



# Technical Assistance Consultant's Report

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## Uzbekistan: Capacity Development on Gender Statistics, 19 June 2013–30 January 2014 Final Report

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For ADB  
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Member Countries

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Asian Development Bank

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## **Acronyms and Abbreviations**

ADB	Asian Development Bank
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
DMS	Developing member countries
HBS	Household Budget Survey
MDG	Millennium Development Goals
MICS	Multiple Indicator Cluster Survey
NSO	National statistics offices
OSCE	Organization for Security and Cooperation in Europe
RETA	Regional Technical Assistance
UNDP	United Nations Development Programme
UN ECE	United Nations Economic Commission for Europe
UN ESCAP	United Nations Economic and Social Commission for Asia and the Pacific
UNICEF	United Nations Children's Fund
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
Uzstat	State Committee of Statistics of the Republic of Uzbekistan
WCU	The Women's Committee of Uzbekistan

## Executive Summary

This report documents the experiences of the *Capacity building in gender statistics in Uzbekistan* initiative supported by the Asian Development Bank (ADB) and implemented by the national statistical office “Uzstat” in close collaboration with the national machinery—the Women’s Committee in Uzbekistan—from June 2013 to February 2014. The objectives of this initiative were to promote a dialogue between data producers and users and to strengthen the capacities and to improve data dissemination in gender statistics.

The following activities have been planned under the initiative:

1. A draft national statistical office organizational policy on improved gender data production and use-promotion, integrating RETA produced capacity building plan recommendations.
2. A 1-day dialogue between data producers and users on improving collaboration in production and utilization of gender data for development planning.
3. A 3-day training workshop for a minimum of 20 key NSO statisticians, communications specialists and managers to improve gender data analysis and data dissemination skills. Workshop outputs were expected to include participants’ inputs to content and design of the gender webpage, i.e. recommended indicators for the database, draft feature articles demonstrating interpretation of current trends in gender statistics.
4. The NSO gender webpage in English, Russian, and Uzbek, located within the NSO website that features an interactive database of selected indicators, and equipped with a visitor counter and feedback section. Public/media launching of the website.
5. At least five feature articles demonstrating the potential use of gender data in development analysis and planning in the NSO gender webpage, in three languages.

The project built on the right momentum when the Government of Uzbekistan is engaging in preparing the fifth periodic report to UN CEDAW. The project objectives and plans fit into the national agenda and action plan.

While the project successfully delivered its outputs but to achieve a more sustained and systemic impact, persistent follow up and further efforts are required. A policy dialogue which has been started with the launching of the gender statistics website needs to be sustained, continued and strengthened. In this regard, recommendations for future action should include:

1. Institutionalizing gender statistics, by giving a clear mandate to the gender focal point at the national statistical office.
2. Based on the draft policy, developing and adopting a national strategy to improve gender statistics, as a collaborative task between the national statistical office, national machinery, and other key data producers and users.
3. Strengthening coordination mechanisms among producers and users of gender statistics, to discuss the issues and agree on a strategies to produce and disseminate gender statistics.
4. Further improving quality and accuracy of gender statistics, and strengthening the mainstreaming of gender perspective into statistical system.
5. Expanding the list of gender indicators, to include areas such as unpaid reproductive work, access to economic resources, decision-making, and violence against women.
6. Engaging in advocacy for capacity building for gender statistics in Uzbekistan.

## Part I. Introduction

### A. Background

This report summarizes experiences of the *Capacity building in gender statistics in Uzbekistan* initiative supported by ADB and implemented by the national statistical office “Uzstat,” in close collaboration with the national machinery—the Women’s Committee in Uzbekistan—from June 2013 to February 2014. The objectives of this initiative were to promote a dialogue between data producers and users, to strengthen the capacities, and to improve data dissemination in gender statistics.

Gender statistics in Uzbekistan are required for the development of evidence-based gender responsive policies (as in any other country), but also for the monitoring of the implementation of the policies and international commitments. Uzbekistan has constitutional provisions for equality of sexes; has adopted national laws on combating trafficking in human beings, and is in the process of deliberating a law of gender quality. At the same time, Uzbekistan needs to respond to international commitments/goals such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Platform of Action, and the Millennium Development Goals.

Gender statistics are not an entirely new concept in Uzbekistan. The first steps to promote these statistics in the national context go back to the late 1990s, when the first ever brochure containing gender indicators available at that time was published in 1998.

Since then, *Women and Men* publications on gender statistics have been produced on regular basis. Every new issue represented a step forward in data availability. For example, a *Women and Men in Uzbekistan* statistical collection produced by the Ministry of Macroeconomics and the Women’s Committee in 2002 with the support from UNDP and ADB, was a comprehensive compendium which, for the first time, presented indicators in 9 areas, including the area of governance, political life, and entrepreneurship.<sup>1</sup> Published with the sponsorship from international organizations, such as ADB, UNDP, OSCE, and others, these publications presented the data at national and territorial levels made available from administrative records and surveys on 176 indicators reflecting various aspects of gender and development.

Despite these signs of positive developments, the overall progress in the country and in the region remains limited. A regional situational analysis of gender statistics capacity, conducted by ADB in 2011 in ten countries of Central and West Asia, and based on national responses to the questionnaire circulated among national statistical offices, brought to light some key challenges with respect to the production, analysis, dissemination, and use of gender statistics.

In the context of Uzbekistan, the following issues were identified as the most urgent ones:<sup>2</sup>

- Mainstreaming of gender statistics into the statistical system;
- Development of gender statistics methodology;
- Gender statistics for monitoring;

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<sup>1</sup> Gender statistics publications produced in 2002, 2007, and 2010 have been available in hard copy, except for the last one (2012), available at <http://www.adb.org/sites/default/files/projdocs/2014/44067-012-tacr-04.pdf>

<sup>2</sup> The first three points are quoted from the national response to the ADB questionnaire circulated in 2010–2011 among national statistical offices of 10 countries of Central and West Asia, under the same RETA. These responses served as a main source of information for conducting a regional assessment on the status and progress made in promoting gender statistics. The publication *Gender Statistics in the Southern Caucasus, and Central and West Asia: A Situational Analysis* produced as a result of that assessment in 2012, is available in English and Russian at <http://www.adb.org/sites/default/files/pub/2012/gender-statistics-southern-caucasus-central-west-asia.pdf>

- Lack of coordination among data producers; and
- Lack of consultation with data users.

To address these challenges, the *Capacity building in gender statistics project* was implemented in Uzbekistan in 2013, with the concrete objectives: to promote a dialogue between data producers and users; to strengthen the capacities; and to improve data dissemination in gender statistics.

## **B. Scope of Work and Deliverables**

The project was designed as a small-scale but strategic initiative, composed of three main interconnected elements:

### **(1) Strengthening a policy dialogue**

This component aimed to promote and facilitate dialogue between users and producers on gender statistics policies, to encourage and initiate the process of thinking about a more sustained and systematic approach and a strategy to produce, analyze and use gender statistics.

### **(2) Capacity building**

Lack of capacity of data producers and users is one of the most significant challenges that need to be addressed. This project aimed to build capacities of statisticians to better understand issues pertaining to gender equality by raising their awareness and improving their skills in gender statistics.

### **(3) Data dissemination**

This component aimed to improve data dissemination, by making gender statistics more accessible for wider public.

According to the terms of reference, the following deliverables have been planned under the project:

- i. A draft national statistical office organizational policy on improved gender data production and use-promotion, integrating RETA produced capacity building plan recommendations;
- ii. A 1-day dialogue between data producers and users on improving collaboration in production and utilization of gender data for development planning;
- iii. A 3-day training workshop for a minimum of 20 key NSO statisticians, communications specialists, and managers to improve gender data analysis and data dissemination skills. Workshop outputs were expected to include participants' inputs to content and design of the gender webpage, i.e., recommended indicators for the database, draft feature articles demonstrating interpretation of current trends in gender statistics;
- iv. The NSO gender webpage in English, Russian and Uzbek, located within the NSO website that features an interactive database of selected indicators, and equipped with a visitor counter and feedback section. Public/media launching of the website; and
- v. At least five feature articles demonstrating the potential use of gender data in development analysis and planning in the NSO gender webpage, in three languages.

## C. Implementation Arrangements

ADB engaged an individual expert based in Tashkent to assist with the implementation of the project activities in Uzbekistan.

The project has been implemented in close consultation and collaboration with the State Committee of Statistics of Uzbekistan, and other key stakeholders such as the Women's Committee of Uzbekistan (WCU).

In Uzbekistan, the national statistical office, Uzstat, has to work in producing gender statistics in partnership with the agencies representing the 'demand' side. In this regard, the involvement of key actors as the Women's Committee of Uzbekistan, a principal user and main advocacy agent of gender statistics, has been important.

It is worth mentioning here that the Women's Committee of Uzbekistan, established in 1991, is national machinery responsible for implementing state policies towards women. It is chaired by a *Deputy Prime Minister* in charge of social protection of family, motherhood and children. The Women's Committee is based on the extensive network, represented in all regions of the country and at all levels. Among the local branches of the Women's Committees, there are 14 women who occupy the positions equivalent to deputy governors (at *khokimiyats*, the province level administrative bodies) and 219 women who serve as deputies to the heads of administrative bodies at municipal and district level. In recent years, the Women's Committee was expanded to include full time positions of deputy rectors in charge of 'women's issues' at all higher education institutes, in addition to the existing positions of deputies of heads of local administrative bodies and local communities. Given all these characteristics, it was critical to ensure that the Women's Committee is involved in the project activities.

To achieve that, several meetings were held by the consultant with the Women's Committee. The first meeting was arranged by Mehri Khudayberdieva, senior social development officer (gender) of ADB Uzbekistan Resident Mission. One of the arguments for greater involvement of the Women's Committee was the government's need to engage in preparation of the fifth periodical report to UN CEDAW in 2015. The project activities were complementary to the National Action Plan approved by the Cabinet of Ministers in compliance with the UN CEDAW concluding observations. The Women's Committee, headed by the Deputy Prime Minister who chairs the Women's Committee, approached the Uzstat with the formal letter requesting a longer-term cooperation to build more sustainable relationship for the production of gender indicators. Thus, the project proved to be instrumental in establishing a communication bridge between these two agencies, and strengthening user-producer interaction and relationship.

## Part II. Project Outputs

**Output 1:** *A draft national statistical office organizational policy on improved gender data production and use-promotion, integrating RETA produced capacity building plan recommendations.*

A draft policy document (please see Annex 1 for both Russian and English versions) integrating main recommendations of the capacity building plan was prepared by the consultant and shared with Uzstat in July 2013. The national partners accepted the document for their internal discussion and consideration.

It needs to be pointed out that in the context of Uzbekistan, adopting any organizational policy and strategy, especially in the institution as national statistical office, requires prior approval of the government. The formal process of adopting such policy usually involves long consultations and participation of various government actors, but the significance is not only in its formal approval per se, but actual implementation. The seriousness with which the policy development is taken by national partners derives from understanding that any policy requires commitments, including the commitments for the resources, both financial and human, that the organization would have to meet should such policy be adopted. Also, organizational policy in gender statistics would require transforming the mainstream, or at least aligning with other existing policies and legislative acts. The current project, being small-scale, did not allow sufficient time frame for such long-term and profound process. But what is of utmost importance is that the project initiated this process by bringing the issue to the NSO' agenda and setting the principles of the substantial change which gender statistics are associated with, by proposing a draft which is further taken over by the national partners, thus increasing their sense of ownership and adherence.

**Output 2:** *Conduct one-day dialogue between data producers and users on improving collaboration in production and utilization of gender data for development planning.*

Preparations for a round table, with the purpose to bring together data producers and users, and to initiate a policy dialogue, were started soon after the draft policy document was submitted to the national partners. The event was initially scheduled for 6 August 2013. However, after some deliberation, national counterparts requested to reschedule the event closer to the end of the project, to concentrate first on the design of the full-fledge website on gender statistics and capacity building activity—a national training workshop in October, which, among other things, could help to collect inputs to the website, and then conclude the project by the round table where the policy document and the website could be both presented. In their view, the round table should have been planned as a big event combining both the website launch and discussion of the next steps and policies in one concluding event. This reprioritization was approved by the RETA management, and the workplan changed accordingly.

In light of the above, the round table was designed to provide an opportunity for producers and users of gender statistics to discuss issues, needs and challenges for gender statistics, strengthen the coordination mechanism and suggest action for promoting gender statistics, such as, for example, creating an effective communication strategy among different data producers, as well as between data producers and users.

The round table took place on 22 January 2014. It was well attended, by representatives of the line ministries forming the task force to monitor the implementation of the National Action Plan in response to the CEDAW concluding observations, international organizations, and the media. Altogether, there were more than 60 people, both women and men, participating in the event. The meeting was opened by Ms. Elmira Basitkhanova, Deputy Prime Minister, Chair of the Women's Committee of Uzbekistan, and Dr. Bakhodiy Begalov, Deputy Chair of the Uzstat. Both remained at



the round table till the end. Both spoke at the opening ceremony, but also contributed to the discussions.

Main speakers at the round table were as follows:

- i. Dr. Nigina Rakhimova, who spoke about Uzbekistan' current needs in gender indicators;
- ii. Mr. Alimardon Jumaev, who presented the website on gender statistics. In particular, he mentioned that this is the first ever website of such character in Uzbekistan, and its current state should be considered as a first step towards developing better quality gender statistics. Currently, the website contain a basic set of indicators, but it will be further developed and elaborated;
- iii. Dr. Dono Abdurazakova, who informed the participants about the ongoing work on global set of minimum gender indicators and a regional set for Asia and the Pacific. This work going on at international level, should give food for thought for both data producers and data users in Uzbekistan;
- iv. Dr. Rayganat Makhmudova, who was considered as a key note speaker at the round table. She made a big presentation talking about the next steps, the need to develop and adopt specific policies and strategies for future development of gender statistics and promoting gender equality in general.

Sufficient time was allocated for questions and answers and discussions of future policies in the area of gender statistics. Participants noted that the website is well-organized, and contains official statistics, opening greater prospects for analysis, research and advocacy in gender equality. The set of indicators currently available on the website is smaller than what was available in the *Women and Men publication*, but hopefully will be further elaborated to include more themes and topics. Also, the website requires a mechanism for visitors' counting and providing feedback which is essential for forming the demand.

Participants provided very good insights to the current status and future needs of gender mainstreaming in the country. For example, the representative of the State Taxation Committee informed that sex disaggregation has become a must in collecting data on entrepreneurs and taxpayers, and for every decision, an assessment of its impact on women, men and different groups of population is now being conducted. A representative of the Ministry of Justice spoke on the need to be more open, and promote statistics dissemination. Other contributors to the discussion pointed to the need to advance the research in gender issues, and expressed their hope that with the availability of this site there will be more demand generated and better quality analytical work produced on gender issues in the country.

