

A Toolkit for Data Producers

GENDER-SENSITIVE DATA:

Collecting, Analysis,
Monitoring and Reporting
in Ukraine



GENDER-SENSITIVE DATA: COLLECTING, ANALYSIS, MONITORING AND REPORTING IN UKRAINE

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ABBREVIATIONS

GA	Global Assessment of Official Statistics
BPfA	Beijing Platform for Action
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
DHS	Demographic and Health Survey
EU-SILC	European Union Statistics on Income and Living Conditions
EU	European Union
EUROSTAT	Statistical Office of the European Commission
EIGE	European Institute for Gender Equality
EDGE	Evidence and Data for Gender Equality
GIS	Geographic Information Systems
GII	Gender Inequality Index
IAEG-GS	Inter-Agency and Expert Group on Gender Statistics
IDSS NANU	Institute for Demography and Social Studies, National Academy of Sciences of Ukraine
ILO	International Labour Organization
IPU	Inter-Parliament Union
HETUS	Harmonized European Time Use Survey
HHS	Household survey
LSMS	Living Standards Measurement Survey
LFS	Labour Force Survey
MICS	Multiple Indicator Cluster Surveys
NGO	non-governmental organization
OECD	Organization for Economic Cooperation and Development
SDGs	Sustainable Development Goals
SNA	System of National Accounts
SSSU	State Statistical Service of Ukraine
SSO	State Statistical Observation
TUS	Time-Use Survey
UN	United Nations
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNECE	United Nations Economic Commission for Europe
UN DESA	United Nations Department of Economic and Social Affairs
UNDP	United Nations Development Programme
UNSD	United Nations Statistics Division
UNSC	United Nations Statistical Commission
UCSR	Ukrainian Center for Social Reforms
WB	World Bank
WHO	World Health Organization

GLOSSARY OF TERMS

The following terms relevant to gender statistics are used in this toolkit. Terms and definitions are those used by the United Nations Statistics Division (UNSD). The majority of them are extracted from the Manual of United Nations Economic Commission for Europe (UNECE) & World Bank Institute “Developing gender statistics:

A Practical Tool” (2010), the United Nations, Department of Economic and Social Affairs (UN DESA) publication “Integrating a Gender Perspective into Statistics (2016) and from the online Gender Statistics Manual developed by UNSD¹. Additional terms and definitions can be found in the cited sources².

Discrimination against women and girls

is defined according to article 1 of the Convention on the Elimination of All Forms of Discrimination Against Women (1979) as “any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field”. Statistics disaggregated by sex, age and other demographic, social and economic characteristics are useful in showing whether disparities between women and men on various social and economic dimensions are explained by gender discrimination or by other factors.*

Empowerment of women and girls

concerns women and girls gaining power and control over their own lives. It involves awareness-raising, building self-confidence, the expansion of choices and increased access to and control over resources and actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality. Statistics on the empowerment of women and girls should cover the following dimensions: 1) equal capabilities for women and men (such as education and health); 2) equal access to resources and opportunities for women and men (such as land and other immovable property, employment and credit); and 3) women’s agency to use these rights, capabilities, resources and opportunities to make strategic choices and decisions in all areas of life (such as political participation, decision-making in communities and intra-household decision making).*

Female-headed household

is a household in which adult males either are not present (owing to divorce, separation, migration, non-marriage, widowhood) or do not contribute to the household income (owing to illness, alcoholism, drug addiction and so forth).**

1 Available at: <http://unstats.un.org/unsd/genderstatmanual/Glossary.ashx>.

2 Note that definitions used in national statistics may differ from those below, and therefore metadata provided by the national statistical office is advisable to be consulted.

Gender

refers to socially constructed differences in attributes and opportunities associated with being female or male and to the social interactions and relations between women and men. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies, there are differences and inequalities between women and men in roles and responsibilities assigned, activities undertaken and access to and control over resources, as well as in decision-making opportunities. These differences and inequalities between the sexes are shaped by the history of social relations and change over time and across cultures.**

Gender analysis

is the study of the different roles of women and men in order to understand what they do, what resources they have, and what their needs and priorities are in a specific context.* Gender blind refers to a study, project or approach that lacks attention to the differential roles, responsibilities, resources, or experiences of men and women.**

Gender equality

means equal opportunities, rights and responsibilities for women and men, girls and boys. Equality does not mean that women and men are the same but that women's and men's opportunities, rights and responsibilities do not depend on whether they are born female or male. It implies that the interests, needs and priorities of both women and men are taken into consideration. While gender equality is an important goal in itself – an issue of human rights and social justice – steps toward greater equality can also contribute to the achievement of other social and economic objectives.*

Gender issues

refer to questions, problems and concerns related to all aspects of women's and men's lives, including their specific needs, opportunities and contributions to society. Gender equality issues should be the centre of analyses and policy decisions, medium-term plans, programme budgets and institutional structures and processes. From a statistics perspective, gender issues should also be at the core of plans and programmes for developing gender statistics by national statistical systems.*

Gender mainstreaming

in national statistics means that gender issues and gender-based biases are taken into account, systematically, in the production of all official statistics and at all stages of data production.*

Gender roles

are social and behavioural norms that, within a specific culture, are widely considered to be socially appropriate for individuals of a specific sex. These often determine differences in the responsibilities and tasks assigned to women, men, girls and boys within and outside the private sphere of their household.**

Gender-sensitive concepts and methods

of data collection take into account the diversity of various groups of women and men and their specific activities and challenges and aim to reduce sex and gender bias in data collection, such as the underreporting of women's economic activity, the underreporting of violence against women and the undercounting of girls, their births or their deaths.*

Gender-sensitive indicators

measure gender-related changes over time. They can refer to quantitative indicators based on sex disaggregated data – which provides separate measures for men and women, [and they] can also capture qualitative changes – for example, increases in women’s empowerment.*

Gender statistics

are statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life. Gender statistics are defined by the sum of the following characteristics: 1) data are collected and presented disaggregated by sex as a primary and overall classification; 2) data reflect gender issues; 3) data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives; and 4) data collection methods take into account stereotypes and social and cultural factors that may induce gender biases.**

Household

is a basic unit for socio-cultural and economic analysis. It includes all persons, kin and non-kin, who live in the same dwelling and share income, expenses and daily subsistence tasks.* Intra-household (for example, relations / labour / decision-making / allocation of resources / inequality / dynamics) refers to relations, including power relations, roles and processes, that take place within the household and are affected by existing gender inequalities.*

Intersectionality

is a tool for analysis, advocacy and policy development that addresses intersecting inequalities. It helps in understanding how different sets of identities impact on access to rights and opportunities. An intersectional approach to gender equality acknowledges the fact that women have different experiences based on aspects of their identity including race, social class, ethnicity, sexual orientation, religion, age as well as other forms of identity.***

Sex

refers to individual biological differences between women and men that are fixed and unchangeable. Unlike gender, sex differences do not vary across culture or over time. Sex (female or male) is recorded during data collection in censuses, surveys or administrative records.**

Sex-disaggregated statistics

are data collected and tabulated separately for women and for men. They allow for the measurement of differences between women and men in various social and economic dimensions and are one of the requirements for obtaining gender statistics. Gender statistics are more than data disaggregated by sex, however. Disaggregating data by sex does not guarantee, for example, that concepts, definitions and methods used in data production are conceived to reflect gender roles, relations and inequalities in society. (See also gender statistics.)*

* UN DESA (2016). Integrating a Gender Perspective into Statistics: <https://www.un.org/development/desa/capacity-development/tools/tool/integrating-a-gender-perspective-into-statistics/>

** UNSD online Gender Statistics Manual: <https://unstats.un.org/unsd/genderstatmanual/>

*** 61st Commission on the Status of Women: Intersectionality as Inclusive and Effective Approach to Gender Equality: <http://www.internationaldisabilityalliance.org/61csw-side-event>

ABOUT THIS TOOLKIT

The Toolkit aims to support the integration of a gender perspective into the national statistical system in order to increase the availability and quality of official gender statistics in Ukraine that will be used for policy planning, monitoring and reporting. It has been developed in 2019-2020 in the framework of cooperation between UN Women project “Gender equality at the center of reforms, peace and security”, funded by Sweden, and the Office of the Deputy Prime Minister on European and Euro-Atlantic Integration of Ukraine, aimed at providing technical support to the State Statistics Service of Ukraine (SSSU) to refine the system of collection, analysis and dissemination of gender-sensitive data and indicators.

This document is designed primarily to assist statisticians working in the statistical units of the SSSU, at central and regional office, but can be also useful for all statisticians and data officers, researchers and analysts. Also, gender experts working in line ministries and government agencies involved in overseeing gender equality agenda in Ukraine, such as the Office of the Deputy Prime Minister on European and Euro-Atlantic Integration, the Apparatus of the Government Commissioner on Gender Equality Policy, and the Ministry of Social Policy of Ukraine, can benefit from this document.

To ensure progress is made in the production of gender statistics in Ukraine, the following interrelated conditions need to be satisfied:

- 1 Statistics are produced based on harmonised gender sensitive concepts, definitions and methods;
- 2 The range and quality of information available on gender issues is expanded since:
 - new data are collected based on the needs and commitments of the country and following international methodologies and standards;
 - better use of existing data sources (statistical and administrative) is made together with a comprehensive analysis of data and their dissemination, to adequately reflect the diversity of women and men and capture key aspects of their lives;

- existing data collection methodologies and tools are improved;
- the results of analysis are widely disseminated;

3 More gender statistics and indicators are compiled and available to fulfil monitoring and reporting needs, and particularly those related to the Sustainable Development Goals agenda 2030;

4 Enabling policy environment for gender statistics is promoted through mainstreaming gender statistics into planning and coordination process of the entire National Statistics System of Ukraine.

