.5	20.9	48.0	49.6	2.0	4.1	0.5	4.5	0.5	4.5
	Malate	6.4	1.8	1.3	8.9	29.1	26.7	5.5	7.3	0.9	2.6	0.7	1.9
	Paco	6.0	1.8	0.9	5.8	31.3	31.1	5.5	6.6	0.9	2.8	0.4	1.4
	Pandacan	6.0	1.9	1.6	7.8	33.0	25.6	5.2	6.8	0.9	2.9	0.9	2.2
	Port Area	13.2	11.9	10.0	15.2	57.5	45.2	9.9	16.5	0.6	23.1	2.6	17.5
	Santa Ana	4.7	2.2	1.3	17.8	29.0	27.6	3.3	6.0	1.1	3.2	0.7	1.8
2nd district	Mandaluyong City	6.1	1.8	1.3	17.6	45.1	32.8	4.3	7.9	0.5	3.2	0.6	2.0
	Marikina City	6.0	2.2	1.4	11.9	41.1	30.5	4.9	7.2	0.7	3.8	0.7	2.1
	Pasig City	5.0	2.2	1.8	9.5	37.3	24.6	4.2	5.7	0.9	3.5	1.1	2.6
	Quezon City	4.1	2.4	1.6	16.0	25.3	18.5	3.0	5.1	1.4	3.4	1.1	2.1
	San Juan City	2.9	1.5	0.3	67.0	42.5	60.7	0.0	6.2	0.4	2.5	0.0	0.6
3rd district	Caloocan City	5.0	3.1	2.8	19.1	28.2	19.4	3.5	6.6	1.7	4.5	1.9	3.7
	Malabon City	6.1	4.0	3.8	15.8	41.4	22.9	4.5	7.7	1.3	6.7	2.4	5.3
	Navotas City	6.2	3.8	6.0	22.6	48.4	27.2	3.9	8.6	0.8	6.8	3.3	8.7
	Valenzuela City	5.1	3.7	2.3	21.1	33.4	23.1	3.3	6.9	1.7	5.8	1.4	3.2

Sources: Philippine Statistics Authority. 2012 Municipal and City Level Poverty Estimates. Quezon City, Philippines. 2016.; Philippines National Statistical Coordination Board. 2003 City and Municipal Level Poverty Estimates. Poverty Mapping Project, with support from World Bank. Makati City, Philippines. 23 March 2009.

Annex 4: Illustration of Philippines' publication of measures of precision and reliability of official poverty statistics

Annex Figure 5: Press release: Philippines' official poverty statistics, First Semesters 2013 and 2014

PSA-20150306-SS2-01
PRESS RELEASE
DATE RELEASED: 06 March 2015

Contact Person: Ms. Bernadette B. Balamban/ Ms. Mildred B. Addawe
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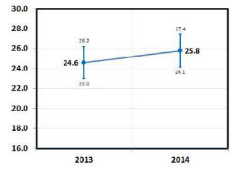
Poverty incidence among Filipinos registered at 25.8%, as of first semester of 2014 — PSA

The Philippine Statistics Authority (PSA) releases its latest report today on the country's official poverty statistics for the first semester of 2014. The PSA report provides the estimates of poverty incidence using income data from the Annual Poverty Indicators Survey (APIS)[1].

Poverty incidence among Filipinos[2] in the first semester of 2014 was estimated at 25.8 percent[3] based on the 2014 APIS conducted in July 2014. During the same period in 2013[4], poverty incidence among Filipinos was recorded at 24.6 percent[5].



Source: Philippine Statistics Authority.

Figure 1. Poverty Incidence among Population: First Semester 2013 and 2014

Annex Figure 6: Statistics Table: Philippines' official poverty statistics, 2015 and 2018

Table 1. Updated Annual Per Capita Poverty Threshold, Poverty Incidence and Magnitude of Poor Families with Measures of Precision, by Regio

Region/Province	Annual Per Capita Poverty Threshold (in PhP)		Poverty Incidence among Families							
			Estimates (%)		Coefficient of Variation		Standard Error		90% Confidence Interval	
									2015[r]	2018[r]
	2015[u]	2018[r]	2015[r]	2018[r]	2015[c]	2018[c]	2015[u]	2018[c]	Lower Limit / Upper Limit	Lower Limit / Upper Limit
Caraga*	**22,788**	**25,375**	**31.1**	**24.1**	**5.8**	**3.5**	**1.8**	**0.8**	**28.2 / 34.1**	**22.7 / 25.5**
Agusan del Norte*	20,566	23,775	25.8	18.9	14.4	6.2	3.7	1.2	19.6 / 31.9	17.0 / 20.9
Agusan del Sur	23,108	24,655	37.5	30.6	10.3	7.1	3.9	2.2	31.1 / 43.8	27.0 / 34.1
Surigao Del Norte	24,662	28,293	28.8	27.7	12.0	6.5	3.5	1.8	23.1 / 34.5	24.7 / 30.6
Surigao Del Sur*	22,859	24,873	32.3	19.2	10.5	9.0	3.4	1.7	26.7 / 37.8	16.3 / 22.1
Dinagat Islands [c/]	24,257	26,409	34.6	26.5	21.4	10.2	7.4	2.7	22.4 / 46.8	22.1 / 30.9
ARMM	**22,650**	**27,715**	**53.8**	**54.2**	**5.2**	**2.6**	**2.8**	**1.4**	**49.2 / 58.4**	**51.8 / 56.5**
Basilan*	21,472	26,951	35.6	66.3	18.1	3.4	6.5	2.2	25.0 / 46.3	62.7 / 70.0
Lanao del Sur*	24,421	29,224	72.4	64.2	5.6	3.7	4.1	2.4	65.7 / 79.2	60.3 / 68.1
Maguindanao	20,399	25,368	45.7	40.6	8.7	7.4	4.0	3.0	39.2 / 52.3	35.7 / 45.6
Sulu*	23,115	29,150	63.8	75.3	8.5	2.5	5.4	1.9	54.8 / 72.7	72.2 / 78.4
Tawi-tawi [c/]	17,666	21,264	15.2	15.1	30.2	9.0	4.6	1.4	7.6 / 22.7	12.8 / 17.3