The round table received wide media coverage. The information was broadcast on main national TV channels, main national newspapers and electronic websites.<sup>3</sup> It was also circulated in the regional networks. A detailed press release was prepared for this purpose in Russian and Uzbek languages. Such presentation served as an important advocacy tool on its own, raising awareness and drawing public attention to gender issues in the country.

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<sup>3</sup> See for example <http://www.12news.uz/news/2014/01/22/%d0%b2-%d1%83%d0%b7%d0%b1%d0%b5%d0%ba%d0%b8%d1%81%d1%82%d0%b0%d0%bd%d0%b5-%d0%be%d1%82%d0%ba%d1%80%d1%8b%d1%82-%d0%b2%d0%b5%d0%b1-%d1%81%d0%b0%d0%b9%d1%82-%d0%bf%d0%be-%d0%b3%d0%b5%d0%bd%d0%b4%d0%b5/http://uzdaily.uz/articles-id-18926.htm>  
<http://www.publika.uz/news-uzb/society/33066>



Documents related to the Round Table are provided in the Annex 2.

**Output 3:** *Three day training workshop for a minimum of 20 key NSO statisticians, communications specialists and managers to improve gender data analysis and data dissemination skills.*

The regional assessment identified a clear need for increased and systematized training and capacity building efforts on data collection, data disaggregation, data management, gender-based analysis, dissemination, and use of data for policy advocacy.

Uzstat has a training facility, but no specific training programmes in gender statistics for producers and users have been available, and no related training materials have been ever produced.

The urgent need for training on gender statistics was addressed by a three-day training workshop for the statisticians held (at the request of the national partners) in Bukhara.

The training workshop objectives were:

- i. to improve knowledge and skills of statisticians in gender data analysis and data dissemination skills;
- ii. to collect inputs to content and design of the gender statistics website; and
- iii. to recommend indicators for the database and feature articles to interpret current trends in gender statistics.

At the request of the State Committee on Statistics of the Republic of Uzbekistan (Uzstat), the training workshop was conducted in Bukhara, on 10–12 October 2013. The training agenda was tailored to the needs of statisticians, discussed with, and approved by the national counterparts.

A list of participants was agreed as two persons from each region of Uzbekistan. This covered 12 regions, plus the city of Tashkent and Karakalpak Autonomous Republic, i.e., all 14 administrative units of the country. Altogether, the final list comprised 28 names. In addition to that, the Uzstat nominated two people from the central office in Tashkent to participate in the training: a web designer, who attended the training for one day, and Ulugbek Zakirov, Deputy Head of the Living Standards Department, who attended the workshop as a representative of the NSO.

From gender perspective, the majority of participants, nearly 80% were men, and 20%, women. The audience was formed by both a senior staff, with up to 35 years experience, and younger staff, who joined the statistical service 5–6 years ago. Only 2–3 participants mentioned during the introduction their previous experiences in attending gender trainings. For the majority of the

audience, gender equality was entirely new concept, although they were familiar with the gender statistics.

It was critical that all participants represented key positions in statistical bureau at regional level. At the workshop, it was announced by the representatives of the Uzstat central office that from now onwards they would be considered as a gender focal points at regional level who would move forward gender statistics.

The training was led by Dono Abdurazakova, ADB expert, and three resource persons/training facilitators: Dr. Rayganat Makhmudova, Tadjikhon Saydikramova, and Alimardon Jumaev. The workshop was conducted in an interactive manner, in a way which combined both lecture presentation style and practical work.

In preparing the workshop, several meetings were held with key national partners.

With regard to the training contents, the program was tailored to the needs of the trainees. Since their familiarity with gender equality concept was not sufficient, it was decided to start from introduction of terms and definitions. After the opening part, welcoming remarks, introducing each other, and ice-breaking, participants participated in the interactive exercises to understand 'gender' and its difference from 'sex'; gender roles, gender relations, and components of gender analysis. This laid a base for the next session which focused on gender statistics, not as a separate area of statistics, but integrated element of the whole process of production, analysis and use of official statistics, and how it is linked with all spheres of economics. The issues covered in the presentation, included arguments for collecting, presenting, and disseminating gender statistics; key definitions related to statistics, and gender equality concepts such as national statistical system, and others.

During the first day of the training workshop, sufficient time was dedicated to the introduction of the draft gender website, and discussion of its main features. Very useful feedback was collected about the website visual presentation and design, as its contents. It was announced by the national counterparts that almost 80% of the website is ready. Participants raised question of who will be responsible for the website update, how often it will be made, etc. Recommendations were made to show dynamics of gender indicators every 5 years; present migration trends by age and education; living standards; employment by age, education and sectors. Also, improve the website visual presentation and interface, by using country specific photos and video more widely; include in the web contents methodological tools; gender indicators for sport and culture; registration of users to count feedback; useful links to CISstat, Eurostat, UNECE gender database, etc. It was decided that after the work on the website is accomplished, it will be circulated among the regional branches for the period of 2 weeks to provide time for the regional staff to look at the last version and provide final recommendations.

During the Day 2, the training was continued, with the focus on the gender equality, development paradigm, and international frameworks to promote gender equality. Training participants were familiarized with the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and its reporting mechanism, Beijing Platform of Action, and the Beijing Plus reporting process that takes place every 5 years; the governments' commitments, national reporting processes, and its implications for the state statistics.

The next sessions were dedicated to data production and analysis of unpaid labor and care work; employment and labor; migration; and governance. The training was concluded on Day 3 by the session dedicated to presentation and communicating of gender statistics. Participants also worked in groups to select five themes to be featured in the articles.

The workshop was concluded by the evaluation where 29 participants provided their written feedback to the training. The overwhelming majority of responses were positive, and participants expressed their satisfaction by its results.



More documents related to the training workshop such as the participation list, training agenda, presentations, photos and other document are available in Annex 3.

**Output 4:** *The NSO gender webpage in English, Russian, and Uzbek, located within the NSO website that features an interactive database of selected indicators, and equipped with a visitor counter and feedback section. Public/media launching of the website.*

To improve data accessibility and dissemination, the project envisaged a creation of a gender statistics web page, as part of the official website of the national statistical office.

At the preparatory meeting with the Uzstat, Deputy Chair Dr. Begalov showed his keen interest in gender statistics. At his proposal, it was decided to develop a full-fledged gender statistics website, instead of a webpage discussed and planned at the early stage of the project.

The work on the website was started in early September 2013.

A web designer (Mr. Konstantin Kan) was identified with the help of the national counterparts. Based at the Uzstat office, he worked at the guidance of Uzstat colleagues. His work was closely monitored by Mr. Begalov, Deputy Chair of Uzstat.

Almost all indicators produced by the *Women and Men in Uzbekistan* publication (except for the *Governance and Participation in Political Life* and *Entrepreneurship*) were updated and uploaded to the website.

The process of the website creation was quite a participatory one for the local context. Its design was shared and discussed at the Bukhara training workshop held on 10–12 October 2013 for the statisticians of national statistical office based at the province level, and constructive feedback received. The workshop inputs to the contents and design of the website included indicators suggested for the database; the ideas concerning five feature articles demonstrating interpretation of current trends in gender statistics.

The draft version of the website was further circulated within the national statistical office and its regional departments based in the provincial capitals, as well as with the national machinery and other partners.

The webpage URL is <http://gender.stat.uz/>. It is considered as part of official statistics and contains a name of the State Committee on Statistics on the main page. The national partners are currently working to establish a visible link through the gender statistics website URL on the NSO official site homepage.

The website name is 'Gender Statistics of Uzbekistan', and it open to public in three languages, Uzbek, Russian, and English.

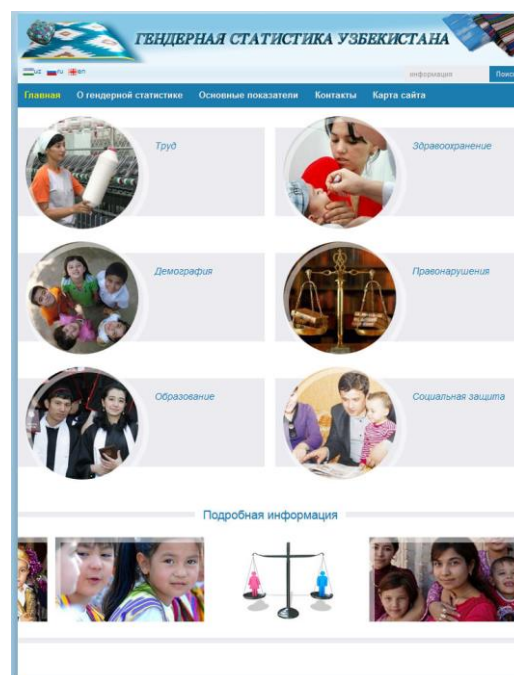
The main page of the website features a bar with 4 columns:

(1) "About Gender Statistics", which contains general information and useful links to the resources (guidelines, databases, etc.) produced by the international organizations (UN, The World Bank, and others) on gender statistics. General information aims to provide a sort of introduction to the theme and raise awareness by covering: what is gender statistics; why do we need them; what is the international mandate for gender statistics and obligations of the states; what is the situation with gender statistics in Uzbekistan.

(2) Main Indicators: statistical data and indicators on population, labor, education, health, social protection, and crime.

(3) Contacts with the feedback mechanism.

(4) Site map.



Data on the website is provided in six areas: population; education; health; labor; social protection; and crime on the following indicators:

a. **Population**

i. **Population**

1. [Age composition of population by sex \(2007-2013\)](#)
2. [Average age of population as of January 1, 2013](#)
3. [Births, deaths and natural increase of population by sex \(2007-2012\)](#)
4. [Life expectancy at birth, by sex \(2007-2012\)](#)
5. [Number of resident population by sex \(2007-2012\)](#)
6. [Number of resident population by sex as of January 1, 2008](#)
7. [Number of resident population by sex as of January 1, 2009](#)
8. [Number of resident population by sex as of January 1, 2010](#)
9. [Number of resident population by sex as of January 1, 2011](#)
10. [Number of resident population by sex as of January 1, 2012](#)
11. [Number of resident population by sex as of January 1, 2013](#)
12. [Number of resident urban and rural population by sex \(2007-2013\)](#)
13. [Share of urban and rural population in total number of population by regions \(2007-2012\)](#)

ii. **Birthrate**

1. [Births, deaths and natural increase of population in cities and towns having 50000 population and over in 2012](#)
2. [Number of life births by maternal age and birth order in 2012](#)



3. [Total fertility rate \(2007-2012\)](#)
- iii. [Population ratio](#)
  1. [Women and men ratio by age groups \(2007-2013\)](#)
  2. [Women and men ratio by urban and rural regions as January 1, 2013](#)
- iv. [Mortality](#)
  1. [Age specific death rates in 2012](#)
  2. [Deaths by sex and main cause of death in 2007-2012](#)
  3. [Deaths by sex and main cause of death in 2012](#)
  4. [Infant mortality rates \(2007-2012\)](#)
  5. [Maternal mortality \(2007-2012\)](#)
  6. [Standardized death rates by main cause of death \(2007-2012\)](#)
- v. [Marriages and divorces](#)
  1. [Average age at first marriage in 2012](#)
  2. [Marriages by education of bride and groom \(2007-2012\)](#)
  3. [Number of divorces by age and duration in 2012](#)
  4. [Number of divorces by education of divorced \(2007-2012\)](#)
  5. [Number of marriages by age of bride and groom in 2012](#)
  6. [Number of married by sex, age and previous marital status in 2012](#)
  7. [Number of registered marriages and divorces \(2007-2012\)](#)
  8. [Number of women and men at highest fertility age \(20-29\) as of January 1, 2013](#)
- vi. [Population migration](#)
- b. [Healthcare](#)**
  - i. [Provision of children ...](#)
  - ii. [Tuberculosis](#)
  - iii. [Health status](#)
    1. [Provision of pregnant women and women in childbirth with hospital beds in 2007-2012](#)
    2. [State of health of pregnant women, women in childbirth, parturient women and newborns in 2007-2012](#)
  - iv. [Medical institutions](#)
  - v. [Malignant ...](#)
  - vi. [Individual diseases](#)
  - vii. [Contraceptives](#)
  - viii. [Doctors by categories ...](#)
    1. [Distribution of physicians by categories in 2012](#)
    2. [Distribution of physicians by separate specialties in 2007-2012](#)
  - ix. [Sexual diseases ...](#)
    1. [Morbidity with gonorrhea in 2007-2012](#)
    2. [Morbidity with syphilis in 2007-2012](#)
  - x. [Psychiatric Disorders](#)
  - xi. [Alcoholism](#)
  - xii. [Abortion, childbirth](#)
    1. [Abortions and deliveries in 2007-2012](#)
    2. [Number of abortions among women pregnant for the first time in 2007-2012](#)
    3. [Number of abortions by age groups in 2007-2012](#)
    4. [Number of abortions in 2007-2012](#)
  - xiii. [Infectious diseases](#)
- c. [Education](#)**
  - i. [Preschool](#)
  - ii. [Secondary](#)

1. [Heads of general education institutions by sex at the beginning of 2012/2013 academic year](#)
2. [Number of first class entrants in 2007/2008-2012/2013 academic years 1\)](#)
3. [Number of pupils and teachers of general education institutions by groups of classes](#)
4. [Number of students by types of educational institutions, beginning of 2012/2013 academic year](#)
5. [Teachers of educational institutions by sex and type of educational institutions in 2007/2008-2012/2013 academic years](#)
- iii. [Average-special](#)
  1. [Secondary specialized, vocational education graduates by sex and type of education in 2007-2012](#)
  2. [Secondary specialized, vocational education institutions in 2007/2008-2012/2013 academic years](#)
  3. [Secondary specialized, vocational entrants by sex and type of education in 2007/2008-2012/2013 academic years](#)
  4. [Students of secondary specialized, vocational education institutions by specialty at the beginning of 2012/2013 academic year 1\)](#)
- iv. [Higher](#)
  1. [Higher education entrants by sex and types of education in 2007/2008-2012/2013 academic years](#)
  2. [Higher education graduates by sex and type of education in 2007-2012](#)
  3. [Higher education institutions in 2007/2008-2012/2013 academic years](#)
  4. [Students of higher education institutions by specialties in 2007/2008-2012/2013 academic years](#)
- v. [Doctorate](#)
  1. [Doctorate enrollment, entrants and graduates by sex in 2009-2012](#)
  2. [Number of researchers by sex in 2007-2012](#)
  3. [Senior researchers-candidates for a degree by field of science in 2012](#)
  4. [Senior researchers-candidates for a degree by sex and regions in 2012](#)
- d. [Crime](#)
  - i. [By age](#)
  - ii. [By types](#)
- e. [Social protection](#)
  - i. [Retirees](#)
    1. [Average amount of social guarantees granted to population in 2007-2012](#)
    2. [Number of pensioners and welfare recipients by sex and types of retirement insurance in 2007-2012 1\)](#)
  - ii. [Persons With Disabilities](#)
    1. [Number of invalids receiving pensions and social allowances in 2007-2012](#)
    2. [Number of women and men firstly diagnosed as invalids in 2007-2012](#)
- f. [Labor](#)
  - i. [Economically active population](#)
    1. [Number of economically active population \(2007-2012\)](#)

2. [Female to male ratio of total employment in the formal sector of the economy in 2012](#)
- ii. [Population employment](#)
  1. [Employed by sectors of economy in 2012](#)
  2. [Employment by principle place of business, sex and age groups in \(2007-2012\)](#)
  3. [Employment by sex and level of education in 2007-2012](#)
  4. [Number of workers and employees by sex and regions \(2007-2012\)](#)
  5. [Occupational injuries \(2007-2012\)\\*](#)
  6. [Working conditions in construction as of January 1, 2013](#)
  7. [Working conditions in industry as of January 1, 2013](#)

All information concerning the contents of the website can be checked at:

<http://gender.stat.uz/index.php/o-gendernoj-statistike> (for the Russian version)

<http://gender.stat.uz/en/index.php/about-gender-statistics/general-information> (for the English version)

National partners consider this website as the first step in promoting gender statistics. At the meetings with the consultant, Prof. Begalov A.B., the Deputy Chair of the State Committee on Statistics, assured that the hosting of the gender statistics website will be further provided by the Uzstat, and the efforts will be continued to maintain it and to further improve the site in order to have more indicators in the database to be able to respond to the growing demand and the requirements of the global set of minimum gender indicators.