With this understanding, this toolkit will:

- Address each of the above components in order to encourage data producers to refine their work for the production of gender statistics as an important cross-cutting area of national official statistics, and meet the needs of diverse data users, including national public entities, international development organizations, non-governmental organizations (NGOs), research institutions and media;
- Build upon the manuals developed by UNECE, UNSD and Eurostat to aligning this effort with the international standards and requirements, and by selecting key messages and approaches from these documents to address the main concerns for Ukraine.

The toolkit is organised as follows:

CHAPTER 1 is about a brief contextual information that explains the need for this Toolkit. It includes an overview of the key gender issues that are acknowledged in Ukraine and a brief introduction on the key challenges faced by the SSSU concerning the official statistics on gender equality.

CHAPTER 2 contains a review of core gender and statistical concepts and terminology with which Toolkit users should be familiar. What are gender statistics and a rationale why are they needed are explained.

CHAPTER 3 is the core of the Toolkit, and it outlines the priority gender issues and challenges in terms of relevant data collecting in the country, the rationale for the integration of new data collection methods and tools deriving from household surveys and census, as well as administrative data, that would fill the existing data gaps. A general overview of practical approaches for better analysis and dissemination of gender statistics is also described.

CHAPTER 4 provides guidance on how statistical information and relevant indicators can effectively support the need to monitor progress and report towards nationally and internationally agreed gender-related policies. In this chapter, general recommendations on the future priorities of gender statistics development in Ukraine are outlined.

In addition to References, the links to further guidance are provided in the Annexes.

1

CONTEXT FOR THE TOOLKIT



1.1.

The Need for the Toolkit

The Gender Statistics Toolkit is one of many initiatives undertaken under UN Women project “Gender Equality at the Center of Reforms, Peace and Security”, funded by Sweden, which aims to enhance the understanding and production of gender statistics. Other initiatives of this project component include an analysis of good practices and experiences of engendering statistics in various countries, an analysis and assessment of available statistical data at the State Statistics Service (SSSU) and the capacity assessment of the SSSU in terms of gender statistics generating³. All these activities contributed to the identification of the main gaps and the areas of intervention for building a gender responsive statistical system in compliance with international standards and recommendations.

These efforts are all responses to the challenges that were outlined in the commitments made by the Government of Ukraine under the Convention on Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Declaration and Platform for Action of the 4th World Conference for Women (BPfA), the UN Security Council Resolution 1325 on Women, Peace and Security (UNSCR 1325) and the Sustainable Development Goals (SDGs).

Likewise, the Ukraine’s institutional environment underlines the need for improving the system of gender statistics and sex-disaggregated data in its programmes and plans, including the State Social Program on Equal Rights and Opportunities for Women and Men up to 2021⁴, the National Human Rights Strategy⁵ and the Plan for Action for its implementation for the period up to 2020⁶, the National Action Plan for the Implementation of the Concluding Observations of the UN Committee on

the Elimination of Discrimination against Women to the Eighth Periodic Report of Ukraine on the Implementation of the CEDAW until 2021⁷, the National Action Plan for Implementation of the UN Security Council Resolution 1325 “Women, Peace and Security” for the period up to 2020⁸, the Concept of the State Social Program for the Preventing and Combating Domestic Violence and Gender-Based Violence for the Period up to 2023⁹ and the Priority Action Plan of the Government of Ukraine on 2019¹⁰.

On the other hand, in order to support the government planning and reform processes at central and regional level to be targeted and sustainable, the use of empirical information that appropriately reflects the different realities of women and men reveals as crucial.

The SSSU as the coordinator of the Ukrainian national statistical system and the principal supplier of official statistics is assigned to: 1) adopt statistical methodologies and statistical reporting documents of statistical observations; 2) create the statistical database in order to ensure prognoses and analysis of the trends and peculiarities of social-economic development; 3) coordinate activities of central executive authorities, local self-governing bodies and other entities in terms of organisation of the collection and use of administrative data. Gender statistics and indicators, and well as the routine disaggregation of data by sex is under the SSSU’s mandate. However, as more gender issues reached the national and international policy agenda, recognition of the lack of data on specific gender issues and the incompleteness of sex-disaggregated data calls for new interventions to improve gender statistics to take place.

3 In February-March 2019, a think-tank “Ukrainian Center for Social Reforms” conducted the assessment of the SSSU needs for capacity-building.

4 <https://zakon.rada.gov.ua/laws/show/273-2018-%D0%BF#Text>

5 <https://zakon.rada.gov.ua/laws/show/501/2015#Text>

6 <https://zakon.rada.gov.ua/laws/show/1393-2015-%D1%80#Text>

7 <https://zakon.rada.gov.ua/laws/show/634-2018-%D1%80#Text>

8 <https://zakon.rada.gov.ua/laws/show/113-2016-%D1%80#Text>

9 <https://zakon.rada.gov.ua/laws/show/728-2018-%D1%80#Text>

10 <https://zakon.rada.gov.ua/laws/show/1106-2018-%D1%80#Text>

Therefore, providing guidance to the SSSU and other data producers to enhance the production of sex-disaggregated data and provide richer gender related statistics

and indicators will be beneficial to the entire national statistical system and to the monitoring and reporting system in the country.

1.2.

Key Gender Issues in Ukraine

Ukraine is facing a number of challenges related to the achievement of gender equality. The country recognizes gender equality as a development goal and has adopted national strategies and action plans with clear objectives relevant to eliminating gender inequalities and for the advancement of women's rights and women's empowerment. However, the implementation of national strategies and the monitoring and reporting towards the international commitments remains a challenge, due to the incomplete up-to-date statistical data disaggregated by sex and that follow an intersectional approach to measure inequalities and deprivation of women and men based on ethnicity, disability status, geographical location, as well as the lack of comprehensive data concerning specific gender issues (e.g. unpaid and care work, social exclusion, decision-making of women, gender based violence etc.).

Ukraine is characterized by a high level of human development as reported by the Human Development Index (HDI)¹¹. Ukraine's HDI value for 2018 was 0.750, positioning the country at 88 out of 189 countries and territories. With regard to gender equality, the last Ukrainian Gender Inequality Index (GII)¹² of 2018 which measures progress towards gender equality in the country in three important aspects of human development – reproductive health, literacy, political representation and labour market participation – shows a value of 0.284. This value is indicating that the country experienced a loss in potential human development of about 30 percent due to gender

gaps in the above areas. Indeed, the specific indicators that compose this index indicate that only 12.3 percent of parliamentary seats were held by women¹³; 94.0 percent of adult women had reached at least a secondary level of education compared to 95.2 percent of their male counterparts; that 24.0 women died from pregnancy related causes for every 100,000 live births; that the adolescent birth rate was 23.7 births per 1,000 women of ages 15-19; and participation in the labour market was 46.7 percent compared to 62.8 percent for men¹⁴.

In spite of high educational attainments of Ukrainian women, female employment rate is notably lower than that of men (respectively, 51.2 percent and 61.2 percent in 2018)¹⁵. As to unemployment, it affects more men than women (based on the ILO methodology, female unemployment rate was 9.1 percent and male unemployment rate was 10.1 percent). Nevertheless, women and men tend to be employed in different spheres of economy. Women are over-represented in the budget-funded sectors of economy (education, healthcare, social services, etc.), which are traditionally associated with lower wages. Women hold legislators, senior officials and manager's positions at a level which is slightly lower from the one of men (6.7 percent for total employed women and 9.3 percent for total employed men, age 15-70). The current gender segregation of the labour market in the country is contributing to a distinct gender wage gap, reaching 22.3 percent in 2018¹⁶.

11 The HDI was developed by the United Nations to emphasize that people and their capabilities should be the ultimate criteria for assessing the development of a country, not economic growth alone and consist in a summary measure of average achievement in key dimensions of human development: a long and healthy life, being knowledgeable and have a decent standard of living (see: hdr.undp.org/en/content/human-development-index-hdi).

12 GII is a composite measure used globally to assess gender disparity. It was introduced in the 2010 and published since then in the Global Human Development Report to measures progress towards gender equality across the countries and quantify the loss of achievement in human development within a country due to gender inequality.

13 As a result of 2019 Parliamentary elections, proportion of women in the Parliament of Ukraine has significantly grown (to 21 per cent).

14 UNDP (2019). Human Development Indices and Indicators: 2019 Statistical Update: <http://hdr.undp.org/sites/default/files/Country-Profiles/UKR.pdf>

15 State Statistics Service Ukraine (2019). Economic Activity of a Population of Ukraine in 2018. Statistical Yearbook, Kyiv: 205.

16 State Statistics Service Ukraine (2019). Labour in Ukraine in 2018. Statistical Yearbook, Kyiv: 242.

Despite the involvement of women and men in the labour market, where its value is measured in monetary terms, understanding how people spent their time in undertaking unpaid domestic and volunteer work, or engaging in wellbeing activities, is not yet possible due to the lack of data. On the other hand, gender stereotypes that remain prevalent in the society are assumed to impact the distribution of household duties and reconciling work and family balance. While poverty is not measured using approaches that could examine the issue of feminization of poverty in Ukraine, though some evidence proves that national poverty “profiles” are clearly gendered¹⁷.