Notes:
u=updated; The 2018 estimates were updated following the availability of the final 2018 Family Income and Expenditure Survey (FIES), which now includes the new urban-rural classification based on
were also updated using 2015 FIES with the new urban-rural classification from the POPCEN 2015.
*- significant change; The increase or decrease of the poverty incidence among families between 2015 and 2018 is significant at 10% level of significance (α = 0.10).
a/ Caution in utilizing the estimate for these provinces must be observed due to its very small sample size in 2015.
b/ Coefficient of variation of 2018 provincial poverty incidence among families is greater than 20%.
c/ Coefficient of variation of 2015 provincial poverty incidence among families is greater than 20%.
d/ The 2015 estimates of Davao Occidental were excluded as the province was not yet considered in the Master Sample.

Source: Philippine Statistics Authority

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Sources: Philippine Statistics Authority. Poverty Statistics, First Semesters 2013 and 2014: Press Release. Quezon City, Philippines. 6 March 2015; and Philippine Statistics Authority. Updated 2015 and 2018 Full Year Official Poverty Statistics: Press Release. Quezon City, Philippines. 4 June 2020. (https://psa.gov.ph/poverty-press-releases/nid/162559)

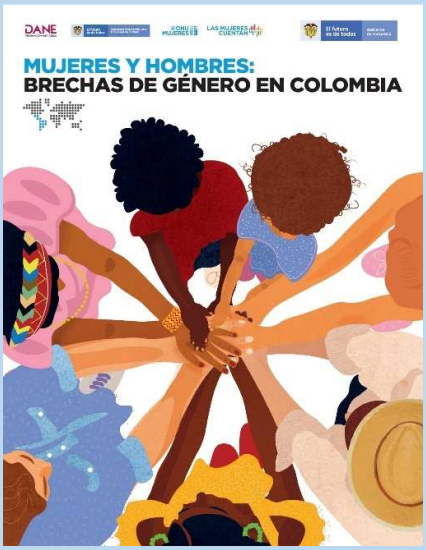
Annex 5: Measures of precision and reliability of select disaggregated statistics using Mongolia's MICS 2018

Annex Table 2. Measures of precision and reliability of select disaggregated statistics using Mongolia's MICS 2018

INDICATOR	ESTIMATE	DISAGGREGATING VARIABLE/S	NUMBER OF OBSERVATIONS	STANDARD ERROR	CV (%)
1. **Proportion of child marriage among women aged at least 18 years**	0.0938	AGE OF WOMAN	846	0.0053	5.65
2. **Proportion of child marriage among *poorest* women aged at least 18 years**	0.1142	AGE OF WOMAN and WEALTH INDEX QUINTILE	280	0.0094	8.23
3. **Proportion of child marriage among *richest* women aged at least 18 years**	0.0491	AGE OF WOMAN and WEALTH INDEX QUINTILE	45	0.0096	19.55
4. **Proportion of child marriage among women aged at least 18 years and residing in *urban* areas**	0.0906	AGE OF WOMAN and LOCATION (URBAN/RURAL)	388	0.0070	7.73
5. **Proportion of child marriage among women aged at least 18 years and residing in *rural* areas**	0.1006	AGE OF WOMAN and LOCATION (URBAN/RURAL)	399	0.0067	6.66
6. **Proportion of child marriage among *poorest* women aged at least 18 years and residing in *urban* areas**	0.1141	AGE OF WOMAN, WEALTH INDEX QUINTILE and LOCATION (URBAN/RURAL)	14	0.0342	29.97
7. **Proportion of child marriage among *richest* women aged at least 18 years and residing in *urban* areas**	0.0492	AGE OF WOMAN, WEALTH INDEX QUINTILE and LOCATION (URBAN/RURAL)	45	0.0096	19.51
8. **Proportion of child marriage among *poorest* women aged at least 18 years and residing in *rural* areas**	0.1142	AGE OF WOMAN, WEALTH INDEX QUINTILE and LOCATION (URBAN/RURAL)	266	0.0096	8.41
9. **Proportion of child marriage among *richest* women aged at least 18 years and residing in *rural* areas**	-	AGE OF WOMAN, WEALTH INDEX QUINTILE and LOCATION (URBAN/RURAL)	0	-	-

Source: UN Women's computations using Mongolia's MICS 2018.

Annex 6: Colombia's first-ever Women and Men statistical report, November 2020



Source: UN Women and National Administrative Department of Statistics and the Presidential Council for Women's Equity. Women and Men: Gender Gaps in Colombia. Colombia. November 2020.