The website is supplied by the feedback mechanism linked with the Uzstat' official homepage, and at the same time, the national partners are considering how the gender statistics website can be linked with official site ([www.stat.uz](http://www.stat.uz)) in a more explicit way. One of the options under consideration is making it visible in the process of the upcoming works on changing the official website' interface.

**Output 5:** *At least five feature articles demonstrating the potential use of gender data in development analysis and planning in the NSO gender webpage, in three languages.*

Five brief articles were produced by the consultant on the topics related to gender statistics and selected/recommended by the training workshop participants. These articles are built on the issues discussed by the training workshop participants. The capacity of the statisticians participating in the training was not sufficient to be able to prepare these five write-ups, therefore, the consultant had to take over this job to complete it.

The following articles produced and made available in Russian and English (the Uzbek version is to be produced by the national partners from Uzstat):

- (1) Gender aspects of labor
- (2) Gender aspects of education
- (3) Gender aspects of health
- (4) What is a reproductive work?
- (5) Gender aspects of participation in public and political life

The articles have been submitted to the Uzstat and currently, they are edited. Also, to be uploaded on the new website which is official, they have to go through the process of approval.



### **Part III. Success Factors & Lessons Learnt**

The capacity building in gender statistics project delivered all outputs planned under this initiative. In fact, some of them, such as training workshop, or the round table, produced results going beyond expectations. This has been acknowledged by all national partners in face-to-face meetings, at the round table and follow-up activities.

Key success factors included:

1. highly targeted, strategic activities selected to address the gaps identified by the ADB situational analysis;
2. close working contact and relationship with the national partners, which entailed their active involvement in the project implementation, and thus, high sense of ownership;
3. targeting data-users but also their main clients—data producers led by the national machinery, the Women's Committee, which ensured high level participation and renewed commitment;
4. The training workshop contents, based on the statisticians needs. This entailed a balanced combination of gender sensitization, awareness raising and technical knowledge of statistical methodologies, gender statistics ;
5. relevance to the national action plan based on the UN CEDAW Concluding Observations; and
6. last but not least, the right political momentum, as the government engages, in 2014, in the preparation of the fifth periodical report to CEDAW.

The project generated a significant policy impact. Two experts engaged in the project implementation, the consultant and the workshop facilitator/resource person, have been invited to participate in the work of the Women's Committee's annual summit held on 6 February 2014, and were selected to the Advisory Board formed to provide, among other tasks, technical support in enhancing the national machinery and other data user' capacity and capability in data analysis and dissemination.

However, several challenges and issues have emerged in the process of the project implementation:

- (1) The lessons learnt include primarily the order and prioritization of the activities recommended for each country under the RETA. While challenges identified under the situational analysis were common, and activities under the terms of reference were similar to what was implemented in other RETA countries, still the context in these countries largely differs. For example, in Uzbekistan, a policy dialogue and adoption of any policy document (even if it concerns the organizational policy of a single institution) would require the involvement of other stakeholders, and a much longer-term process which is beyond the time frames of a small-scale project. Also, such policies would require 'no objection' and approval of the government before they could serve as a key strategic document guiding the work on the improvement of gender statistics. In this regard, the turn of the activities envisaged under the original TOR was changed, and the draft offered by the consultant was adopted with the condition to serve as a guiding document (set of recommendations) for the

national partners, to consult their future work, and initiate own national and sectoral strategies.

- (2) Another challenge encountered in the process of the project implementation, is sustainability of capacity building effort. The ADB situational analysis rightly pointed to the previous similar trainings being sporadic one-time events. It is extremely important to sustain the effect achieved at the training, and find the way to ensure that more systematic learning and skills-building in how to produce, analyze, disseminate and use gender statistics is pursued by national partners.
- (3) The original TOR envisaged the training to cover both statisticians and communicators of statistics. This proved not to be feasible in the context of Uzbekistan, at least at this stage. The Uzstat colleagues saw the rationale in designing the workshop to meet the needs of the statisticians first, and therefore to focus on the technical aspects essential for them in better understanding gender statistics.

## **Part IV. Conclusions & Recommendations**

While the project proved to be highly successful, in order to achieve a sustained and systemic impact, follow up and further efforts are required.

A policy dialogue started with the launch of the gender statistics website needs to be sustained, continued and strengthened. Recommendations for future action include:

1. Strengthen the coordination mechanism among various stakeholders, producers and users of gender statistics, to discuss the issues and agree on a strategies to produce and disseminate gender statistics;
2. To further develop and adopt a national strategy to improve gender statistics, as a collaborative task between the national statistical office, national machinery, and other key data producers and users;
3. Give a clear mandate to gender focal point at the national statistical office and institutionalize gender statistics;
4. Further improve quality and accuracy of gender statistics and expand gender indicators to include areas not covered before;
5. Strengthen efforts in mainstreaming gender perspective into the entire statistical system; and
6. Engage in advocacy for capacity building for gender statistics in Uzbekistan.

# **The Strategy of the State Committee of the Republic of Uzbekistan on Statistics to Improve the Production, Analysis, Dissemination and Use of Gender Statistics**

(as of July 12, 2013)

## **(P R O J E C T)**

### **Key Terms Definitions:**

**Gender Statistics** is a **statistics** that reflects adequately the real situation of women and men in all strategic areas to identify and study **systematically** the **gender differences**.

Gender statistics applies to all statistical subjects where personal data are collected that include data broken by gender and statistics reflecting the gender issues (gender indicators) as well as gender mainstreaming in all areas of statistics.

**Sex** is a term to refer to the biological differences between women and men. Sex is a biological given, predetermined and universal and cannot be changed with time.

**Gender** is a social sex. It is a term to refer to the social and cultural differences between women and men, to describe their roles and the attributed qualities that are not “natural”, but are dictated by norms and traditions. Perceptions of women and men on what is intrinsic to women and men, can change (and do change) over time in different cultures.

**Gender equality** – the equality exists when men and women are equally important in social terms, have equal rights and responsibilities, and have equal chances (equal access to resources and opportunities) to use the formal equality or “equality on paper”, which means equality enshrined in the law.

### **Why Do We Need Gender Statistics?**

Gender statistics serves many purposes, but primarily, it is needed to detect the hidden problems relating to various conditions and statuses of women and men. In this regard, the gender statistics is essential for monitoring and successful planning. Ultimately, the use of gender statistics is a prerequisite for enhancing the targeting and evaluating the impact of the development programs. Thus, it is a tool for promotion of justice, equity and improvement of life quality for all groups of population.

## Policy Structure for Sustainable Development and Use of Gender Statistics

The following interrelated components should be available for sustainable development and use of gender statistics:

1. **Demand** – there is a clear demand for gender statistics in the form of political will, legislative acts, public policy et-cetera;
2. **Collection of necessary data** is done by means of censuses, surveys and administrative reports; then it is processed and analyzed;
3. **Publication of data** – the required data is published in formats accessible to users and is widely disseminated in a form that is readily available to users;
4. **Use of data** – the users (policy makers, planners, researchers, civil society organizations and the public) can understand and interpret the data and actually use it for making the informed decisions, policy development, public debates, advocacy etc.

## Situation on Gender Statistics in Uzbekistan

The very first steps to promote the gender statistics in Uzbekistan were made in the late 1990s. Since that time, the brochures with gender indicators have been published regularly. Each publication becomes a step forward, a milestone in the development and dissemination of gender indicators. For example, the booklet “Women and Men of Uzbekistan” issued in 2002, by the Ministry of Economy and the Women's Committee of Uzbekistan (supported by the UNDP and ADB), became the first publication that brought together the indicators in nine strategic areas, including newly introduced data in the area of management, politics and entrepreneurship.<sup>1</sup>

Since then, a number of publications of this nature have been released supported by the international organizations. All of them contain the key gender indicators that are available in the administrative sources and in the reports on the survey results. In 2005, the paper “Gender Equality in Uzbekistan: Facts and Figures. 2000-2004” presented statistics with a breakdown by sex and by territorial characteristics, and containing about 176 indicators covering various aspects of development from a gender perspective.<sup>2</sup>

## Current Challenges in the Development of Gender Statistics

Despite the achieved progress, there is still a significant work on course in the directions indicated in the Regional capacity assessment of gender statistics, carried out with the support of the Asian Development Bank (ADB) in 2011 in ten countries in Central and West Asia.

These directions are relevant to all countries, and relate mainly to the following areas of improving the gender statistics:

- Its institutionalization;
- Introduction of a gender component into the whole system of statistics;
- Development of methodological tools and introduction of new technologies and data collection tools into gender statistics;
- Building of coordination mechanisms between data compilers;

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<sup>1</sup> Similar publications were issued in 2002, 2007, 2010 and 2012.

<sup>2</sup> <http://www.cer.uz/index.php?lang=2&menu=114>

- Building of mechanisms for consultation with data users;
- Retraining and capacity building of data producers;
- More active dissemination of data;
- Raising the literacy level in the field of statistics, particularly with regard to data users

The situational analysis on assessment of gender statistics state in the region has identified the following subjects as the most important for the production and use of statistics in Uzbekistan:

- Introduction (“mainstreaming”) of gender statistics into the statistical system;
- Further development of gender statistics methodology;
- Use of gender statistics for monitoring;
- Coordination between data producers;
- Regular consultations with the users of statistic data<sup>3</sup>

The tangible results in terms of gender statistics can be achieved, provided the increase in statistical literacy, systematic training of both – data producers and users, increase of their awareness and understanding of the data collection methods, thus improving their skills in the analysis and interpretation of gender statistics. In addition, it is necessary to promote the establishment and maintenance of the mechanisms for regular consultations between the producers and users of statistics, strengthening the organizational management and employees’ training and active data dissemination.

This paper proposes a strategy and capacity-building plan to address these issues. The first part of the Strategy identifies the core elements of the effectively acting program on gender statistics and Part 2 provides an action plan for further improvement of the production and use of gender statistics in Uzbekistan.

### **Component 1: Is There Any Demand for Gender Statistics in Uzbekistan?**

There is a strong political will in Uzbekistan to promote the gender equality. This is clearly shown by the commitments made by the government at the international level, and the support of the national programs and activities for the advancement of women and enhancing their economic rights. A national plan was adopted as a response to the recommendations of the UN Committee on the Convention on the Elimination of All Forms of Discrimination against Women is in effect.

Since the Women's Committee of Uzbekistan was founded in 1991, chaired by the Deputy Prime Minister who was responsible for social protection of the family, motherhood and childhood, the institutional development has made significant progress. The Women's Committee has developed a network of women represented in all regions and at all levels. Among the chairpersons of the Committees, there are 14 Deputy Khokymys of the regional level and 219 Deputy Heads of administration of the municipal and district levels.

The Women's Committee, the Ministry of Foreign Affairs and the National Centre for Human Rights of Uzbekistan work closely with the State Committee on Statistics in the field of reporting on international obligations imposed by the Convention on the Elimination of All Forms of Discrimination against Women and implementation of the Beijing Platform for Action and the Millennium Development Goals.

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<sup>3</sup> The first three points are quoted according to the responses to the ADB Questionnaire in the situational analysis.

There is an increase in domestic demand for gender statistics. The gender indicators (mainly on women and children) are actively used for the national development plans, such as the Welfare Improvement Strategy of Uzbekistan.<sup>4</sup>

## **Component 2: Collection of Necessary Data**

Collection of gender statistics in Uzbekistan is carried out from a number of sources. Statistics on population, health, education, labor and employment, including women's entrepreneurship and women's participation in governance, is available through the publication of a compendium. In addition to available administrative records with a breakdown by sex, population censuses and statistic surveys, there is a data from the Multiple Indicator Cluster Survey (MICS) B as well as DHS, LSS and from the household surveys.

In order to meet the emerging needs of gender statistics, the existing procedure of data collection requires a revision and / or an introduction of new data. The responses of the countries to the ADB Questionnaire showed the need to collect such information as women's access to resources, time use and incidence of abusive treatment (violence) using the methodologies that still need to be developed so that they become part of the indicators' structure. There are a number of international standards and methodologies relating specifically to gender statistics and other fields of statistics that countries can adopt for the sake of efficiency and comparability of their data with the data of other countries. The process of obtaining the statistical data must solve the issue of data quality in different dimensions and ensure the quality control of the results.

To eliminate the gender bias, one should review the data collection instruments. The gender bias is a kind of measurement error, which affects the accuracy of the statistic data, undermining its credibility. The gender bias can be manifested through incorrectly worded question; incorrect definitions and concepts and cultural taboos, which can cause difficulties in collecting certain information. The interviewer may not have enough training to avoid gender stereotypes. To ensure the elimination of gender bias, the tools and methods of data collection should be reviewed. The gender bias can be eliminated by revising the concepts, definitions, methodologies and issues, by increasing the knowledge of statisticians and interviewers on gender issues and changing the processes of statistics development. For this purpose, there are international guidelines in support of national statistical systems in their efforts to eliminate the gender bias.