Ukraine shows positive indicators in the areas of education and health, both for women and men. The country has historically had high literacy and educational attainment rates for both women and men and girls and boys. It has maintained gender parity in access to primary and secondary education. Reproductive health indicators have improved (e.g. maternal mortality and abortion rates have decreased, access to modern methods of contraception have increased) and reflect national commitments to safe maternal and child health.

Regarding the participation in public life and political decision-making at high levels, there is a significant gap between men and women. As a result, women have limited opportunities to influence on development and implementation of policies that concern their individual needs, the life of their communities and the entire country. In addition, the country does not gain positive experience that could be used to promote gender equality and women’s empowerment¹⁸.

Domestic violence remains a particular problem, being closely related to the gender-based views in a society and unequal distribution of powers and resources between men and women. The empowerment of women is believed to be hampered by some gender discrimination attitudes and patriarchal attitudes which have traditionally affected the potential of women.

High urbanization with a large share of population living in urban areas (two-thirds of the total) is characterising the country, however the positive developments, such as the creation of employment opportunities for women, the higher education of girls, the provision of health care and social services, the access to financial services, are with limitations reaching women living in rural settings. At the same time, the lack in reliable and representative data disaggregated by sex and locality of residence, doesn’t allow a comprehensive assessment of the position of rural women and collect evidence-based data for the needs of policy planning.

The priorities of regional development, decentralization and reforms of local governance have featured prominently in Ukraine’s agenda of political and economic transformation. Thus, supporting and enabling evidence-based policymaking and decision making that are gender sensitive calls upon for relevant, timely and quality data and statistics.

17 World Bank (2016). Country Gender Assessment for Ukraine. Kyiv, Ukraine: <http://documents.worldbank.org/curated/en/128891470822320083/Country-gender-assessment-for-Ukraine-2016>

18 Ukraine National Review the implementation of the Beijing Declaration and Platform for Action (1995); http://www.fes.kiev.ua/new/wb/media/publikationen/gender_policy_eng_WEB.pdf

2

REVIEW OF BASIC CONCEPTS



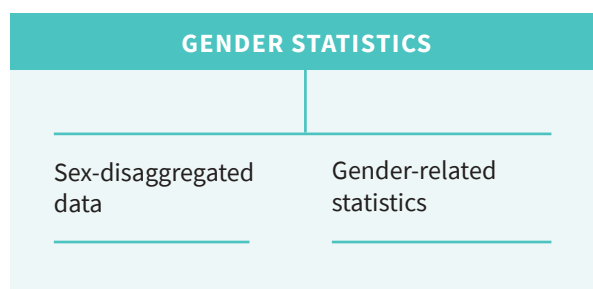
Before exploring the steps required for producing gender statistics, it is useful to review the definition of gender statistics and some basic terminology that is necessary to identify the distinctions between gender statistics and other statistics.

This chapter underlines therefore the importance of gender statistics and the different ways they are used,

2.1. What Are Gender Statistics?

Gender statistics are defined as statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life. (United Nations, 2006)

The definition is closely following the Beijing Platform for Action, which was adopted at the Fourth World Conference on Women, held in Beijing in 1995. In its paragraph 206 (a), it was recommended that national, regional and international statistical services should ensure that statistics related to individuals are collected, compiled, analysed and presented by sex and age and reflect problems, issues and questions related to women and men in society¹⁹.



Gender statistics is a field of statistics which cuts across the traditional fields to identify, produce and disseminate statistics that reflect the realities of the lives of women and men and policy issues relating to gender equality²⁰.

including the relevant statistical concepts and definitions with the intention to establish a common understanding within the system of the official statistics. These insights are useful for orienting data producers to conduct their work in developing reliable and timely gender-sensitive statistics and indicators.

Therefore, gender statistics is related to all fields of statistics and is used as a tool for capturing information and identifying gender issues that needs to be addressed in the country.

Referring to the United Nations manual, gender statistics should be seen as the sum of the following characteristics²¹:

- Data are collected and presented by sex as a primary and overall classification;
- Data reflect gender issues;
- Data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives;
- Data collection methods take into account stereotypes and social and cultural factors that may induce gender bias in the data.

A review of some core terms and concepts that relates to gender statistics is provided below, to point out some conceptual clarifications useful for the users of the toolkit.

The terms “sex” and “gender” are both used when describing the production of gender statistics because they are closely linked concepts. Nevertheless, it is important to have a clear understanding of how “sex” and “gender” differ because these terms are often confused, by producers and users of statistics.

19 United Nations (1996). Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995. Sales No. E.96.IV.13. Chapter I, resolution 1, annex II.
 20 United Nations Economic Commission for Europe & World Bank Institute (2010). Developing gender statistics: A Practical Tool. Reference manual prepared by the UNECE Task Force on Gender Statistics Training for Statisticians with contributions from various experts.
 21 United Nations (2015). Gender Statistics Manual: Glossary of Terms. United Nations Statistics Division.

TEXT BOX 1:

A reminder on the difference between the terms “sex” and “gender”

Sex refers to the classification of people as male or female, based on biological and physiological characteristics such as chromosomes, hormones, and reproductive organs.

Gender refers to socially constructed differences in attributes and opportunities associated with being female or male and to the social interactions and relations between women and men. Gender determines what is expected, allowed and valued in a woman or a man in a given context.

SEX	GENDER
<ul style="list-style-type: none">• Male/female• Biology – how we are born• Relatively fixed	<ul style="list-style-type: none">• Social norms• Expected roles of women, men, girls and boys• What it means to be ‘masculine’ and ‘feminine’• Can change over time

Source: United Nations (2015). *Gender Statistics Manual: Glossary of Terms*. United Nations Statistics Division; <http://unstats.un.org/unsd/gender-statmanual/Glossary.ashx>.

The phrases “gender-disaggregated statistics” or “data disaggregated by gender” are often encountered in the literature, but these terms are, in fact, inaccurate and should not be used. Data, recorded in censuses, surveys or administrative records, can only be classified by the individual characteristics of the respondent – whether they are female or male – in other words, their sex²².

Sex-disaggregated data is instead the correct term used to refer to data that are tabulated and presented separately for women and men, or girls and boys. They are an essential category of gender statistics, and an indispensable starting point therefore should be routinely available (but not always)²³. These types of data generally provide information about gender disparities/ variations and about the differences between women and men in a given context.

Intersectionality²⁴ is a theoretical concept that needs also to be mainstreamed by gender statistics. Women and men are not homogenous groups in per se, and for this reason analysing data not only disaggregated by sex,

but also considering the level of education, place of residence, income level, ethnicity, religion, disability status, is necessary to provide an even clearer picture of the relative status of women and men, of the social inequalities they experience and to identifying specific vulnerable or marginalised groups among women and men.

Gender-related statistics are the second category of gender statistics which provides information on the status of the gender relations between men and women, but that have no meaning to be compared between the sexes. For instance, fertility can, in principle, be quantified for both men and women, but the former is much more difficult than the latter. So, fertility is probably better thought of as a gender-related statistic, rather than in terms of sex disaggregation.

Some typical examples are described in Table 2.1, in order to make it more concrete for the users of this document the understanding and use of the notions and definitions introduced so far.

22 Gender is not a category used for defining statistical variables.

23 In some specific cases the disaggregation of data by sex may have no meaning.

24 Intersectionality is the theoretical approach to describe, understand and analyse social inequalities.

TABLE 2.1.
Characteristics of gender statistics and examples to take into consideration²⁵

Characteristics	Example
1) Data are collected and presented disaggregated by sex as a primary and overall classification;	<p>Indicators:</p> <p>SDG 5.4.1 Proportion of time spent on unpaid domestic and care work, by sex.</p> <p>SDG 5.a.1 Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex.</p>
2) Data reflect gender issues and differences (e.g. gender relevant statistics);	<p>Methodology of special surveys:</p> <p>Dedicated Survey on Violence Against Women.</p> <p>Module on violence against women attached to household surveys, such as Demography and Health Survey (DHS) or another health or social-related survey.</p>
3) Data are based on concepts and definitions that adequately reflect the diversity of women and men and capture different aspects of their lives;	<p>Methodology of special surveys:</p> <p>A Time Use Survey (TUS) that captures information about women’s and men’s specific roles in unpaid work (that is not covered in a Labour Force Survey).</p>
4) Data are examined and interpreted taking into account the intersection of gender with other factors such as age, ethnic affiliation, disability status, socio-economic status, place of residence;	<p>Methodology of special surveys:</p> <p>Household Living Condition Survey data used for analysing the distribution of couples by partners’ economic roles and whether partners’ and household’s characteristics play a role in choosing the different strategies for allocating family and economic roles. Following an intersectional approach, some additional variables are considered in the analysis: the woman’s age, the partners’ relative education levels, number of children, household income and region or place of residence.</p>
5) Data collection takes into account gender-based stereotypes that may introduce serious biases in the survey/census data.	<p>Tools and methods of data collecting:</p> <p>Ensuring that a population census collects data on occupation of individuals in details, e.g. (a) the title of the job and (b) the main tasks and duties performed, to ensure that women’s employment is accurately captured and the relevant differences between women and men are well reflected.</p>

25 Characteristics are defined according to the United Nations (2015). Gender Statistics Manual: What are Gender Statistics? United Nations Statistics Division: <http://unstats.un.org/unsd/genderstatmanual/What-are-gender-stats.ashx>

Gender mainstreaming, as early mentioned, refers to a process of assessing the implications for women and men of any planned action in all areas and at all levels. In the context of statistics, we are referring not only to producing specific data relevant to gender issues but applying a gender perspective throughout the all stages of statistical planning and production: reflecting gender issues in all statistics and ensuring that all statistics on individuals are collected by sex. The concepts of gender mainstreaming and using a gender perspective are not new in official statistics domain, nevertheless they often seem difficult to apply in practice.