The international standards and methodologies are usually developed considering a number of possible gender issues. There are also international guidelines relating to the development of gender statistics. They include the recommended indicators to measure violence against women<sup>5</sup>, the ethical guidelines for conducting surveys of domestic violence and the guidance for development of statistics in the area of time use<sup>6</sup>.

Speaking of coordination, one should keep in mind that along with the fact that most gender statistics produced by the national statistical office, some other ministries (such as Ministry of Education, Health, Justice, etc.) also play their important role in creating a database. Coordination is necessary to ensure harmonization, prevent gaps and address the issue of efforts duplication.

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<sup>4</sup> Welfare Improvement Strategy of Uzbekistan for 2008-2010, pp. 50-56

<sup>5</sup> SU UN. Friends of Presidency Group on indicators on violence against women. <http://unstats.un.org/unsd/demographic/meetings/vaw/default.htm>

<sup>6</sup> SU UN, 2005, *Guide to Producing Statistics on Time Use: Measuring Paid and Unpaid Work*. <http://unstats.un.org/unsd/pubs/gesgrid.asp?id=347>

### Component 3: Publication of Data

With increase of data users and the diversity of their needs, one should make an effort to adapt the statistical products and ensure their accessibility for different groups of the users. This includes a number of certain steps, such as defining groups of users and their needs, developing a strategy for the dissemination and use of different methods for regular and timely release of data broken by sex in all areas of statistics.

The first step to the publication and dissemination of statistical data - gender or any other statistics - is to identify clearly to whom and for what purpose the data are produced. The Statistical Bulletin "Women and Men of Uzbekistan" is published with the help of donors and is not available on the official website. In addition, the question on how it is used in practice remains open. The user groups usually include policy makers, scientists and researchers, teachers and students, the media and the public. Their data needs depend on their areas of interest, their ability to interpret and use the statistics, their preferences regarding access to data and the purpose they use it for. Such information can be obtained in the course of consultation with users, learning from previous users' experience or customer satisfaction surveys.

Dissemination of data disaggregated by sex and gender indicators refers not only to the specialized publications such as "Women and men ... ". All regular releases on statistical data on the population should include a gender perspective and to provide data disaggregated by sex in order to correctly reflect the similarities and differences<sup>7</sup>.

Strategy guide on dissemination and communication of statistics should include:

- Dissemination purposes;
- Target user groups and their needs
- Dissemination methods, for example, online databases, printed products, brochures, training video materials, tables and other;
- Communication methods, for example, workshops, training sessions, press releases, media interviews, improvement of knowledge on statistics;
- Guide on the presentation of statistical products (for example, a style guide);
- Clear policy on working with errors, taking corrective actions and misuse of data;
- How the monitoring and evaluation of the effectiveness will be carried out.

Besides the high-level strategy covering the issues common to all statistical products, one may develop some specific strategies on gender statistics and other areas.

Many of data users have a limited understanding of the statistics and require a clear presentation of information in a language that is understood by a wider audience. The form of publication and dissemination of statistics affects on how it will be used. Such obstacles as sophisticated language, payment, the difficulties related to using a database, access restrictions (for example, the need for a password or special software) can turn away the customers and lead to a non-use of statistics.

The technology has changed the way of disseminating the statistical data. The potential of creating and using the databases increases rapidly, and print publications with huge tables of data are becoming less relevant. The experienced users often prefer to access and analyze the

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<sup>7</sup> These principles should be taken into account by the producers of new softwares.



spreadsheets or databases to be able to make cross-references to variables or generate their own diagrams. On-line dissemination of the statistical data means that the data can be updated constantly and the publishing process becomes more efficient due to the system optimization and integration.

There is also a great demand for clear and simple presentation of statistics in printed format and verbally. This can be in the form of brochures, data sheets, training videos, booklets, media interviews, etc. Methods of dissemination should be reviewed and updated regularly to be able to reach out the data to the target groups to use it.

#### **Component 4: Use of Data**

To ensure the use of data, it is necessary to develop a good relationship between data users and producers, to gather a feedback, helping the users to understand the statistics and to improve their statistical literacy.

A vital component of any structure of gender statistics is to collect feedback on the use of data. The data producers need this feedback to understand the experience of people using the gender statistics and identify the issues requiring solution.

Relationships between the data users and producers play an important role in all stages of statistics development. The national statistical systems must be connected to data users to understand their needs and feedback to know whether the final products meet their needs. Without consultation, it is not possible to know whether the developed statistics is appropriate and comprehensive.

The data producers should seek the opportunities to participate in the national reporting on gender issues, as well as in planning, monitoring and evaluation processes. For example, the national statistical body should be an integral part of the group that prepares national reports to such international bodies as CEDAW (Convention on the Elimination of All Forms of Discrimination against Women, which Uzbekistan ratified in 1995) and the UN Commission on the Status of Women.

Regular and proper arranged mechanisms for consultation of the data users, such as committees, working groups, user forums provide the opportunity to receive a feedback on the produced data and improve its quality. The best examples of foreign practices refer to a systematic review of the e-mail correspondence, telephone records and direct requests to be aware of what topics are of the most interest to users, and whether this interest is satisfied. Monitoring of references in the media, website visits and dissemination of publications is another important source of the feedback. Surveys of user satisfaction also provide a valuable feedback to data producers.

Statistics is a rather sophisticated sphere and the statistic data may be difficult to understand, especially for people who have certain difficulties with figures. Most users will need some help to understand statistical and gender concepts and they will probably appreciate the opportunity to develop their skills through training or through technical manuals. The data producers should assist the users in identifying and addressing their needs for capacity building. This can be extremely important for both analytical and educational purposes. Methods to improve statistical literacy may include the following:

- Conducting the workshops for the policy-makers in order to present statistics as a meaningful part of their work, which leads to understanding of their current issues;

- Providing training and / or booklet information to journalists on the statistical concepts and gender;
- Introduction of statistics as a subject into school curricula, so the students can learn about the statistics and how to use it;
- Cooperation with the scientists and teachers to introduce statistics into the teaching process and assisting the students to access and use the statistic data.

## Development Plan to Improve the Collection, Processing, Analysis and Use of Gender Statistics for 2014–2016

Goal	Objective	Activity	Target Group	Performance indicators	Timeline	Responsible
Component 1: Improvement of the Existing Demand for Gender Statistics						
Increasing the availability and use of the appropriate gender indicators	Improving the level of consultation between producers and consumers of gender statistics	Create an interagency group on gender statistics, which is responsible for monitoring gender indicators	The Women's Committee, the Cabinet of Ministers, the State Committee on Statistics, sectoral ministries, and non-governmental sector	The Interagency Group on Gender Statistics has been established and meets every 3-6 months	2014	The Cabinet of Ministers, the State Committee on Statistics
		Develop a work plan to improve the availability and use of gender statistics	The Cabinet of Ministers, the State Committee on Statistics, sectoral ministries, the Women's Committee	The assessment of the needs, the availability of gender-specific data, as well as current gaps have been evaluated. A remedial plan was designed, implemented and monitored	2014	The State Committee on Statistics, the Women's Committee
Component 2: Improvement of Data Production						
Strengthening the capacity of national statistical systems to collect gender-specific data	Annual Plan of the State Committee on Statistics includes a component on gender statistics	Develop strategies to improve gender awareness in the State Committee on Statistics. Establish the mechanisms to strengthen gender mainstreaming in all areas of statistics	The State Committee on Statistics, the ministries producing the gender statistics in collaboration with gender statistics users	A gender strategy has been developed for the next 3-5 years. The mechanism for its implementation and monitoring have been established	2015	The State Committee on Statistics
	Increasing the efficiency of the collection and dissemination processes of the	Oblige the respective ministries to collect and publish gender statistics	All ministries and agencies	The respective guidelines (instructions) have been adopted	2015	The Ministry of Economy as a planning body

Goal	Objective	Activity	Target Group	Performance indicators	Timeline	Responsible
	gender by data producers					
<b>Component 3: Data Dissemination</b>						
Strengthening the capacity of the State Committee on Statistics on proposal, approval and dissemination of gender-specific data	Statistical Bulletins "Women and Men of Uzbekistan" are published. There is a need to present data in a clear and intelligible form	Develop the modules of training programs. Provide the training on gender statistics	The State Committee on Statistics and the ministries producing the gender statistics	The data dissemination strategy has been developed. The statistical products have been revised to be more user-friendly. A feedback from users has been established	2014-2015	The State Committee on Statistics
<b>Component 4 Improvement of Data Use</b>						
Developing the potential of the data users to improve their understanding of the importance and use of gender statistics	Improving the data user awareness about the importance of gender-specific data	Develop the modules of training programs. Provide the training on gender statistics	The data producers: respective ministries and agencies, the academic and scientific-research institutions, mass media, NGOs and other	The number of trained women and men	2015-2016	The State Committee on Statistics

Note: Russian version available upon request. Email to: [wrojasconsultant@adb.org](mailto:wrojasconsultant@adb.org), [jvermudo@adb.org](mailto:jvermudo@adb.org)

## ANNEX 2.1. English

### WOMEN'S COMMITTEE OF THE REPUBLIC OF UZBEKISTAN THE STATE COMMITTEE ON STATISTICS OF THE REPUBLIC OF UZBEKISTAN

with the support of RETA-7563: Promoting Gender-Inclusive Growth in Central and West Asia  
DMCs

#### ROUND TABLE AGENDA

##### «IMPROVING PRODUCTION, ANALYSIS AND USE OF GENDER STATISTICS»

Date– 22 January 2014

Venue - «Le Grande Plaza» conference room

09:00 – 09.30 – Registration

09:30 – 10:00 – Opening

Moderator: Ms. Dilbar Alimjanova, Head of the Coordinating group with the civil society organizations; the Women's Committee of Uzbekistan

Welcoming:

Ms. Elmira Basitkhanova – Deputy Prime Minister of the Republic of Uzbekistan, The Women's Committee Chair

Mr. Bakhodir Begalov – Deputy Chair of the State Committee of the Republic of Uzbekistan on Statistics, Doctor of Economic Science, Professor

10:00 – 10: 15 – The Gender and Development Challenges in Uzbekistan - Dr. N. Rakhimova, Head of the Analytical Group, the Centre 'Ijtimoiy Fikr'

10.15 – 10.45 Gender Statistics Website: Presentation – Alimardon Jumaev, Head of the Demography and Labor Department, the State Committee of the Republic of Uzbekistan on Statistics

10.45 – 11.00 A Framework and Core Set of a Minimum Gender Statistics Indicators – Recommendations from UN ESCAP – Dr. Dono Abdurazakova, ADB Consultant

11.00 – 11.15 Next Steps to Improve Gender Statistics in Uzbekistan: Strategies & Recommendations - Dr. Rayganat Makhmudova

11.15 – 11.45. Discussion

11.45 – 12.00 Conclusions and recommendations

12.00 – 12.30 Invitation to a cup of coffee

ANNEX 2.3. English  
List of participants

Round Table  
22 January 2014  
Le Grand Plaza, Tashkent

№	Name	Position	Institution
1	Basitkhanova, Elmira Irkinovna	Deputy Prime Minister, Chair	Cabinet of Ministers; The Women's Committee
2	Begalov, Bakhodir Abdusalomovich	Deputy Chair	Uzstat
3	Jumaev, Alimardon	Head of Population and Labour Statistics	Uzstat
4	Alimjanova, Dilbar	Head of the Coordination Group with NGOs	The Women's Committee
5	Zayniev, Ravshan	Head of the Department	General Prosecutor's Office
6	Tuychiev, Shavkat	Senior Inspector, Lieutenant-Colonel	Ministry of Interior
7	Burkhanov, Akhror	Attaché, Department of UN and International Organizations	Ministry of Foreign Affairs
8	Karimova, Nargiza	Senior Specialist	Ministry of Justice
9	Abrorov, Ilkhom	Deputy Head of the Department	Ministry of Labor and Social Protection
10	Yunusov, Khondamir	Senior Specialist	Ministry of Economics
11	Alimardanov, Shukhrat	Head of the Sector	Ministry of Health
12	Magdaliev, Olim	Deputy Director	Ministry of Health
13	Khuchkarova, Munira	Head of the Sector	Ministry of Health
14	Rajabova, Dilnoza	Specialist	Ministry of Higher and Vocational Education
15	Soatova, Maryoy	Chair of the ministerial Women's committee	Ministry of Education
16	Rakhmonova, Guzal	Leading Specialist	Ministry of Culture and Sports
17	Yunusova, Fazilat	Senior Specialist	Ministry of Defence

18	Khudaykulova, Saodat	Leading Specialist	The Supreme Court
19	Alimbayev, Alisher	Senior Inspector	The State Customs Committee
20	Isayeva, Todjihon	Senior Inspector	The State Taxation Committee
21	Mansurov, Shakhriyor	Head of Information Service	National Agency of Press and Information
22	Komilova, Nargiza	Leading Specialist, Monitoring and Analysis	National TV and Radio Company "Uzbekistan"
23	Sufieva, Dilafruz	Leading Specialist	NIMFOGO (The Independent Institute for Monitoring the Formation of Civil Society)
24	Malikova, Gulchekhra	Head of the Chair	The Academy of State and Social Formation under the President of Uzbekistan
25	Azimov, Saidbek	Head of the Secretariat	Office of the Ombud Person
26	Arslanova, Kamola	Leading Consultant, Analysis and Research Department	National Centre for Human Rights
27	Isaakov, Lukmonjon	Leading Consultant, Information and Legal Department	National Centre for Human Rights
28	Rakhimova, Nigina	Head of the Analytical Group	The "Ijtimoiy Fikr" Center for the Survey of Public Opinion
29	Mirodilova, Nasiba	Deputy Chair	NANNOUZ (National Association of Non-State Non-Profit Organizations of Uzbekistan)
30	Saidova, Lola	Head of the Chair	Centre to Improve Lawyers' Qualification under the Ministry of Justice
31	Nabieva, Gulchekhra	Specialist	Republican Fund 'Makhallya'
32	Madrakhimova, Feruza	Head of the Department	"Kamolot" Civic Youth Movement
33	Asiyanov, Shamil	Head	Center to Study Legal Issues
34	Gulyamov, Miron	Specialist	Chamber of Commerce of Uzbekistan
35	Aminjanova, Matluba	Head of the Chair	Supreme Learning Centre under the Prosecutor General Office
36	Yuldasheva, Gavkhar	Researcher	Tashkent State Law Institute