Producing gender statistics requires the systematic integration of a gender perspective at all stages of official

statistics production, analysis and dissemination. The SSSU, therefore, must be prepared to coordinate its work across and within departments having this in mind. Even though the SSSU has appointed a gender focal point, other departments within SSSU are also required to consider gender in their regular work of producing official statistics. The production of gender statistics is part of a larger process of “engendering” statistical production and “mainstreaming” a gender perspective throughout national statistical production.

In Table 2.2, some general misconceptions about gender statistics and optional responses are presented, which are believed to help them in their work.

TABLE 2.2.
Some misconceptions about producing gender statistics and the explanations

Misconceptions	Explanations
The majority of data are sex-disaggregated, so we already have gender statistics	The production of sex-disaggregated data is only one component of gender statistics. To be more effective, the SSSU should also produce statistics relevant to key gender issues in the country and that might affect only one sex (for example, data on the prevalence of early marriage among adolescent girls).
Adding a category for “sex” and changing our data-collection methods will be too expensive	Generally, producing gender statistics using existing tools does not involve much additional cost. Often an extra question indicating sex can be added to an existing survey, and a respective column to a statistical form. The main cost is incurred in producing additional tabulations, but in the digital era this cost is minimal. Furthermore, if a gender perspective is properly integrated across the work of the SSSU and addressed from the early stages of planning, additional or unexpected costs can be avoided.
Disaggregating data by sex will unfavourably affect the quality of the data and their analysis	In fact, sex-disaggregated data are richer and more comprehensive than non-disaggregated data. Sex-disaggregated data can reveal critical information that would otherwise remain hidden. When data are produced from a sample survey the argument can be made that sex-disaggregated data are less accurate because of increased sampling errors. However, the sampling error will increase less than 1.5 times, and in most cases, this potential increase of error will be far outweighed by the benefits obtained from the disaggregation.

Misconceptions

Explanations

Gender differences in unpaid domestic and care work are normal because women are meant to care for children and home

The process of producing gender statistics does not require making value judgements about the roles of women and men in society. The tasks of the SSSU are to produce data that accurately reflect the situation within the country, to compare data under relevant indicators and to highlight statistically significant disparities between the sexes. Policymakers, researchers, gender advocates and other specialists will make decisions on whether any gender differences that are revealed through statistics are undesirable or problematic.

2.2.

Why Do We Need Gender Statistics?

Ukraine is required to produce gender statistics to monitor and report against the national and international commitments on women's rights and gender equality. The UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) mentions the need for statistical information and sex-disaggregated data both in general and in relation to specific topics²⁶. Also, the Beijing Platform for Action, under the strategic objective to generate and disseminate gender data for planning and evaluation, demands to national statistical services to "ensure that statistics related to individuals are collected, compiled, analysed and presented by sex and age and reflect problems, issues and questions related to women and men in society"²⁷.

Producing sex-disaggregated data together with gender-sensitive statistics that follows an intersectional approach is becoming a priority for the SSSU for the national statistical system to support an accurate monitoring and reporting on progress towards international and national commitments such as the SDG agenda but also others.

Traditional data-collection methods implemented so far (e.g. social surveys, demographic and health surveys and labour force surveys, ect.) have not been able at capturing gender issues which are a priority worldwide such as: in measuring participation of women and men in unpaid

labour, in estimating the prevalence of various forms of violence against women or in generating information about the particular constraints faced by rural and elder women and men. Therefore, new gender statistics are necessary to make gender issues more visible to all the gender equality community.

Moreover, at the national, oblasts and local levels, responsive development strategies and planning is required to be based on evidence that highlights the most persistent problems faced by women and men. Gender statistics can provide such type of evidence because they uncover critical gaps.

Gender statistics are therefore a strong tool for gender mainstreaming, and they can assist the government and various organizations in the development of programmes and policies relevant to gender equality and women empowerment, ensuring thus that such initiatives do not remain gender blind.

Who Are the Producers of Gender Statistics?

The statisticians working at the SSSU are the primary producers of gender statistics. The state statistical observations (SSO), conducted by the SSSU, censuses and population (household) surveys are some of the most important sources of data that concern a majority of issues related to gender (in)equality in the country.

26 General Recommendations numbers 9, 12, 16 and 17 to CEDAW pertain to gender statistics.

27 Strategic Objective H.3.

Moreover, other **public institutions** that collect data and manage administrative records, are providers and/or producers of information that complement data from census and some population (household) surveys, which are typically conducted once every five or ten years. A range of administrative data, including for instance the records of enrolment in different levels of education, access to health services, access to social security system collected from ministries of education and health, social policy, can all inform on a variety of gender issues providing data that are disaggregated by sex. Some administrative data is often not analysed, either not routinely shared with the SSSU, nor made available to the data users.

Therefore, it is important to note here that strengthening of gender-related statistics should be an integrative part of the **national strategy and programmes of official statistics development**, in order to coordinate, strengthen and facilitate the work of data producers.

2.3. Key Statistical Concepts

Before going through the specific guidance on those aspects related to collecting, analysing and reporting gender statistics that are of priority for Ukraine, it is also helpful to ensure a common understanding about

Who Are the Users of Gender Statistics?

The policymakers and programme planners in various national and international organisations are the primary users of gender statistics. They rely on these statistics to make targeted policies and plans.

Analysts and researchers working in government bodies, academic institutions and private sector organizations also use gender statistics in their work.

Women's and human rights organizations, as well as media, also rely on gender statistics to shed light on problems that are not apparent in the society and to lobby for reforms. For instance, the case of domestic violence is a great illustration of the importance of gender statistics: because it is a latent problem and official complaints do not fully cover the actual scope of the problem in a society, therefore the policy-setters and decision-makers in many countries could be slow to respond to the issue of domestic violence.

some key statistical concepts and terms to unify the understanding among the producers of gender statistics. These terms are used in the next sections of the toolkit²⁸.

Indicator

A statistical indicator is a measure that signals the state or level of some process/phenomenon; it is a statistical value that is estimated, in contrast to characteristics, which are recorded. The qualitative measure of a statistical indicator reflects the essence of a phenomenon or process observed at specific locations and times, while the quantitative measure reflects its size, absolute, relative or average value. Statistical indicators always refer to specific locations, time frames and units, common for the explored phenomena and processes. For example, indicators include:

- Adolescent fertility rate (per 1,000 girls aged 15-19);
- Proportion of women using a mobile-cellular telephone (%);
- Average monthly gender pay gap (%);
- Women's share at managerial positions (%).

28 This section of the toolkit draws extensively on these sources: 1) United Nations (2015a). Gender Statistics Manual: Descriptive analysis of data: <http://unstats.un.org/unsd/genderstatmanual/Descriptive-analysis-of-data.ashx>; 2) OECD Glossary of Statistical Terms: <https://stats.oecd.org/glossary/>.

In recent years, the demand for compilation of gender equality indicators has grown, and a lot of work has been done at international and national levels to develop and agree on standard indicators for monitoring gender equality. This toolkit focuses on a selection of key gender indicators recommended for use in the UNECE region and documented in the UNECE publication “Indicators of Gender Equality”²⁹.

Concept A statistical concept is a characteristic of a time series or an observation. For example, “unemployment”, “birth”, and “tertiary enrolment” are all concepts. To be measured accurately and consistently, concepts must have clear definitions.

Population The set of elements about which information is wanted and estimates are required. The population could refer to the total number of people in a country or area (e.g. when talking about the population census), or may be a specific group of people (e.g. the youth population aged 15-24, or married/partnered women aged 15-49).

Variable A variable is a characteristic of a unit being observed. It may assume more than one of a set of values to which a numerical measure or a category from a classification can be assigned. For example, income, age, weight, occupation, industry, and cause of death are all variables.

State Statistical Observation refers to a systematic, scientifically organized process of collecting data on mass phenomena and processes occurring in the economic, social and other spheres of life of Ukraine and its regions, by registering them according to a special program developed on the basis of statistical methodology, in accordance with the principles of official statistics in Ukraine, adopted by the Order of the SSSU dated 14.06.2010 No. 216, harmonized with the European Statistical Code of Activities, adopted by the Committee on Statistical Programs on 24.02.2005.