37	Menglieva, Nargiz	Researcher	Tashkent State Law Institute
38	Umarkhanova, Dildor	Researcher	Tashkent State Law Institute
39	Khudayberdieva, Mehri	Gender Specialist	Asian Development Bank Resident Mission
40	Abdurazakova, Dona	Consultant	Asian Development Bank
41	Makhmudova, Rayganat	National Expert	-
42	Saydikramova, Tadjikhon	National Expert	-
43	Tsoy, Irina	Gender Focal Point	World Bank Mission to Uzbekistan
44	Fayzullaeva, Eleonora	Programme Manager	UNICEF Country Office
45	Maksudova, Lola	Programme Manager, Gender Focal Point	The OSCE Project Coordinator in Uzbekistan
46	Rakhimova, Komila	Gender Specialist	UNDP Country Office
47	Zaripbaev, Ulugbek	Gender Focal Point	UNFPA Country Office
48	Kakhimova, Farzona	Programme Manager	UN Women Uzbekistan
49	Kan, Konstantin	Web Designer	Uzstat
50	Sharipov, Jamshid	Head of the Department of Social Statistics	Uzstat
51	Sultanov, Akrom	Press secretary	Uzstat
52	Usmanova, Nazokat	Reporter	Uzbekistan Information Agency
53	Bekjanova, Manzura	Reporter	"Turkestan-Press" (information agency)
54	Fazylova, Olga	Reporter	"Uzbekistan Today" (newspaper)
55	Zulkhumor	Reporter	"Akhborot" TV Information Programme
56	Gulnora	Reporter	"Davri" TV Information Programme
57	Ashurova, Zyoda	Reporter	"Khalk Suzi" (Leading national newspaper)
58	Abaydulina, Malika	Reporter	"Narodnoe Slovo" (Leading national newspaper, Russian version)
59	Dovgalyuk, Elena	Reporter	"Uzbekiston Ovozi" (central newspaper)
60	Kholmuratova, Feruza	Reporter	"Maarif" (central newspaper)
61	Rakhmonova, Nigora	Reporter	"Oyla va Jamiat" (Popular magazine)



62	Ochilova, Nillufar	Reporter	"Yoshlik" Radio channel
63	Saodat	Reporter	"Uzbekiston" Radio channel
64	Gulyamova, Mukhayo	Reporter	"Toshkent" Radio Channel
65	Rakhimbekova, Kutlibeka	Reporter	"Saodat" (National Women's Magazine)
66	Usmanova, Muazzam	Leading specialist	The Women's Committee
67	Saidov, Elbek	Coordinator	EU/The Women's Committee programme "New social assistance schemes to promote income generating opportunities for most vulnerable households"
68	Askarova, Guljamol	Press-secretary	The Women's Committee
69	Nurmonova, Zebo	Assistant	The Women's Committee

**ANNEX 2.4**  
**Round Table on Gender Statistics**  
**Presentation by Dr. Rayganat Makhmudova**  
**Keynote Speaker**

**Тема: «Дальнейшее совершенствование гендерной статистики в Узбекистане: стратегия и рекомендации»**

В последние десятилетия в мировом сообществе много сделано в деле достижения гендерного равенства. Однако, несмотря на имеющиеся успехи, практически во всех странах мира все еще в той или иной степени существует гендерный диспаритет. Игнорирование гендерных несоответствий все более оборачивается обществу значительными издержками, негативно сказывается на возможностях стран к устойчивому и справедливому росту, благополучию граждан.

Реалиями современного эффективного развития общества становятся включение гендерных аспектов в комплекс задач развития страны, что требует политического анализа гендерных проблем, разработки стратегий и планов достижения равенства между женщинами и мужчинами.

Переход от решения отдельных приоритетных задач гендерного развития через разработку Национальных планов действий к комплексному и системному решению проблемы достижения гендерного равенства является современным требованием эффективного решения проблемы гендерного равенства. Что обуславливает резкое возрастание роли в современной управленческой деятельности долгосрочных прогнозно-плановых документов.

Правильный выбор стратегии позволяет сконцентрировать усилия и ресурсы на реализации потенциала общества и тем самым обеспечивается эффективное решение самых сложных проблем, к которым относится и проблема обеспечения гендерного равенства.

Стратегии достижения гендерного равенства (в дальнейшем – Стратегия) представляет собой документ, определяющий общие цели, задачи, направления и систему мероприятий, направленных на решение долго-средне и краткосрочных задач достижения гендерного равенства. Она является продуктом партнерства представителей законодательной, представительной и исполнительной власти, бизнеса, гражданского общества и с юридической точки зрения представляет собой документ, в котором различные ветви власти, деловые круги, общественные организации принимают на себя обязательства по совместному продвижению принятых решений.

Стратегия не является документом «прямого действия» и служит основой для разработки целой системы документов: целевых программ, перспективных и текущих планов, в том числе и национальных планов действий, планов деятельности органов управления разного уровня, законодательных инициатив.

Стратегия может и должна корректироваться по мере изменения внешних и внутренних условий, международных обязательств республики по гендерным вопросам.

Эффективная реализация Стратегии невозможна без формирования внутри или вне административных структур специальных органов, главной задачей которых является гендерное развитие.

Положительный опыт разработки и реализации Стратегий развития накоплен в ряде стран (Швеция, Намибия, Филиппины, Россия и др.) и Евросоюзе.

В Узбекистане в настоящее время созданы и имеются все предпосылки для перехода на решение проблем гендерного развития на основе комплекса долгосрочных прогнозно - плановых документов. Это прежде всего институциональное развитие, сильная политическая воля по продвижению гендерного равенства, сложившееся и

развивающееся партнерство и растущее понимание в обществе значимости гендерного равенства в справедливом развитии.

Современная мировая стратегия достижения гендерного равенства включает в себя три глобальных направления:

- институциональная реформа для достижения равных прав и возможностей для женщин и мужчин;
- стимулирование справедливого развития, обеспечивающего большее равенство в доступе к ресурсам и к их распределению;
- проведение активной политики и мероприятий для выправления устойчивого неравенства в отношении распоряжения ресурсами и выражении политических интересов.

Выбор политических подходов и стратегий достижения большего равенства между женщинами и мужчинами для каждой страны, имея определенную общность со многими странами мира, отличаются и это объективно, поскольку в каждой стране имеются значительные различия в характере и масштабах гендерного неравенства. Что требует серьезного осмысления имеющихся проблем гендерного равенства применительно к особенностям каждой страны и решаемых на конкретном этапе задач. Поэтому критерии того, какое государственное вмешательство могло бы быть наиболее эффективным, различаются по странам.

Эти три составляющие современной мировой стратегии гендерного равенства могли стать базовыми и для разработки Стратегии Узбекистана. Их «наполняемость» должна определяться исходя из собственных проблем и приоритетов достижения гендерного равенства.

**Для разработки Стратегии необходимо проведение комплексного системного анализа текущего состояния развития гендерного равенства.** Результатом данного анализа должна стать: *оценка тенденций гендерного развития; выявление гендерных проблем, причин, следствий развития различных явлений и их взаимосвязей; их влияние на будущее развитие; определение из выявленных проблем наиболее значимых для достижения гендерного равенства; региональный аспект проблем и тенденций гендерного развития.*

Исходя из результатов анализа определяются цели, задачи и система мероприятий, механизмы их реализации на долго и среднесрочный период по достижению гендерного равенства и на систематической основе проводится мониторинг реализации стратегии и особенностей ее воздействия на социальные отношения женщин и мужчин.

**Информационными источниками для анализа и мониторинга реализации Стратегии и разрабатываемого на ее основе комплекса прогнозно-плановых документов должны стать данные гендерной статистики.** Развитие гендерной статистики в каждой стране, в том числе и в Узбекистане в долго - среднесрочной и краткосрочной перспективе, на наш взгляд, должна быть ориентирована на информационное обеспечение разработки и мониторинга реализации всех прогнозно-плановых документов вышеуказанной Стратегии.

Таким образом, необходимым условием квалифицированного управления и регулирования процессов гендерного развития является наличие достоверной гендерной статистики, которая объективно отражает реальную ситуацию, имеющиеся предпосылки, ход и результаты процесса гендерного развития общества.

**Решающим фактором создания такой статистики является постоянное сотрудничество между потребителями и производителями статистических данных.** Поэтому в разработке Стратегии и ее мониторинга должны совместно участвовать потребители и производители статистики. Иными словами, национальные статистические службы должны разрабатывать данные гендерной статистики на базе тех целей и задач, которые определяются в рамках национальной

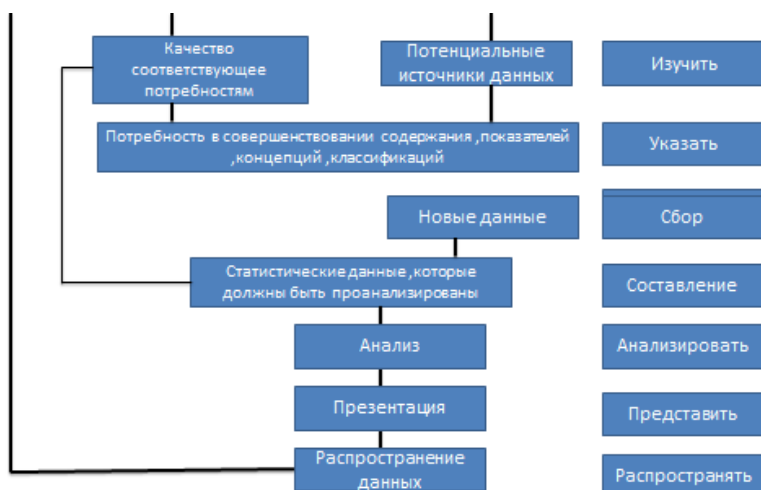
Стратегии достижения гендерного равенства и комплекса прогнозно-программных документов, реализующих эту стратегию.

Создание и развитие гендерной статистики включает следующие этапы: 1) **выбор тем, подлежащих рассмотрению** (из Стратегии, средне- кратко срочных планов, национальных планов действий, программ и др); 2) **определение необходимых статистических данных, которые должны быть собраны для характеристики гендерных проблем общества;** 3) **уточнение наличия и оценка качества этих данных;** 4) **выявление пробелов в данных и определение потенциальных источников получения этих данных;** 5) **определение потребностей в совершенствовании содержания, показателей, концепций, определений и классификаций для повышения качества разрабатываемых данных гендерной статистики;** 6) **определение в потребности подготовки различных статистических продуктов согласно запросам потребителей;** 7) **определение методов и форм распространения статистических продуктов.**

Реализация всех этих этапов должна найти отражаться в **разработке Национальной стратегии, планов и программ развития гендерной статистики, которые должны стать частью Национальной стратегии достижения гендерного равенства.**

Схема процесса разработки гендерной статистики выглядит следующим образом:





Данная схема может быть использована при разработке Стратегии, программ и планов развития гендерной статистики.

Совершенствование разработки гендерной статистики требует постоянной интеграции разработок и достижений в области гендерной статистики со всей системой официальной статистики. **Включение гендерной статистики во всю статистическую систему способствует развитию статистической методологии**, так как эти исследования носят международно-сопоставимый характер по которым имеется стандартная методология, используемая в международной статистической практике.

Сама гендерная статистика в каждой стране должна базироваться на международной методологии, единстве теоретических и методических подходов к расчету показателей, на приемах и методах ведения учета и получения необходимых данных о состоянии и изменениях в гендерных процессах. Единство статистической методологии обеспечивает межстрановую сопоставимость и сводимость показателей на региональном и мировом уровнях.

Крайне важным для повышения качества данных становится систематическое совершенствование содержания, методологии, классификаций и методов расчета статистических данных и всех источников получения данных – переписей, обследований, административных систем данных. Гендерные ошибки и предубеждения, отсутствие четких концепций и определений, часто становятся причиной ухудшения качества данных. Для чего требуется четкое планирование, разработка и реализация программ сбора данных, повышение знания интервьюеров и респондентов в гендерных вопросах. Желательно программы обучения базировать на международных стандартах, с адаптацией их к местным условиям.

Создание качественной гендерной статистики невозможно **без координации деятельности всех разработчиков** - министерств и ведомств, ответственных за осуществление соответствующей экономической политики, и создающих административную (ведомственную) статистику, научно-исследовательских институтов и центров, призванных проводить исследования социальных и экономических проблем, в том числе и в гендерном разрезе на базе специальных обследований, а также иных заинтересованных организаций. В качестве механизма такой координации могли бы выступить постоянно действующие межведомственные Советы по статистике при

Госкомстате и его региональных органах или иные подобные организационные структуры с координирующей между составителями функцией.

**Распространение данных гендерной статистики** является важным этапом в **удовлетворении спроса потребителей информации**. В самом начале процесса создания статистической продукции необходимо определить целевые группы потребителей, а также круг их потребностей. Характер статистического продукта должен зависеть от аудитории и цели использования, т.е. при подготовке статистического продукта должен **действовать принцип «для кого» и «для чего»**. Для корректного использования и интерпретации данных важным является методы и формы их представления. Таблицы и графики должны обеспечивать четкое понимание данных, быть привлекательными для пользователей, стимулировать проведение дальнейшего анализа поступление дополнительных запросов на информацию. В целом **стратегия распространения информации** включает: *цели распространения и целевые группы пользователей и их потребности; методы распространения (интерактивная база данных, печатная продукция, таблицы, стенды, учебные пособия и др.); методы связи с пользователями (выпуск пресс-релизов, проведение пресс-конференций, рекламные листовки и плакаты, специально созданные для конкретной аудитории потребителей, семинары и лекции и т.д.).*

Методы распространения должны регулярно пересматриваться и обновляться, с тем, чтобы они достигли целевых групп, отвечали запросам потребителей и были доступны широкой аудитории.

**Конечной целью создания гендерной статистики** является полное удовлетворение спроса на гендерную статистику, т.е. **использование ее в полной мере**. Для обеспечения полноты использования данных разработчики информации должны иметь **тесные контакты с пользователями**, т.е. **иметь обратную связь**, чтобы понять удовлетворяют ли статистические продукты их потребности и в каком направлении нужно работать, чтобы улучшить статистическую продукцию. Международный опыт свидетельствует о результативности таких методов как *регулярные и организованные механизмы консультаций пользователей, систематический обзор корреспонденции по электронной почте, запись телефонных разговоров, мониторинг ссылок в прессе, посещение веб-сайтов и распространения публикаций, а также специальные обследования пользователей по данному вопросу.*

Особую ценность в повышении уровня использования статистических продуктов имеет обучение пользователей различным аспектам разработки и распространения гендерной информации, возможностям, навыкам и методам использования и анализа гендерной статистики.

Как никогда **актуальным для республики становится повышение квалификации производителей информации**. В Узбекистане в последние годы повсеместно произошла массовая ротация кадров, в том числе и в органах статистики. Это молодые люди, полные сил и желания участвовать в прогрессивном развитии страны. Учитывая отсутствие в высшей школы обучения по гендерной статистике, крайне важно, не упуская времени, провести повышение квалификации и переподготовки специалистов-статистиков по специальным программам по гендерной статистике, разработанной международными статистическими организациями. Нам думается, в решении этих вопросов очень полезной была бы помощь международных организаций, занимающихся проблемами гендерной статистики.