Classification A set of discrete, exhaustive and mutually exclusive observations, which can be assigned to one or more variables to be measured in the collation and/or presentation of data. Standard classifications are those that follow prescribed rules and are generally recommended and accepted. They aim to ensure that information is classified consistently regardless of the collection, source, point of time, etc. Such standards provide the basis for producing internationally comparable statistics. Examples of standard classifications used in the production of gender statistics include:

- International Standard Classification of Education (ISCED);
 - International Standard Classification of Occupations (ISCO);
 - International Standard Industry Classification (ISIC);
 - International Classification of Diseases (ICD).
-

29 UNECE (2015). Indicators of Gender Equality: http://www.unece.org/stats/publications/gender_equality.

Proportions and percentages

A proportion is defined as the relative number of observations in a given category of a variable relative to the total number of observations for that variable. It is calculated as the number of observations in the given category divided by the total number of observations. The sum of proportions of observations in each category of a variable should equal to unity, unless the categories of the variable are not mutually exclusive. Most often, proportions are expressed in percentages. Percentages are obtained from proportions multiplied by 100. Percentages will add up to 100 unless the categories are not mutually exclusive. Proportions expressed as percentages are widely used in gender statistics. For example, the distribution of education attainment level of the population aged 25-64 shows how much of the population has low, medium or high levels of formal education.

Ratio

A ratio is a single number that expresses the relative size of two numbers. The ratio of one number A to another number B is defined as A divided by B. Ratios can take values greater than unity. Because of the way they are calculated, proportions can be considered a special type of ratio in which the denominator includes the numerator. Ordinarily, however, the term ratio is used to refer to instances in which the numerator (A) and the denominator (B) represent separate and distinct categories. Ratios can be expressed in any base that happens to be convenient; however, the base of 100 is often used. A well-known example of a ratio is the sex ratio: the number of males per 100 females, used to state the degree to which members of one sex outnumber those of the other sex in a population or subgroup of a population. A variation of this indicator is the sex ratio of birth, defined as the number of male live births per 100 female live births.

Rate

In general, proportions and ratios are useful for analysing the composition of a population or of a set of events. Rates, in contrast, are used to study the dynamics of change. Demographic rates such as fertility rates and mortality rates are typical examples of rates used in gender statistics. Some ordinary percentage figures showing the composition of a population group are called rates. For example, what is called a literacy rate is actually a simple percentage of the population that is literate. Note that data used for the numerator and data used for the denominator in calculating rates can sometimes come from different sources. For example, in the case of mortality rates, data on deaths used for the numerator may come from the civil registration system, while data on population used for the denominator may come from population censuses. When data from different sources are to be combined, it is essential to ascertain whether they are comparable in terms of the coverage of all groups of population, and geographic areas and time period.

Index

Numerous indicators can be aggregated into an index. For example, the Gender Inequality Index combines a range of variables on human development to get a single comparable number or index.

Data source

A specific data set, metadata, database or metadata repository from where data or metadata are available. Data sources can be distinguished, according to the modality of data collection: 1) administrative data (for data coming from administrative records); 2) survey data (for data coming from surveys for a specific sector or institutional unit); 3) census data (for data coming from collections that include all members of a particular population).

Metadata

Metadata is data that defines and describes other data. It is all the information needed to understand what the numbers represent. Examples of metadata include the title or name of the indicator, definitions of concepts, information on the data source, and guides that explain how the statistics were produced. Metadata is essential for understanding statistics. Without it, users cannot be sure they know what the figures relate to and can easily misinterpret them. As metadata can be detailed and lengthy, many producers of statistics provide the minimum of information with the data and give links to more descriptive metadata on their website or in another publication.

3

PRODUCING AND DISSEMINATING BETTER GENDER STATISTICS



Producing and disseminating better gender statistics imply integrating gender issues and reflecting gender concerns throughout the statistical process and the whole system of Ukraine.

This chapter as the core of the toolkit, consists of a step by step guidance on: 1) how to better frame gender in

the official statistics; and 2) how to enhance the production of gender statistics and indicators in Ukraine, relying on frameworks and methodologies developed by United Nations. The approach and the methods described here are intended to be followed by statisticians working at central and regional offices of the SSSU, and by other data producers.

TEXT BOX 2:

How the notions of “gender in the official statistics” and “gender statistics and indicators” should be understood

GENDER IN THE OFFICIAL STATISTICS

Refers to the effect of the differences between women and men on data and statistics throughout the entire national statistical system. It concerns actions that are to be undertaken to integrate a gender perspective at every process of official statistics, from the identification of proprieties in issues and topics to be addressed, down to the desing of data collection tools, processing and dissemination of data.

GENDER STATISTICS AND INDICATORS

Refers to a specific set of statistics and indicators that describe and measure women’s and men’s status, roles and relations in society. Since gender statistics is a crosscutting field, then the data and statistics across all sectors of official statistics such as population and social statistics, health, education, agriculture, economics, environment ect, have to satisfy the following criteria:

- Gender perspective is integrated in the definitions, collection, compilation and dissemination of data;
- The related individual level indicators are sex-disaggregated;
- Specific gender related data/ indicators relevant to some specific gender issues are developed.

Source: UN ESCAP, Statistics Division (2013). Regional Consultative Workshop to Develop a Framework and Core Set of Gender indicators in Asia and the Pacific, United Nations Conference Centre, Bangkok, 4–6 November 2013.

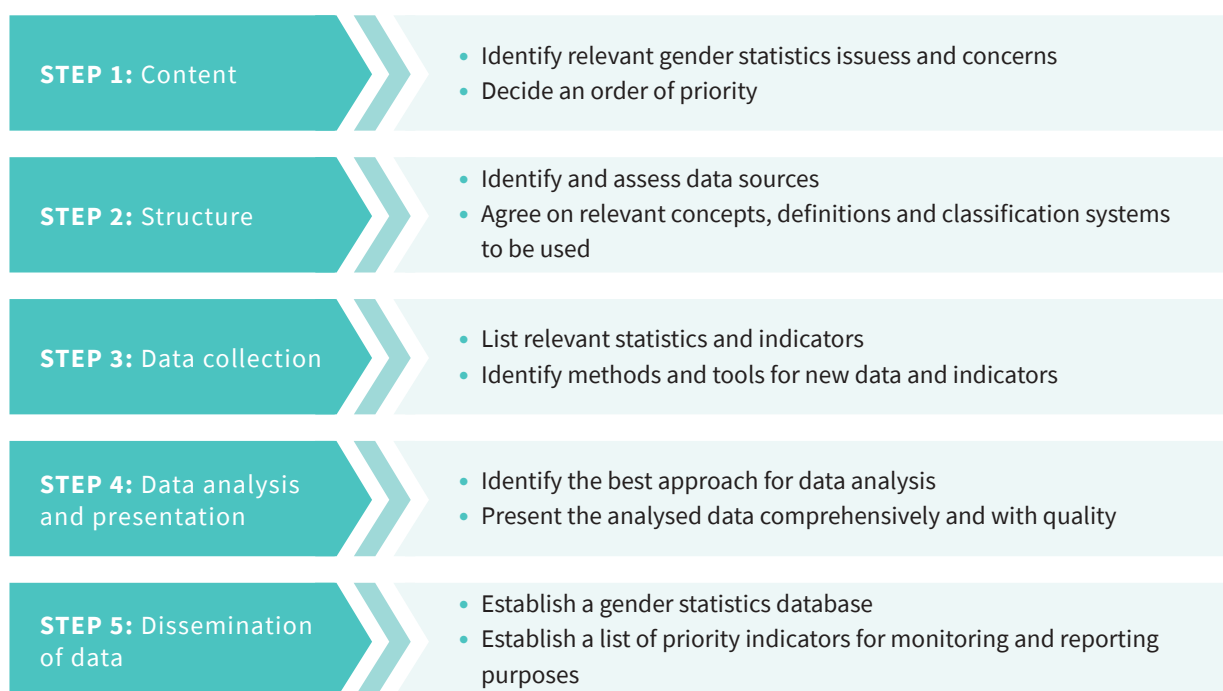
The literature³⁰ suggests some main steps to be followed for the development of gender statistics, which are not rigid in their order and content, and can therefore be adapted and reformulated according to the needs and priorities of the countries in the field of gender statistics.

The text box presents five steps recommended to be applied in the context of Ukraine, for gender sensitive data planning, collection, analysis, monitoring and reporting.

30 Hedman, B., Perucci F. and Sundström P. (1996). Engendering Statistics: A Tool for Change. Stockholm: Statistics Sweden.

TEXT BOX 3:

Five main steps for strengthening gender statistics, recommended for the context of Ukraine



3.1.

Identification of Priority Gender Statistics Issues Relevant to the Context of Ukraine

There are various ways to identify and categorise critical gender topics and issues, but a policy-oriented approach results preferable, as argued in various international work. This toolkit considers the requirements deriving from Ukraine's government commitments on gender equality and the conclusions from the assessment of available statistical data and capacity of the SSSU, conducted by NGO "Ukrainian Center of Social Reforms" in 2019, to identify priority gender statistics issues and concerns that will orient the SSSU for planning and producing data.

Requirements deriving from Ukraine's government commitments on gender equality

The Committee on the Elimination of Discrimination against Women in its **Concluding Observations on the**

Eighth Periodic Report of Ukraine on the CEDAW progress implementation (2017)³¹ calls the state to:

- develop the system of gender indicators and improve the collection of data disaggregated by sex and other relevant factors, which are necessary for an adequate assessment of the efficiency and impacts of policies and programs targeted at gender equality and women's empowerment;
- collect statistical data on domestic, sexual and other forms of violence against women, disaggregated by age and the relationship between the victims and the perpetrators;
- introduce systematic monitoring of the situation of vulnerable groups of women, including rural women,

31 The Concluding Observations on the Eighth Periodic Report of Ukraine were provided by the Committee on the Elimination of Discrimination Against Women to Ukraine on 3 March 2017: <https://eca.unwomen.org/en/digital-library/publications/2017/12/concluding-observations-on-the-eighth-periodic-report-of-ukraine>

women with disabilities, elderly women, women living with HIV, women who have suffered from gender-based and domestic violence, internally displaced persons (IDPs), LBT women, Roma women and others.