Необходимо внедрять в учебные планы высших школ специальной дисциплины «гендерная статистика» как часть социально-экономической статистики. Более того, для воспитания гендерной культуры населения, особенно молодежи, было бы важным включение в программы обучения средней школы (лицеи, колледжи) изучение основ

гендерной статистики. К сожалению, насколько нам известно, в государствах СНГ этот процесс еще не начат и находится только на стадии призывов.

*Эти и другие направления совершенствования гендерной статистики, на наш взгляд, были бы особенно эффективными при их разработке и реализации как части целого в рамках принятой Национальной стратегии и планово-прогнозных документов по гендерной статистике.*

ANNEX 3.5.  
WORKSHOP REPORT

**Training Workshop on Gender Statistics in Uzbekistan**  
**October 10-12, 2013**  
**Hotel Grand Bukhara**  
**Bukhara**

**I. Workshop Objectives**

- (1) Improve knowledge and skills of statisticians in gender data analysis and data dissemination skills;
- (2) Collect inputs to content and design of the gender statistics website;
- (3) Recommend indicators for the database and feature articles to interpret current trends in gender statistics.

**II. Scope of Work and Achievements**

At the request of the State Committee on Statistics of the Republic of Uzbekistan (Uzstat), the training workshop was conducted in Bukhara, on 10-12 October 2013. The training agenda was tailored to the needs of statisticians, discussed with and approved by the national counterparts.

A list of participants was agreed as two persons from each region of Uzbekistan. This covered 12 regions, plus the city of Tashkent and Karakalpak Autonomous Republic, i.e. all 14 administrative units of the country. Altogether, the final list comprised 28 names. In addition to that, the Uzstat nominated two people from the central office in Tashkent to participate in the training: a web designer, who attended the training for one day, and Ulugbek Zakirov, Deputy Head of the Living Standards Department, who attended the workshop as a representative of the NSO.

From gender perspective, the majority of participants, nearly 80 per cent, were men, and 20 per cent – women. The audience was formed by both a senior staff, with up to 35 years experience, and younger staff, who joined the statistical service 5-6 years ago. Only 2-3 participants mentioned during the introduction their previous experiences in attending gender trainings. For the majority of the audience, gender equality was entirely new concept, although they were familiar with the gender statistics.

It was critical that all participants represented key positions in statistical bureau at regional level. At the workshop, it was announced by the representatives of the central office of the Goscomstat that from now onwards they will serve as a gender focal points at regional level who would move forward gender statistics.

The training was led by Dono Abdurazakova, ADB expert, and three resource persons/training facilitators: Dr. Rayganat Makhmudova; Tadjikhon Saydikramova and Alimardon Jumaev. The workshop was conducted in an interactive manner, in a way which combined both lecture presentation style and practical work.

In preparing the workshop, several meetings were held with key national partners. This included the Deputy Prime Minister and the Chair of the Women's Committee who approached the Goscomstat with a formal letter requesting a longer-term and sustainable cooperation in



gender statistics. At the preparatory meeting with the Goscomstat, Deputy Chair Dr. Begalov showed his keen interest in gender statistics theme and expressed commitment to strengthen capacity development in this area. As a result of these meetings, it has been decided by the national partners to develop a full-fledged website on gender statistics, instead of a webpage discussed and planned at the early stage of the project. The work on the website was started in early September; subsequently, the national partners requested to kick off the project activities by the national training workshop in October, which, among other things, would help to collect inputs to the website, and then conclude the project by the Round table where the policy document and the website could be both presented.

With regard to the training contents, the program was tailored to the needs of the trainees. Since their familiarity with gender equality concept was not sufficient, it was decided to start from introduction of terms and definitions. After the opening part, welcoming remarks, introducing each other, and ice-breaking, participants participated in the interactive exercises to understand 'gender' and its difference from 'sex'; gender roles, gender relations, and components of gender analysis. This laid a base for the next session which focused on gender statistics – not as a separate area of statistics, but integrated element of the whole process of production, analysis and use of official statistics, and how it is linked with all spheres of economics. The issues covered in the presentation, included arguments for collecting, presenting and disseminating gender statistics; key definitions related to statistics and gender equality concepts such as national statistical system, and others.

During the first day of the training workshop, sufficient time was dedicated to the introduction of the draft gender website, and discussion of its main features. Very useful feedback was collected about the website visual presentation and design, as its contents. It was announced by the national counterparts that almost 80 per cent of the website is ready. Participants raised question of who will be responsible for the website update, how often it will be made, etc. Recommendations were made to show dynamics of gender indicators every 5 years; present migration trends by age and education; living standards; employment by age, education and sectors. Also, improve the website visual presentation and interface, by using country specific photos and video more widely; include in the web contents methodological tools; gender indicators for sport and culture; registration of users to count feedback; useful links to CISstat, Eurostat, UNECE gender database, etc. It was decided that after the work on the website is accomplished, it will be circulated among the regional branches for the period of 2 weeks to provide time for the regional staff to look at the last version and provide final recommendations.

During the Day 2, the training was continued, with the focus on the gender equality and development paradigm, and international frameworks to promote gender equality. Training participants were familiarized with the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and its reporting mechanism, Beijing Platform of Action, governments' commitments, national reporting process and its implications for the state statistics.

The following sessions were dedicated to data production and analysis in unpaid labor and care, employment, migration, and governance. The training was concluded on Day 3 by the session dedicated to presentation and communicating of gender statistics. Participants worked in groups to select five themes to be featured in the articles.

The workshop was concluded by the evaluation where 29 participants provided their written feedback to the training. The overwhelming majority of responses were positive, and participants expressed their satisfaction by its results.

### **III. Next steps**

1. All training participants will be considered as gender focal points at their respective regional offices. They will brief their colleagues upon return from the training.
2. It was agreed, that the website will be circulated among the regional branches for 2 weeks, to collect additional feedback.
3. The trainees' recommendations with regard to the five themes to be featured on the website, will be reviewed and considered by the Goscomstat management, and subsequently, a final decision made selecting and approving five of suggested topics.
4. The trainees' recommendations with regard to the gender indicators to be presented on the website, the same procedure as described in the previous paragraph applied.
5. This report will be shared with the State Committee of Statistics for the purpose of their own records.

### **IV. Attachments**

APPENDIX A – Training Agenda  
APPENDIX B – Participants list  
APPENDIX C – Photos  
APPENDIX D – Summary of the evaluation  
APPENDIX E – Presentations

## Appendix A – Training Agenda

ASIAN DEVELOPMENT BANK AND  
STATE COMMITTEE OF THE REPUBLIC OF UZBEKISTAN ON STATISTICS

### TRAINING WORKSHOP ON GENDER STATISTICS AGENDA

**A. Training Workshop Venue: Hotel Grand Bukhara**

**B. Where: Bukhara**

**When: 10-11-12 October 2013**

*9:00 – 9:30 – registration*

Day I	Hours	Sessions
10 October Thursday	9:30-10:00	II. OPENING
		III. WELCOMING REMARKS
		IV. INTRODUCTIONS
		V. MODERATOR – ALIMARDON JUMAEV
	10:00-10:15	<i>The workshop objectives</i>
	10:15-10:30	<i>Break</i>
	10:30-12:00	<b><u>Session 1.</u></b>
		<i>Introduction to the theme: terms and definitions</i>
		<i>Resource person &amp; facilitator – Dono Abdurazakova</i>
	12:00-13:00	VI.
		VII. GENDER STATISTICS – WHAT IT IS ABOUT?
		<i>Resource person &amp; facilitator- Rayganat Mahmudova</i>
	13:00-14:00	VIII. LUNCH
	14:00-14:45	IX. <b><u>SESSION 2</u></b>
		X. GENDER INDICATORS IN UZBEKISTAN
		<i>Resource person &amp; facilitator – Alimardon Jumaev</i>

		<p>14:45-15:45</p> <p><b>XI. PRESENTATION OF THE WEBSITE</b>  <a href="http://WWW.GENDER.UZ">WWW.GENDER.UZ</a></p> <p><i>Presenter – Konstantin Kan.</i>  <i>Group work to discuss the website and provide initial recommendations for its improvement.</i></p> <p>15:45-16:00  16:00-16:45</p> <p><b>i. Presentation of the group work results</b></p> <p>16:45 – 17:30</p> <p><i>Moderator – Alimardon Jumaev</i>  <i>Concluding the Day 1 results: assessment and review of additional questions.</i></p>
<b>Day 2</b>		
11 October, Friday	9:00 – 9:15	XII. SUMMARY OF THE DAY 1 AND TASKS OF DAY 2.
	9:15- 10:30	XIII. <b><u>SESSION 3</u></b>
		XIV.
		XV. <b>GENDER EQUALITY AND DEVELOPMENT</b>
		<i>Resource person &amp; facilitator – Tadjikhon Saydikramova</i>
10:30-10:45		XVI. BREAK
	10:45-11:45	<b><i>International commitments of Uzbekistan in the area of gender equality</i></b> <i>Resource person &amp; facilitator – Tadjikhon Saydikramova</i>
	11:45 – 13:00	<i>Practical exercise: Review of indicators and developing recommendations for five article to be featured on the website</i>
	13:00-14:00	<b>Lunch</b>
	14:00-15:45	<b><u>Session 4</u></b> <b><i>What time-use survey tell us</i></b>
		XVII. RESOURCE PERSON & FACILITATOR- RAYGANAT MAHMUDOVA
	15:45-16:00	XVIII. BREAK
	16:00-17:30	XIX. <b>GENDER ASPECTS OF MIGRATION AND LABOR FORCE: HOW TO MEASURE THEM</b>
		XX. RESOURCE PERSON & FACILITATOR- RAYGANAT MAHMUDOVA

<b>Day 3</b>  <b>12</b> <b>October</b> <b>Saturday</b>	17:30-18:00		XXI. CONCLUDING REMARKS AND ASSESSMENT OF THE WORK DONE
			XXII.
	9:00 – 9:15		XXIII. SUMMARY OF THE WORK DONE FROM THE BEGINNING OF THE TRAINING WORKSHOP AND REVIEW OF THE TASKS FOR DAY 3
			XXIV.
	9:15 – 10:30		XXV. <u>SESSION 4 (CONTD)</u>
			XXVI. GENDER INDICATORS IN THE AREA OF GOVERNANCE
			XXVII. RESOURCE PERSON & FACILITATOR- DONO ABDURAZAKOVA
	10:30-10:45		XXVIII. BREAK
	10:45 – 12:30		XXIX. <u>SESSION 5</u>
			<i>How to present numbers to potential users? Statistics and communications.</i>
			<i>Resource persons &amp; facilitators- Dono Abdurazakova &amp; Rayganat Mahmudova</i>
	12:30 – 13:30		XXX. LUNCH
	13:30-14:30		<i>Group work. Concluding recommendations and next steps</i>
	14:00 – 15:00		<i>Presentation of group work results and discussion.</i>
	15:00 – 15:30		<i>Wrapping up and evaluation.</i>

## Appendix B – Participants List

<b>№</b>	<b>Name</b>	<b>Position</b>	<b>Regional Branch</b>
1	Gulshad Esboganova	Senior Specialist	Nukus, Karakalpakstan
2	Sagirbay Matniyazov	Senior Specialist	Nukus, Karakalpakstan
3	Zafar Iminov	Leading Specialist	Andijan
4	Shukhrat Mahmudov	Senior Specialist	Andijan
5	Azima Azizova	Head of the Department	Bukhara
6	Muborak Pulatova	Leading Specialist	Bukhara
7	Nasreddin Kholikov	Head of the Department	Jizzak
8	Bahrom Yakhshibayev	Head of the Department	Jizzak
9	Maysara Temirova	Senior Specialist	Kashkadarya
10	Avaz Kurbanov	Head of the Department	Kashkadarya
11	Ikhtiyor Alimov	Senior Specialist	Navoi
12	Anvar Kulatov	Deputy Head of the Dept a.i.	Navoi
13	Sanjar Tuychibaev	Deputy Head of the Department	Namangan
14	Urinbaev Behzod	Deputy Head of the Department	Namangan
15	Shodmon Toshpulatov	Head of the Department	Samarkand
16	Kamoliddin Kholikov	Head of the Department	Samarkand
17	Khasan Uralov	Leading Specialist	Surkhandarya
18	Erkin Ishkurbanov	Head of the Department	Surkhandarya
19	Ismadiyor Mahmudov	Head of the Department	Syrdarya
20	Aziz Kurbanov	Head of the Department a.i.	Syrdarya
21	Feruza Tadjibaeva	Leading Specialist	Tashkent region
22	Dilfuza Kadyrova	Head of the Department	Tashkent region
23	Khakim Abdullaev	Head of the Department	Ferghana
24	Ilkhom Yusupov	Head of the Department a.i.	Ferghana
25	Roza Kalanova	Head of the Department	Khorezm
26	Akiljan Jumamuratova	Head of the Department	Khorezm
27	Vahidjan Azambaev	Head of the Department	City of Tashkent
28	Shavkat Kylychev	Senior Specialist	City of Tashkent
29	Ulugbek Zakirov	Deputy Head of Department	Goskomstat
30	Konstantin Kan	Web designer	Tashkent
31	Alimardon Jumaev	Resource person/Training facilitator	Tashkent
32	Rayganat Mahmudova	Resource person/Training facilitator	Tashkent
33	Tadjikhon Saydikramova	Resource person/Training facilitator	Tashkent
34	Dono Abdurazakova	Expert/Resource person	Tashkent (ADB expert)

## Appendix C – Photos



## Appendix D – Summary of the evaluation

**Note:** all 29 participants provided their feedback; the evaluation was anonymous. The Evaluation form is provided below, and summary of the responses is in the following table:

No	Questions asked	Responses	Remarks
1	Did the workshop meet your expectations?	Yes – 23 Partially – 6 No - 0	One response mentioned that the website should have presented to the participants at least a week ago, to provide enough time for a meaningful feedback
2	How would you assess the training: (5 – highest, and 1 – lowest rate)		
	(a) for the overall organization	'5' or <i>excellent</i> -15 participants; '4' or <i>good</i> – 9; '3' or <i>satisfactory</i> – 1; '2' or <i>not good</i> , - 1*; no answer -3	
	(b) program and contents	'5' – 16 participants; '4' – 6; '3'-3; No answer – 6	
	(c) practical work	'5' -17; '4' -6; '3'-1; No answer – 5	
3	Was the training useful in terms of :		
	(a)increasing knowledge	20 participants marked 'yes'	Comments: 'now I know what is gender statistics'; 'I improved my knowledge and skills in analysis and indicators', etc
	(b)establishing contacts	14 participants marked 'yes'	Can be explained by the fact that all trainees belonged to one system
	(c) developing new skills	7 – 'yes'	'learned new ideas,

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\* This must be a mistake as the same person assessed overall workshop as 'excellent'



			concepts and exchanged views with colleagues'
4	Which sessions you liked most	<p>All sessions were good – 18 participants;</p> <p>Session 1 – 5 participants specifically mentioned it;</p> <p>Session 2 – 7 participants;</p> <p>Session 3 – 5 participants;</p> <p>Session 4 – 8;</p> <p>Session 5 - 5</p>	Some participants mentioned that they liked 'practical exercises'
5	Which sessions were least useful	<p>Session 1 – 1</p> <p>Session 3 – 1</p> <p>Session 4 – 1</p>	
6	What would you do next to continue your work in this direction?	<p>"Continue to improve my knowledge in this subject" – 3</p> <p>"Share this knowledge with my colleagues" -13</p> <p>Provide feedback to the gender website-2</p> <p>No answer – 11</p>	
7	Additional comments?	<p>No additional comments, but at least 11 participants reiterated that the training was very useful, and they think this type of trainings need to be continued. Or held one a year.</p>	

## EVALUATION FORM (IN RUSSIAN)

АЗИАТСКИЙ БАНК РАЗВИТИЯ И ГОСУДАРСТВЕННЫЙ КОМИТЕТ РЕСПУБЛИКИ УЗБЕКИСТАН ПО  
СТАТИСТИКЕ

### ОБУЧАЮЩИЙ СЕМИНАР ПО ГЕНДЕРНОЙ СТАТИСТИКЕ

10-12 ОКТЯБРЯ 2013 ГОДА, БУХАРА

### XXXI. ОЦЕНОЧНАЯ АНКЕТА

Вы окажете огромную помощь организаторам семинара, заполнив эту форму. Просим Вас быть откровенными, и при желании остаться анонимным.