Ukraine, as well as other member countries, reports periodically (every five years) for monitoring progress in the implementation of the **Beijing Platform for Action (BPfA)**. Sex-disaggregated data are required to conduct the monitoring of progress by critical areas of women's rights and empowerment, including: poverty, education and training, health, violence against women, economic opportunities, power and decision-making, media, environment, human rights, conflict resolution, and position of a girl child. The current gaps in statistical reporting are related to the need in assessment of sex-disaggregated poverty rates, as Ukraine's poverty profiles are clearly associated with elderly women; collecting representative data on the prevalence of domestic and gender-based violence with a detailed data disaggregation by age of the victims and their relations with the perpetrators; the need in time-use survey that has never been conducted in the country; the need in establishing the lists of indicators to describe gender imbalances in the media, environmental impacts.

The monitoring of the national **Sustainable Development Goals (SDG)**, and particularly its gender commitments is envisaged a two-way approach, including the provision of indicators related to specific gender targets within Goal 5 "Gender Equality" and indicators related to targets within other Goals that are directly or indirectly related to gender equality and empowerment of women and girls. The current data gaps under Goal 5, concerns mainly those indicators which can be computed with data collected from the standard surveys of MICS and DHS (e.g. prevalence of gender-based violence) and time-use surveys (e.g. time spent on unpaid household work). Additional disaggregation of data by sex will be required also for the monitoring of targets under other Goals, which are directly or indirectly related to gender equality and women's empowerment.

Conclusions from the assessment

Despite the increased interest and willingness of the SSSU to strengthen gender statistics, the analysis of the

current status of gender statistics deriving from the SSO, and of capacity of the SSSU for collecting, analysing and disseminating gender-sensitive data and indicators, revealed the following key issues to be addressed:

1 The need for strengthening the quantity and quality of gender statistics, considering that:

- data and indicators are not systematically computed and disseminated as sex-disaggregated and following an inter-sectional approach for further disaggregation (e.g. according to age, locality, ethnicity, disability, etc.);
- data collection and dissemination methodologies implemented by the SSSU are not gender-sensitive oriented;
- there is a need in the introduction of new survey for producing new data that are mandatory for monitoring and reporting towards the BPfA and SDGs;
- many specific gender related indicators are produced at ad hoc basis and for specific international monitoring requirements;

2 The establishment of an effective system of communication and data exchange among different public entities in order to strengthen the quality of the overall gender reporting system at national and global level, it remains yet a challenge for the Ukrainian system of official statistics. The coordination of the management of information, administered by different government agencies, such as the National Police, the General Prosecutor's Office, the State Judicial Administration, the Ministry of Social Policy, the Ministry of Education etc., requires from the SSSU to undertake new efforts and build up capacities;

3 Considerable improvements are needed with reference to data quality, management of data and metadata, use of statistical standards, especially for the data that are provided by line ministries and agencies. By today, only the SSSU provides data accompanied by clear metadata (data description). For this reason, the quality and relevance of administrative data collected and provided by line ministries and agencies are yet to be assessed³².

32 This aspect concerns the following: characteristics of the data producers, objective of data collection, methods used and frequency of data collection, legal framework that support data collection, main indicators that can be computed, modalities of data dissemination etc.

TEXT BOX 4:

Main gaps in capacity of the SSSU for collection, analysis and dissemination of gender statistics

The capacity needs assessment in terms of gender statistics collecting, analysis and reporting, conducted in the framework of technical support to the SSSU in 2019, identified the following areas of concern:

- limited knowledge of international and national commitments of Ukraine in the field of gender equality;
- vague understanding of the concepts of “gender statistics” and “gender-sensitive data”;
- the need for learning about new methods and tools for collecting more comprehensive data to measure gender equality;
- proper use of existing administrative data to monitor gender equality commitments;
- the need to increase technical capacity for computing new data/indicators that are gender sensitive and follow an intersectional approach for capturing inequalities based on ethnicity, disability status, geographical location etc.

Priority interventions suggested for the SSSU

Based on what was described above, some priority issues and concerns that require additional interventions from the SSSU are as follows³³:

1 review the data collection through application of a completely new tools or special modules to be attached to existing surveys intended to collect information which is not currently available, such as:

- a time-use survey (or special module) to be conducted for the first time in the country, to measure multiple indicators of the distribution of housework, parenting, times spent for leisure by women and men;
- a national survey on the situation of women and girls to obtain the key indicators of the reproductive health, nutrition, sanitation, awareness of HIV/AIDS, sexual behaviour, etc.;
- a gender-based and domestic violence survey to collect the new data on the prevalence of violence against women and girls at national and oblasts level;

2 better utilization or re-processing of exiting data for conducting gender analysis and the

computation of gender-related indicators that are not available, as for instance:

- share of young people who are not in education, employment, or training, the rates of employment of different population groups and economically inactive women and men required for the needs of SDG monitoring (based on LFS);
- sex-disaggregated indicators of the population living standards (based on HHS data);

3 build evidence towards more complete disaggregation, since multiple disaggregation will give a clearer picture of the varied experiences and outcomes for women and girls. Tackling this challenge will necessitate innovation in the years to come that will have wide reaching benefits not only for gender data but for other fields of statistics as well. Improvements to household surveys that yield increased information for individual household members by sex and other characteristics would greatly increase their value;

4 develop additional samples to guarantee that all segments of society can be analysed through sex-disaggregated variables;

³³ The suggestions are based on the conclusions of the analysis and assessment of the available data at the SSSU (UCSR, 2019).

5 assessment of the nature and status of gender-sensitive data and indicators produced by different line ministries and agencies in Ukraine and

mainly deriving from administrative sources, in order to identify existing gaps for evidence that is necessary for national and international policy monitoring.

3.2.

Identification and Assessment of the Existing Data Sources

Once the priority issues have been identified, the producers of statistics need to identify the existing sources in order to assess the extent to which these sources can furnish what is needed for gender statistics.

When this Toolkit was developed, the official statistics system of Ukraine consists of **15 basic state statistical observations (SSOs)** through which are collected and processed gender-sensitive data and indicators. Some of the data are periodically collected by the statistical forms and some data are available from administrative sources and some other through sample surveys.

A list of basic SSOs in line with the 2018 Plan of the SSSU³⁴ is presented in Table 3.1, which is limited to introduce

a brief description of the methodology for each SSO. The SSOs are conducted in accordance with norms and provisions of the Law of Ukraine “On the State Statistics”, “On Information”, Resolutions of the Cabinet of Ministers of Ukraine on development of the state statistics, annual plans of the SSOs, policy on confidentiality of statistical information of the SSSU (Order of the State Statistics Committee dated 30.11.2011 № 326) and other regulations. The verification of the concepts, definitions and of the aspect of data quality that concerns the adequate reflection of gender differences or eventual gender biases is not under the scope of the toolkit.

TABLE 3.1.
The list of basic state statistical observations, related to gender statistics, 2018

No.	Name of the SSO	Description of the methodology
1	Natural Movement of a Population (Fertility, Mortality, Marriages and Divorces)	Its objective is to obtain statistical data on the natural population movement, number of new-borns and deceased people, marriages and divorces, and the causes of death. The SSO is the basis for collecting demographic statistics. The SSO is a continuous statistical observation. The operative data are collected monthly, while the final data are aggregated annually. The methodology of the SSO is based on the normative documents and regulations of the European Union and the UN recommendations for the system of statistical accounting of natural population movement. The regulatory framework for this observation relies on the guidance of International Statistical Classification of Diseases and Related Health Problems of the Tenth Revision (ICSD-10).
2	Population Number and Composition	Its objective is to produce data on the number of current and permanent population and its sex and age composition in between the population censuses.