1. Оправдались ли Ваши ожидания относительно данного семинара?

Да ☐ частично ☐ нет ☐

Пожалуйста, разъясните:

2. Как вы оцените семинар в целом (*отлично-5, хорошо-4, удовлетворительно-3, не хорошо-2, плохо -1, пожалуйста отметьте ниже напротив каждого положения*):

- общая организация ☐
- программа и содержание ☐
- организация работы по группам и представление результатов ☐

3. Был ли семинар полезным с точки зрения:

- (а) повышения знаний,
- (б) установления и развития контактов,
- (с) развития новых навыков? Пожалуйста, прокомментируйте.

4. Какие сессии Вам особенно понравились (Пожалуйста, обозначьте):

5. Какие сессии были не очень полезны?

6. Что Вы планируете для продолжения начатого направления работы?

7. Дополнительные замечания?

Спасибо! Пожалуйста, сложите вдвое заполненную анкету и оставьте с Доно Абдуразаковой.

## Annex E – Presentations

(1) Brief outline of Power Point presentation by Dono Abdurazakova\*\*

### XXXII. АЗИАТСКИЙ БАНК РАЗВИТИЯ И ГОСКОМИТЕТ РЕСПУБЛИКИ УЗБЕКИСТАН ПО СТАТИСТИКЕ

**A. Обучающий семинар**

**B. по укреплению потенциала в гендерной статистике**

### XXXIII.

- Продвижение инклюзивного роста: планирование для достижения результатов равноправного развития женщин и мужчин – региональная программа АБР для Западной и Центральной Азии
- Анализ ситуации в регионе: оценка и выводы доступны он-лайн на русском языке, на сайте АБР [www.abr.org](http://www.abr.org)
- есть потребность в более последовательной практике сбора, презентации и использования гендерной статистики
- Подняты вопросы усиления гендерных подходов в процессе производства данных, с ударением на сферы, обычно выпадающие из поля зрения национальных статистических методологий

### XXXIV. ЦЕЛИ И ЗАДАЧИ ОБУЧАЮЩЕГО СЕМИНАРА:

**A. Укрепление потенциала через:**

- Повышение знаний и навыков в сфере сбора, производства и использования гендерной статистики, с учетом международного опыта;
- Обсуждение улучшения доступа к гендерной статистике через использование веб-технологий и создания постоянно-действующего гендерного сайта на портале ГКС
- Обсуждение вопросов продвижения гендерной статистики

### XXXV.

### XXXVI. ГЕНДЕРНЫЕ РАЗЛИЧИЯ – НЕ ПРОБЛЕМА; ГЕНДЕРНЫЕ РОЛИ - ПРОБЛЕМА

**A. Гендерные роли определяют для женщин и мужчин разные права, возможности, доступ к ресурсам и контроль над ними.**

**B.**

**C. Ресурсы – материальные (движимое и недвижимое, финансы, кредиты, имущество, капитал, земля, и т.д.) и нематериальные (знания,**

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\*\* Kindly note that not all resource people used Power Point presentations

информация, доступ к принятию решений на уровне семьи, сообщества, государства).

D.

XXXVII. ГЕНДЕРНЫЕ РАЗЛИЧИЯ – НЕ ПРОБЛЕМА;  
ГЕНДЕРНЫЕ РОЛИ - ПРОБЛЕМА

- Гендерное разделение труда – приведите примеры  
A.
- гендерные роли женщин и мужчин – приведите примеры  
B.

XXXVIII. ГЕНДЕРНЫЕ РАЗЛИЧИЯ – НЕ ПРОБЛЕМА;  
ГЕНДЕРНЫЕ РОЛИ - ПРОБЛЕМА

- Властные отношения, доступ к принятию решений – приведите примеры  
A.
- В каждой стране, государственные институты, религия, образование, культура, вся система отражают гендерную ситуацию и воспроизводят ее

XXXIX. КАКИЕ У НАС ЦЕЛИ?

A. Для чего нужна гендерная статистика?

Приведите аргументы

XL.

XLI. ГЕНДЕРНАЯ СТАТИСТИКА

- Относится ко всем статистическим темам, где собираются данные о человеке
- Не только данные с разбивкой по полу, но и статистика, отражающая гендерные вопросы

XLII. ГЕНДЕРНАЯ СТАТИСТИКА

- Статистика с разбивкой по признаку пола +
- Гендерные показатели
- И внедрение гендерных подходов в области статистики

**XLIII. (1) ДЛЯ ОБНАРУЖЕНИЯ ГЕНДЕРНЫХ ПРОБЛЕМ: УСЛОВИЯ И РАЗЛИЧНОЕ ПОЛОЖЕНИЕ ЖЕНЩИН И МУЖЧИН  
(2) ДЛЯ ПРЕОДОЛЕНИЯ СТЕРЕОТИПОВ, БОРЬБЫ С ПРЕДУБЕЖДЕНИЯМИ И УЛУЧШЕНИЯ ИНФОРМИРОВАННОСТИ, В ТОМ ЧИСЛЕ ОТВЕТСТВЕННЫХ ЛИЦ  
(3) ДЛЯ УСПЕШНОГО ПЛАНИРОВАНИЯ, МОНИТОРИНГА И ОЦЕНКИ ВОЗДЕЙСТВИЯ НА ЖЕНЩИН И МУЖЧИН**

**XLIV. ЦИКЛ ГЕНДЕРНОЙ СТАТИСТИКИ:**

**XLV.**

**ЦЕЛЬ – ГЕНДЕРНОЕ РАВЕНСТВО:**

**- КАК ВОПРОС ПРАВ ЧЕЛОВЕКА  
- КАК УСЛОВИЕ ДЛЯ ДОСТИЖЕНИЯ СОЦИАЛЬНО- СПРАВЕДЛИВОГО ЧЕЛОВЕЧЕСКОГО РАЗВИТИЯ**

**ГЕНДЕРНОЕ РАВЕНСТВО - САМОСТОЯТЕЛЬНАЯ ЦЕЛЬ РАЗВИТИЯ И НЕОБХОДИМОЕ УСЛОВИЕ ДЛЯ ДОСТИЖЕНИЯ ДРУГИХ ЦЕЛЕЙ РАЗВИТИЯ – ПРЕОДОЛЕНИЯ БЕДНОСТИ, УСТОЙЧИВОГО ЧЕЛОВЕЧЕСКОГО РАЗВИТИЯ, СОЗДАНИЯ ПРАВОВОГО ДЕМОКРАТИЧЕСКОГО ОБЩЕСТВА.**

**XLVI.**

**XLVII. ГЕНДЕРНЫЕ АСПЕКТЫ УПРАВЛЕНИЯ : ВОПРОСЫ ИЗМЕРЕНИЯ**

**XLVIII.**

- **Важно, так как управление – индикатор результата!**
- **Управление – доступ к принятию решений**
- **Чем выше уровень, тем меньше женщин, из-за системных гендерных барьеров**

**XLIX. ГЕНДЕРНОЕ ИЗМЕРЕНИЕ УПРАВЛЕНИЯ = ДОСТУП К ПРИНЯТИЮ РЕШЕНИЙ В ОБЩЕСТВЕННО-ПОЛИТИЧЕСКОЙ И ЭКОНОМИЧЕСКОЙ СФЕРАХ**

- ***Состав парламента***
- ***По политическим партиям***
- ***Списки избирателей***
- ***Выбраны***
- ***Состав органов местной власти***
- ***Посты в правительстве***
- ***По постам (Министр, зам. министра...)***
- ***Посты в органах местного самоуправления***

## **L. ГЕНДЕРНОЕ ИЗМЕРЕНИЕ ПРИНЯТИЯ РЕШЕНИЙ В ПОЛИТИКЕ**

**A.**

- *Участие в выборах (состав избирателей)*
- *Состав парламентских комитетов*
- *Должностные лица и члены профсоюзов*

**B.**

**C.**

**D.** *Означает ли присутствие женщин активный социальный курс?  
Нужна критическая масса – не менее 30 % (ООН)!*

**LI.**

**LII.**

**LIII.**

## **LIV. ПОЧЕМУ ИЗМЕРЕНИЕ НЕОПЛАЧИВАЕМОЙ РАБОТЫ ЯВЛЯЕТСЯ ВОПРОСОМ ГЕНДЕРА?**

**A.**

**B.** *Потому что они позволяют лучше понять вопросы, относящиеся к «невидимому» труду женщин*

## **LV. ГЕНДЕРНЫЕ АСПЕКТЫ МИГРАЦИИ И РЫНКА ТРУДА - ВОПРОСЫ ИЗМЕРЕНИЯ**

### **LVI. РАЗРЫВ В ЗАРАБОТНОЙ ПЛАТЕ**

**A.** *Зарплата женщин в процентах от зарплаты мужчин*

**B.**

- *Измеряется ли этим дискриминация?*

### **LVII. РАЗРЫВ В ЗАРАБОТНОЙ ПЛАТЕ**

**A.** *Этим измеряются только различные доходы женщин и мужчин без указания причин*

**B.**

- *Необходимо дезагрегировать разрыв в зарплате по:*
- *Роду занятий*
- *Работе на полную/неполную ставку*

- .....

#### LVIII. ДЕНЕЖНАЯ БЕДНОСТЬ

**A. На основе дохода или потребления домохозяйства**

**B.**

- Трудно дезагрегировать по признаку пола (неизвестны переводы внутри домохозяйства)
- Неуместно использовать концепцию главы домохозяйства: это всего лишь статистическая концепция, которая не отражает распределение дохода внутри домохозяйства

1.

#### LIX. ДЕНЕЖНАЯ БЕДНОСТЬ

**A. Необходимо измерять с учетом дохода или потребления по типу домохозяйства**

**B.**

- Домохозяйства одиноких лиц с разбивкой по признаку пола
- Домохозяйства одиноких родителей с разбивкой по признаку пола
- Домохозяйства с одним зарабатывающим членом с разбивкой по признаку пола
- Другие...

1.

#### LX. МИГРАЦИЯ (ТРУДОВАЯ)

- Международная/внутренняя
- Трудно сосчитать женщин и мужчин, покинувших домохозяйства
- Данные о переходе границы не содержат точных данных о продолжительности пребывания трудовых мигрантов вдали от дома
- Связь миграции с принудительным трудом и трафиком женщин и мужчин
- Феминизация миграции

## ANNEX 4.1.

### Article 1: Gender Aspects of Labor

Worldwide, the share of men in the labor force is on average higher than of women, and in the economies of even the most advanced countries, there is a gender inequality in employment. However, in different countries, the share of the women's labor force is different, partially reflecting the current level of gender inequality in different parts of the world.<sup>1</sup>

The women's economic activity is high in Uzbekistan. In 2012, it was 45.4%, which is quite comparable with the advanced countries. However, it is less than that of men (56.6%). In addition, there is a downtrend in women's economic activity: in 2007, women accounted for 47.2% of total economically active population.

It should be considered, that the low proportion of the women's economic activity (or high proportion of their economic inactivity) does not mean that women are unoccupied or are unneeded resources because they are often involved in other types of activity. Such activities may include education, or work on the household plot. In addition, women may choose to be housewives: to bring up children, work about the house and take care of the younger and elderly family members. Mother's work in Uzbekistan is an honorable work.

The women's employment in 2012 was slightly lower than the employment of men (45.5 and 54.6 respectively). These figures differ when considering the employment by sectors: women predominate strongly in education (68.4%) and healthcare (76.2%), while men predominate in construction (90.8%), transport (87.8%) the housing sector (63.1%) and industry (60.7%). The trend, when men and women are engaged in different occupations (for example, a teacher and a constructor), is called a "horizontal segregation", in contrast to "vertical segregation" when men and women are employed in different positions but in the same occupation field or occupational group (for example, most Principals are men, while most teachers are women). The study of the situation conducted in different countries shows that a highly pronounced occupational segregation by gender is one of the manifestations of gender inequality, as traditionally "female" occupations are paid less and are not so prestigious in the society<sup>2</sup>.

For many women it is quite difficult to combine work with domestic responsibilities. When women are fully responsible for the family and household responsibilities, then:

- their time to participate in the paid labor market is limited, and therefore, their personal income is limited either;
- resulted from lack of time and money, their choices are also limited (such as political participation, self-improvement, leisure and recreation).

That is why, when applying certain efforts to create jobs (whether it is training and retraining, employment services or direct job creation) it should be considered that there is a significant difference between men and women in their use of time.

Moreover, the efforts on involving the women into the labor activity needed to be combined with a more harmonious life approach, so that the time used for productive (paid) work and family responsibilities would be more balanced for both: women and men.

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<sup>1</sup> UNDP Regional Centre for Europe and the CIS. *Gender Mainstreaming in Practice: A Toolkit*. 3<sup>rd</sup> edition, 2007, Bratislava

<sup>2</sup> Ibid.



When considering the gender dimensions of the labor market, it is important to bear in mind not only the quantitative equality of levels of the economic activity and employment of men and women, but also the qualitative aspect of this issue. After all, the presence of gender balance does not necessarily mean that women and men are equally treated in the labor market. It is necessary to learn how, where, by whom and under what conditions both women and men are employed or unemployed in paid and unpaid labor activity.