34 SSSU (2018). Plan of the State Statistical Observations for 2018 of the State Statistics Service of Ukraine: http://www.ukrstat.gov.ua/plan_stat/2018/pl_ss_2018.zip

No.	Name of the SSO	Description of the methodology
		<p>It is a continuous statistical observation. The initial data derives from the last Ukrainian Population Census of 2001, and is adjusted by the annual number of births, deaths and migrations. The primary data sources are provided by birth and death acts recorded by the departments of registration of civil status acts. The number of migrants is provided by the Ministry of Internal Affairs. The SSO is based on the international requirements, including the Regulation (EU) No 1260/2013 of the European Parliament and of the Council of 20 November 2013 on European demographic statistics, Commission Regulation (EU) No 519/2010 of 16.06.2010 adopting the programme of the statistical data and of the metadata for population and housing censuses provided for by Regulation (EC) No 763/2008 of the European Parliament and of the Council, Regulation (EC) No 862/2007 Of The European Parliament and of the Council of 11.07.2007 on Community statistics on migration and international protection and repealing Council Regulation (EEC) No 311/76 on the compilation of statistics on foreign workers, Principles and Recommendations for the Statistical System of the Population, Population Registers of the United Nations Statistical Commission, Recommendations on Statistics of the International Migration, United Nations Statistical Commission, Practical Guide for the countries of Eastern Europe and Central Asia on the statistics of international migration of the United Nations Economic Commission for Europe.</p>
3	Basic Indicators of Demographic Processes	<p>Its objective is to produce data on demographic processes, including fertility, mortality, nuptiality, population reproduction and average life expectancy.</p> <p>Data are collected on a continuous basis through recording the information on all demographic events that occur in the country. The legal and organizational principles of the state registration of acts of civil status are defined by the Law of Ukraine “On State Registration of Civil Status Acts”. The information on the death causes is developed in accordance with the International Statistical Classification of Diseases (ISCD-10) approved by the 43rd World Assembly of Health.</p>
4	Labour Force Survey (LFS)	<p>Its objective is to collect data on the labour force composition and structure, to estimate the rates of employment, economic activity and unemployment, which consider general suggestion of the labour force and act as important indicators of the current economic situation in the country.</p> <p>It is sample survey conducted monthly and Information is collected through face-to-face interviews with individuals aged 15-70 years (Form No. 1-EAA “Sample Survey of Population (Households) on Economic Activity”) and in households (Form No. 2-EAN “Household Questionnaire”). The information on individuals includes data on their sex, age, education, economic activity, etc.</p> <p>Methodology of LFS was developed in accordance with generally accepted international standards, in particular those established by the ILO Convention No. 160 on Labour Statistics, ILO Recommendations No. 170 (1985) and some resolutions of international conferences of labour statisticians.</p>

No.	Name of the SSO	Description of the methodology
5	Enterprise Survey on Labour Statistics	<p>Its objective is to collect information on the number and turnover of employees, time worked out, the wage fund, collective agreements, labour costs and other payments. This sample surveys of establishments on labour statistics is conducted in a monthly basis.</p> <p>Methodology is based on the ILO Convention No. 160 on Labour Statistics, ILO Labour Statistics No. 170 (1985), resolutions of the International Labour Statisticians Conference, related to the integrated system of wage statistics, the measurement of part-time and part-time work use of labour.</p>
6	Working Conditions Survey	<p>Its objective is to collect data on working conditions, benefits and compensations for hazardous work.</p> <p>The survey is conducted as of December 31 of the reporting year, once in two years. The data collecting is based on the statistical form № 1-ПВ (working conditions) “Report on working conditions, benefits and compensation for working with harmful working conditions.”</p> <p>The methodology was developed in accordance with provisions of the laws of Ukraine “On Occupational Safety”, “On Pension Provision”, “On Vacations,” Decrees of the Government of Ukraine dated 17.11.1997 No. 1290 “On Approval of the Lists of Industries, Works, Workshops, Occupations and Positions which Provide the Right to Annual Additional Leave for Hazardous Works and Works of a Special Nature”, dated 16.01.2003 No. 36 “On Approval of the Lists of Industries, Works, Occupations and Positions that Provide the Right to the Pensions on Old Age on Favourable Conditions” and dated 01.08.1992 No. 442 “On the Procedure for Certification of Workplaces by Labour Conditions”, and relevant resolutions of the Ministry of Social Policy of Ukraine and the Ministry of Health of Ukraine.</p>
7	Employees’ Wages by Sex, Age, Education and Occupational Groups based on the Survey of Enterprises	<p>Its objective is to collect data on the remuneration of different occupational groups and their working hours, and to estimate the hourly payment rate. This SSO provides an opportunity to analyse the structure and level of wages by age, sex, education, length of service, size of enterprise, type of economic activity and occupational groups.</p> <p>The sample survey of enterprises is conducted once in five years. The survey is based on the statistical form № 7-ПВ “Report on wage by occupations of individual workers”.</p> <p>It is conducted in accordance with international standards, including the Council Regulation (EC) No 530/1999 dated 09.03.1999 concerning structural statistics on earnings and on labour costs, and Commission Regulation (EC) No 1916/2000 dated 08.09.2000 on implementing Council Regulation (EC) No 530/1999 concerning structural statistics on earnings and on labour costs as regards the definition and transmission of information on structure of earnings.</p>

No.	Name of the SSO	Description of the methodology
8	Network and Performance of Preschool Educational Institutions	<p>Its objective is to provide the information and support public authorities to manage the system of pre-school education in Ukraine.</p> <p>It is based on the annual statistical form No 85-k (annual) "Report on the activity of preschool educational institutions" and follows the provisions of the Statistical Requirements Compendium (2009 edition), recommendations of the Eurostat Manual "Fields of Education and Training" (1999), and the Resolution of the European Statistical Commission "Indicators for monitoring progress under the Lisbon Strategy for Education and Development continuing education" dated 21.02.2007.</p>
9	Network and Performance of Tertiary Educational Institutions	<p>Its objective is to provide the information support for public authorities in order to manage the system of tertiary education in Ukraine.</p> <p>The data are collected once a year. The observations are carried out on a continuous basis in line with statistical form No 2-3 nk (annual) "Report of a Tertiary Educational Institution at the Beginning of the School Year".</p> <p>The SSO is conducted based on the provisions of the Statistical Requirements Compendium, the recommendations of Eurostat, and the Resolution of the European Statistical Commission "Indicators for monitoring progress under the Lisbon Strategy for Education and Continuing Education".</p>
10	Statistical Form on Performance of Post-Graduate and Doctorate Programs	<p>Its objective is to collect, process, summarize and disseminate data on training of research staff in the framework of postgraduate and doctoral programs.</p> <p>The data are obtained based on the statistical form No. 1-nk (annual) "Report on the work of post-graduate and doctoral studies" at an annual basis. It is following the provisions of the Statistical Requirements Compendium, the recommendations of Eurostat, and the Resolution of the European Statistical Commission "Indicators for monitoring progress under the Lisbon Strategy for Education and Continuing Education" dated 21.02.2007.</p>
11	Occupational Injuries	<p>Its objective is to collect data on the number of occupational injuries and victims in industrial accidents, the main types and causes of accidents, and the costs of accidents to enterprises.</p> <p>A continuous observation is conducted annually based on the statistical form No. 7-tnv (annual) "Report on occupational injuries". The normative base is provided by the laws of Ukraine, resolutions of the Government of Ukraine and other normative and legal documents.</p>
12	Statistical Form on the Means of Collective Accommodation	<p>Its objective is to collect data on the collective means of accommodation and number of people who were accommodated there. The source of information is the statistical form No 1-K3P (annual) "Report on activity of an object of collective accommodation", at annual basis. The normative base of the survey is provided by the laws of Ukraine and resolutions of the Government of Ukraine.</p>

No.	Name of the SSO	Description of the methodology
13	Statistical Form on Research and Development	<p>Its objective is to collect data on the costs of research and development and the number of researchers and technical staff. The continuous observation is conducted based on the statistical form No 3-science (annual) "Report on the implementation of research and development".</p> <p>The normative base of the survey is provided by the document of the European Union on statistics of research and development, in particular the Regulation (EU) No. 995/2012 dated 26.10.2012 on the rules of implementation of the Decision No. 1608/2002/EU of the European Parliament and Council related to production and development of statistics in the field of research and development, and Frascati Manual (2015).</p>
14	Household Living Conditions Survey (HHS)	<p>Its objective is to collect data on socio-demographic characteristics, living conditions, structure of household incomes, expenditures and aggregate resources and other aspects of the standards. It is the main data source for assessments of poverty and deprivation in Ukraine.</p> <p>The sample survey of households is conducted on a quarterly basis. Indicators are calculated both for national and local levels (large city, small town, rural area), by region, by economic region, by types of households, etc.</p> <p>The organizational and methodological grounds of the survey and the system of indicators meet the requirements and recommendations of the following documents: Commission Regulation (EU) 2015/2256 dated 04.12.2015 amending Regulation (EC) No 1983/2003 implementing Regulation (EC) No 1177/2003 of the European Parliament and of the Council concerning Community statistics on income and living conditions (EU-SILC) as regards the list of target primary variables; Commission Regulation (EC) No 1980/2003 dated 21.10.2003 implementing Regulation (EC) No 1177/2003 of the European Parliament and of the Council concerning Community statistics on income and living conditions (EU-SILC) as regards definitions and updated definitions, Description of EU-SILC methodology and targets (document SILC065); Algorithms to compute social isolation indicators based on EU-SILC; Household Survey Manual Statistics Division of the Department of International Economic and Social Affairs of the United Nations, Series F No. 31, New York, 1986 and others.</p>
15	Survey on Agricultural Activity of Rural Population	<p>Its objective is to collect data on agricultural activities of a population, including: growing of crops, breeding of livestock and poultry both for the satisfaction of their own needs for food and for sale, providing of rural households with equipment and industrial facilities, use of chemicals and pesticides, use of scientifically grounded methods of agricultural production, use of hired labour, etc.</p> <p>The sample survey is conducted on a monthly basis. The basic agricultural characteristics of households in rural areas are estimated once a year, while the main indicators of their agricultural activity – monthly.</p> <p>The normative base of the survey is provided by the laws of Ukraine, resolutions of the Government of Ukraine and other normative and legal documents.</p>

In addition, some important data that could be used to improve gender statistics in Ukraine are also collected from the Labour Migration Survey and the Child Labour Survey:

1 in 2017, the SSSU conducted the third sample survey on labor migration (the previous rounds were conducted in 2008 and 2012). A special module was included in the LFS questionnaire. The objective of the survey was to assess the scope, incidence and directions of the external labor migrations in Ukraine, the socio-demographic composition of the labor migrants, including their sex, age, education, types of economic activity, conditions of work, frequency and length of trips;

2 the Child Labour Survey aimed to collect data required for the needs of the developing national policies on elimination of the child labour, especially its worst forms. The methodology was based on the ILO Resolution approved at the 18th International Conference of Labour Statisticians (2008), concerning child labour statistics.