## ANNEX 4.2

### Gender Aspects of Health<sup>1</sup>

All necessary measures are taken in Uzbekistan to ensure the highest quality of the health services provided for men and women, so that they can live as long and productive lives as possible.

Defined by the World Health Organization, the “human health” means not just the absence of diseases or physical impairments, but also a holistic state of well being, which is greatly influenced by psychological and social factors. Therefore, a health analysis is not just an analysis of the physical characteristics of men and women; it is the analysis of institutions, policies and programs, playing the important role in determining the quality of health care and the underlying causes of ill health. Since many of these institutions and factors are based on the differences of male and female social roles in the society, traditions and attitudes, a gender perspective becomes a crucial component for that analysis.

One of the few widely available statistical indicators disaggregated by gender is life expectancy at birth. The gender aspect plays an important role in it, the studies have shown that women around the world have little biological advantage for life expectancy and generally live longer than men, but in some CIS countries (such as Russia or Ukraine) one can observe the world's largest gap between life expectancy of men and women, which is 10 years and more.

In Uzbekistan, the life expectancy for both genders at birth in 2007-2012 is 73.1 year (2012). If we split this figure by gender component, it turns out that women on average live a little bit longer than men - 75.5 and 70.7 years respectively. If the data is broken down by gender and by the territorial principle, we can see that the urban women live the longest lives - 76.0 years, while the urban men have the shortest life expectancy in the country - 70.4 years. The highest gender gap in life expectancy is observed at urban population - 5.6 years, while the rural population shows a shade less difference in life expectancy - 74.7 and 71.0 years respectively. Thus, the gap in life expectancy between men and women in the country is less than five years, which is comparable to the world average. Obviously, the differences in the environment in which men and women live and work as well as social and economic differences in their gender roles may strongly influence their life expectancy. The study of life expectancy from a gender perspective allows learning the important lessons about gender differences in the health and welfare of the population.

The indicator “Years of Adaptation to Illness» (YAI) measures a number of life years of a person spends sick or disabled. The main reasons for YAI are very similar for boys and girls under the age of five years, but are different for women and men aged 15-44 years. Some diseases occur only in men or in women, for example, diseases related to the reproductive organs and their functions - breast cancer or prostate cancer. However, the available statistics indicate that there is a gender difference in the number of diseases or ailments, whether it is cardiovascular diseases, cancers and others.

Statistics helps to identify such gender differences, although not to reveal gender differences in the causes of diseases. To identify this, it is important to take a more in-depth study that is

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<sup>1</sup> The article is based on the following: UNDP Regional Centre for Europe and the CIS. *Gender Mainstreaming in Practice: A Toolkit*. 3<sup>rd</sup> edition, 2007, Bratislava

based on the data disaggregated by gender and analyze the social, economic, cultural, environmental and other factors that may have a decisive importance for the emergence of such discrepancies.

Social and cultural factors are associated with the expected “norms” of conduct of men and women. Hence, a high percentage of alcohol addiction in men that leads to a higher frequency of liver diseases. The incidence of tuberculosis can also be connected with the peculiarities of social behavior of men. The economic factors also affect the incidence rate. In many countries, women are more at risk of becoming poor, which negatively affects their health and may lead to an increase in the number of diseases.

Environmental factors mean that the gender division of social roles and responsibilities leads to the fact that men and women spend their personal and professional lives in different environments, which may also mean that they are subject to various environmental risks. For example, if women spend a lot of time in a poorly ventilated kitchen, where the energy source for the oven is gas or wood burning they are exposed to greater risk of the respiratory illnesses. On the other hand, men overall can be more exposed to carcinogens at their work.

The studies show that men are less likely taking the preventive measures offered by the health services than women. Due to prevailing stereotypes, men may not seek the help of professionals, resorting instead to anti-social methods of solving the problems such as alcoholism, smoking or even suicide. The problem of poor accessibility can be an obstacle to the early diagnostics and treatment that can lead to an increase in the number of cases, in this context in men.

The statistics on all data on the number of diseases and ailments disaggregated by gender helps to identify gender differences in diseases and a gender perspective cause analysis enables considering the influence of different factors in order to improve the effectiveness and impact of prevention programs and treatment. Thus, consideration of gender perspective leads to overcoming the barriers that make one gender more vulnerable than the other does. To reach the best results, the provision of health services should be gender-sensitive.

#### Annex 4.3.

### **Gender Aspects of Education**

In Uzbekistan, the literacy rate is very high and accounts for 99.7%, which is not different from the rates of most developed countries. The entire adult population of Uzbekistan (about 95%) has a basic secondary education completed.

Equal access for all citizens to all levels of education is a primary condition of equal development and a crucial factor in ensuring the well-being of the people. Gender aspect of education first means provision of equal and fair access to all levels of education.

The international standard of the simplest gender dimension in the field of education is a comparison of number of girls enrolled in schools and its graduates (at all levels) with the number of boys. The obvious purpose is in reaching the balance in enrollment of boys and girls. In many countries, the girls' enrollment lags behind the enrollment of boys. The system of basic education in Uzbekistan covers equally the youth of both genders. At the level of primary and secondary education, there is virtually no difference between the number of boys and girls covered - 90% of boys and 90.5% girls. As it seen from these data, the gap reflected in the enrollment statistics is small enough, and boys' enrollment even lags a little.

In this situation, the statistics of the attendance and graduation at the middle level is more of interest. In different countries, the figures can vary greatly. But, even whereon the graduation rates are more or less equal for boys and girls, a detailed analysis to identify specific gender issues will be still required. For example, what are the reasons that more boys (or young males) than girls leave school? And, vice versa, if it is more girls (young females) than boys leave school, then again, why is it happening? Knowing the answer to these questions helps in developing the successful programs dedicated to the issues of incomplete education, addressed to the reasons on which the boys and girls leave the school.

At the same time, the indicators of total equal enrollment may obscure the situation of inequality in a particular type of education and research areas. For example, when looking at all the faculties and training programs at the level of professional education, we can see that the girls are rarely enrolled for training related to technical subjects, while boys are less enrolled, for example, for pedagogical or medical training. Therefore, at the level of vocational education, the equal enrollment or admission (45% -55%) of boys and girls as well as equal graduation rates in all departments, educational programs and types of training will be important.

When considering the gender aspects of education, it should not be overlooked that women, with the exception of the more prestigious positions with higher salary, dominate this sector. In many countries, the majority of primary school teachers are women and the proportion of male teachers increase as we move to the senior classes. Women dominate in occupations associated with the system of preschool care and education of young children. However, such managerial positions as Principal, Dean of Faculty or Head of the University are often belonging to men.

Structural equality in the teaching is not only the problem of equal opportunities, but also of occupational segregation by gender in the labor market, which is closely related to the employment policy in the labor market. On the other hand, the dominance of women at the primary level may lead, for example, to a lack of male role models for children during their personality formation period, and back up the stereotypes that only women are responsible for

children's care and education. Ultimately, the occupational segregation in education leads to the inefficiencies in the labor market. Both men and women have access to less choice and less mobility, which leads to inflexibility of the labor market, which in period of crisis or reforms can cause significant increase in gender gap and unemployment levels.

Another equally important aspect in the education sector from the gender perspective is the content of educational programs. What is taught in the classroom and how is it taught - is a process that either enhances the stable gender stereotypes or start the changing of these stereotypes.

The traditional gender roles are the heritage that is handed down from generation to generation. However, the obsolescent stereotypes can greatly limit human potential and become an obstacle to the development of an equitable and prosperous society.

## ANNEX 4.4

### Gender Aspects of Participation in Public and Political Life

In Uzbekistan, the women as well as the men have the right to participate in public and political life of the country, in particular, to vote and be elected to all the bodies they can be elected to, as well as participate in realization of the government policy and to hold public positions.

The better-balanced representation and participation in governance structures is a tool to achieve the more efficient control. Following this principle, the Uzbek government has taken concrete measures to prevent discrimination against women. For example, the Law "On Elections to the Oliy Majlis of the Republic of Uzbekistan" dated as of 29.08.2003 stipulates that women should make up at least 30% of the total number of candidates, nominated by a political party.

Tracking (monitoring) the representation and participation of women and men in public and political life is an important component of gender statistics. Today, the women in Uzbekistan make up to 21.7% of the deputies of the Legislative Chamber, and 15% - of the Oliy Majlis (the Senate).<sup>1</sup>

Total, in the government authorities, the women make up to 16.9%, and in the local government authorities, they make up to 17.1%. Among the senior leadership positions, the women make up to 14.3%, while at the same time; there are 6.5 % of them are in the Cabinet of Ministers and among ministers and chairpersons of the State committees - 4.2 %.<sup>2</sup> A unique and effective mechanism for the women promotion has been created in Uzbekistan - the Women's Committee, headed by the Chairperson, who is also the Deputy Prime Minister of the Republic of Uzbekistan. The Chairpersons of the Regional Women's Committee Branches are at the same time the Deputies of Khokyms of the respective territories (i.e., 14 regional and 219 district (municipal) Deputies of Khokyms).

Provision of the electoral quotas for women is a necessary measure, but at the same time, it is important to understand that a balanced participation does not arise based on only a formal mandate. There are systemic barriers in the way of women's participation in the government structures that in many countries, even in the advanced ones in relation to gender equality, are quite high. They are associated with the culture of the society in which men act as the only real political entities.

At the same time, the unequal sharing of family responsibilities, including work in the household and childcare, put women in the uneven playing field in terms of the time required for the personal growth and political activity. Even in cases when both adult parents are busy at work outside home, a heavier load of reproductive work is mainly entrusted with women. In most developed countries – members of the Organization for Economic Cooperation and Development (OECD)<sup>3</sup> the load on the women is on average 7 - 28 percent higher than one on the men.<sup>4</sup>

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<sup>1</sup> Women and Men of Uzbekistan. Statistical Bulletin, Tashkent, 2012, p.180-182

<sup>2</sup> Ibid. See also: National Report on the Beijing Platform for Action (1995) and Decisions of the 23rd Session of the UN General Assembly (2000) <http://www.unece.org/fileadmin/DAM/Gender/documents/Beijing+15/Uzbekistan.pdf>

<sup>3</sup> OECD

<sup>4</sup> UNDP Regional Centre for Europe and the CIS. *Gender Mainstreaming in Practice: A Toolkit*. 3<sup>rd</sup> edition, 2007, Bratislava

In recent years, certain changes in thinking stereotypes concerning women are observed in Uzbekistan and the women's position and status in the society are enhanced gradually. The culture of respect for women leaders is forming gradually, whether in the government, private business or social structures. The issues of provision of the balanced participation of men and women in all areas and levels of management require the necessary statistical data and analysis. Introduction of systematic data collection (by local authorities, for example) on gender balance would have helped greatly to monitor the progress and evaluate the results of the efforts to promote the gender equality in the governance structures and participation.

Availability of statistical data and gender analysis of the situation with respect to decision-making positions would help to understand the problems clearly and adopt the appropriate strategies and solutions. In the future, the following indicators could help in the process of monitoring the situation:

- The ratio of men and women in the Parliament;
- The ratio of men and women in political parties, including the leaders of the parties and the number of members;
- The ratio of men and women in the government (Cabinet of Ministers);
- The ratio of men and women in the civil service , including senior management positions;
- The ratio of men and women in the regional Councils / Boards of local governments;
- Percentage of local government expenditures aimed at the initiatives for achieving gender equality;
- The ratio of men and women occupying the top management positions in private sector;
- The ratio of men and women on the Board of major companies;
- The ratio of men and women - Heads of Boards of large companies;
- The ratio of men and women - owners of enterprises (small, medium and large);
- The average salary of women in private sector as a percentage of men's wages

## APPENDIX 4.5

### What Is a Reproductive Work?

A reproductive work is a free of charge (unpaid) work, which may include childcare and upbringing of children, care of relatives, especially the sick and the elderly ones, cooking, cleaning and other household routines. In most societies, the responsibility for this work is borne by women, and mostly women perform it, as it widely known as “women’s” duty. Unfortunately, these duties and related responsibilities are rarely recognized by the society as an important work and remain undervalued. Meanwhile, the women's unpaid work also brings its own contribution to the functioning of the economy and the society, reaching, according to the rough estimates of Gary Becker, the founder of the theory of New Home Economics, at least 30% of GDP.

In addition to being “free”, another feature of this work is a round the clock involvement in this work without the days-off. Reproductive work is a “gender issue” because women perform almost half of productive (paid) work, and most of the reproductive one. Comparative studies in the field of paid and unpaid work conducted around the world, show that men perform less of unpaid domestic work, even when they are unemployed and stay at home, while women work. Why is this happening? Usually, the traditional norms and cultural values are behind that: many men and women still believe that domestic work is not a man's job, and no matter whether a woman works outside home, or just at home, it remains to be a traditional division of responsibilities.

Such situation is reflected on the economic status of women. For example, because of the career breaks related to the maternity leaves, it is more difficult for women to return to the labor market, and this is reflected on the pension contributions. Despite the fact that women earn less than men, women's pensions are lower. Elderly women are the group, for which the risk of economic insecurity is very high. Of course, a woman enjoys the honor of being a mother and relatives care for her. Nevertheless, it creates dependency and women can feel certain insecurity in financial matters.

Bias belief that it was a man who is a “breadwinner” suggests a “male” norm (a full-time working day) of participation in the labor market during the working age period, and ignores the contribution of the male population in the reproductive sector. As a result, both legislation and policies relating to the right to the income and social reward of employees often make reproductive sector “dependent” on the productive sector workers. This makes damage to women and violates their rights to equal remuneration based on equal contribution. Moreover, it can lead to inequality between women and men, for example, to increase in poverty of those households headed by women.

The United Nations (UN) recommends holding the studies on time use and labor force in order to get a full picture of the contributions made by men and women to human development. The study of labor force should include total economic time spent by men and women, including the unpaid reproductive work. These studies should also include the issues on simultaneous execution of tasks and work intensity. The studies on time use are very important for making reproductive work visible, and then, it is necessary to take measures that will help to explain, recognize and reward significant contributions of reproductive workers.



A reproductive work can be measured by indicator of hours ratio spent by men and women on productive and reproductive work. This figure can be obtained from the studies on time use and on labor market. The methodology of these studies was developed by the UN and is available in Russian - the official language of the United Nations. Some countries in the region have already used this method to collect the relevant data. This indicator measures the time contribution of men and women to the national product, but cannot measure a human value of the unpaid reproductive work.

Another method to determine a contribution of reproductive work is an estimation of the market value of this work and its reflection on the other systems that are attached to the national statistics system. While the human value of such work cannot be reflected on the statistics system, however, an attempt to measure it can help making it visible and integrate the human dimension in macroeconomic policy and analysis.