The data, obtained from these SSOs, are collected and processed on the basis of defined lists of reporting units or constructed sample surveys (enterprises, institutions, households, etc.). Regional departments of the SSSU organize the work on recruiting the respondents for the observations. Most often, a potential respondent

receives a notification about his / her participation in the observation. At the same time, enterprises are provided with reporting and statistical documentation, and SSO instruments are shared by means of communication or directly by employees of statistical bodies. The enterprises can also find the relevant statistical forms and instructions on the official SSSU website or on the local websites of the regional statistics offices.

Household surveys are mostly conducted in the form of individual interviews through paper questionnaires. Some periodic surveys may use telephone surveys. Primary information, collected from respondents, is verified at the level of territorial bodies of the state statistics office, and various types of data control are used, including control of completeness of data entry, arithmetic and logical control of primary information, control of correlations between indicators of different sections or forms, control of comparison with previous period data. In case of any errors, the primary statistical information is clarified with the respondent, then corrected and entered into the database.

Data entry and processing (for example, cleaning, editing and aggregation) are carried out using special software in electronic information processing systems at the regional and / or national level. The information is summarized at the national level.

3.3.

The Gender Perspective in Data Collection: Exploration of New Initiatives

After the priority issues have been identified, and the available data sources and relevant gaps on information has been assessed, the next step should involve the phase of data collection.

In this regard, the international manuals and guidelines suggest for some key interventions to be implemented by statistical offices to strengthen the gender perspective in data collection, who involve the following:

- the enhancement of existing data collection methods, through the addition or adjustment of questions in a existing survey questionnaire or module, or administrative form or expansion of response alternatives to a question or administrative form;

- the introduction of a completely new instrument for data collection (could entail integration of new surveys or adding modules or questions to existing surveys);
- the review of the strategies for recruitment and training of data collectors to ensure higher awareness and quality during data collection.

For the context of Ukraine, as pointed out in the previous section, the data collection processes need to be reviewed, in order to collect information which is not currently available and that contribute to improve the inventories of sex-disaggregated data and gender related statistics and indicators.

This sub-section is introducing new data collection initiatives to be taken into consideration by the SSSU. For each initiative are summarised:

- some general considerations on their importance for strengthening gender statistics in Ukraine;
- a brief overview on the methodological approach to be followed;

- some critical issues to be taken into consideration during the collection of the data.

The degree to which a particular instrument will provide gender relevant information largely depends on effective planning, design and data collection methods.

3.3.1. Uses of population census data for better gender statistics³⁵

General considerations

A population census is the total process of collecting, compiling, evaluating, analysing and disseminating demographic, economic and social data pertaining, at a specified time, to all persons in a country or in a well-delimited part of a country.

Population and housing census is therefore a rich source of statistical information for examining differences between women and men (girls and boys) across several dimensions of life. It can also be used to study particular population subgroups from a gender perspective, such as elderly women and men or those living in rural areas, and to analyze gender issues at the small geographical areas. Statistics can be produced according to specific household types and family composition.

United Nations has issued a series of international principles and recommendations on population and housing censuses to assist national statistical offices in planning and carrying out improved and cost-effective censuses (see United Nations Principles and Recommendations for Population and Housing Censuses, 2017). United Nations Population Fund (UNFPA) has developed international guidelines for Gender Analysis of National Population and Housing Census Data (2014).

What is it about?

A population census is typically the largest statistical collection undertaken by a country and one of the most important.

The data collection methodology for the population census in Ukraine will involve direct collection of information from people, with interviewer-administered instruments.

The censuses will provide national population data and information on demographic and social characteristics of the population, such as age, sex, place of usual residence, education and training, migration, household structure employment and occupation, economic status, disability, etc. The data collected allows also the analysis of the relationships between household members, educational attainment, occupation and economic activity status, housing arrangements.

Critical issues on data collection

Census questions could be improved to contain more gender-relevant concepts.

New questions or additional responses in existing standard census questions may be added to provide additional gender insights, for example by including questions which will enable the correct identification of certain subpopulation groups.

35 This section of the toolkit draws extensively on this source: UNECE and WB Institute (2010). Developing gender statistics: A Practical Tool. Reference manual prepared by the UNECE Task Force on Gender Statistics Training for Statisticians with contributions from various experts.

The questions on occupation should seek full details in order to capture relevant differences between women and men. The questions should be phrased to capture:

- the title of the job;
 - a statement about the main tasks and duties performed.
-

Note: The readers of the toolkit are encouraged to consult: 1) the manual of UNECE and WB Institute on “Developing gender statistics: A Practical Tool” (2010) and, 2) the UNFPA Methodological Guidelines for the Gender Analysis of National Population and Housing Census Data (2014), as more detail as well as supplementary information are covered at length in these publications.

3.3.2. Uses of Time-use survey for the needs of gender statistics³⁶

General

considerations

The unequal distribution of unpaid work between men and women, data on time spent in household and caring work are an essential component of gender related statistics and analysis. Women make key contributions to unpaid work that both maintains the household and generates household income. For this reason, understanding women’s full range of activities at home, is an essential element of modelling movement towards or away from gender equality (UNECE, 2013).

In empirical terms, the data on time-use provide evidence of unequal sharing within households and the barriers to participation in employment presented by caring responsibilities³⁷. They include information about the daily activities people engage in, how much time is spent doing each of these activities, and the context in which they are undertaken. The statistics are usually disaggregated by sex, age group, rural/urban, and other population groups of interest to those who analyze the data.

Generally, these data are collected through a stand-alone population-based sample surveys, which have proven as very useful tools in measuring this dimension of gender equality. As an alternative, modular time-use approaches could be used considering the overall objectives of the survey.

Such evidence is at moment missing in Ukraine. Therefore, producing it through new data collection initiatives that SSSU may undertake, will fill the existing data gaps and will be beneficial for monitoring and reporting needs.

What is it about?

Time-use data can measure: 1) how women and men allocate their time to specific activities over a specified period – *typically over the 24 hours of a day and over the seven days of a week* (UN, 2005); 2) their unpaid work (not remunerated activities) and the value of this unpaid work for the economy are estimated; 3) the participation in all forms of work (non-market activities); 4) working time, work locations and the schedule of economic activities; 5) the work-family balance; 6) time spent in education and health, and 7) time spent for welfare and quality of life.

From the methodological point of view, these type of data are generally obtained: 1) through surveys (independent or modules), 2) using methods that may consist of *24-hour time diaries, stylized analogues of these diaries, or stylized questions*, 3) the selection of respondents.

³⁶ The information summarised here draws extensively on the following publications: 1) United Nations Guide to Producing Statistics on Time Use: Measuring Paid and Unpaid Work (2005); 2) Eurostat publication Harmonised European Time Use Surveys: 2008 guidelines (2009); 3) UNECE (2013). Guidelines for Harmonizing Time-Use Surveys. UN Geneva.

³⁷ Fleming, R., A. Spellerberg (1999). Using Time Use Data: A history of time use surveys and uses of time use data. Statistics New Zealand.

The *time diary method* records the detailed account of the activities undertaken from the individuals, usually over a period of 24 hours of one or more days. The respondent reports all activities either in predetermined fixed time intervals or by indicating the beginning and ending time of each activity. Full-time diaries collect a wider range of context information and greater precision of activity data, and are usually coded afterwards. However, the resources required and the burden on the respondents are considerably higher.

In *stylized versions of diaries* instead, consist of stylized questions ask respondents to recall the amount of time they allocate, or have allocated, to a certain activity over a specified period, such as a day, week or year (UN, 2005: 15).

Stylized questions are instead used in surveys with the specific objective of capturing participation in designated main activities without recording the timing in the day when the activities took place and or about parallel activities, which can be done with the diary method. Typical examples of stylized questions are provided in the UN Guide (2005).

It is important to note that diary method is more diversified and reliable than the use of stylized questions in obtaining gender statistics (UN 2005, UNECE, 2013).

At present, there is no single *approved international standard classification* of activities for time-use surveys, which limits international comparability and impacts on the ability to achieve standardization in the collection and output of activity data. However, there are many common elements used across different frameworks that can be utilized as a minimum set of classification categories, that facilitate the international comparability and the international reporting purposes.

**Critical issues
on data
collection**

Some critical data collection issues specific to time-use surveys concerns the following methodological choices: 1) the sample selection – selection of respondents and reference days; 2) the data collection strategy employed (face to face interview, leave behind diary, and mixed model); 3) the contextual variables included, and 4) the treatment of simultaneous activities.

Samples used in time-use surveys should cover all relevant groups of population and all seasons. In particular, children and older persons should not be excluded by the survey sample. It is also important for the sample of days included in the survey to cover all seasons relevant to agricultural or other weather-dependent activities.

Recent data collection techniques consist on computer-assisted personal interviewing (CAPI) – utilizing the so-called electronic questionnaire.

3.3.3. Data on violence against women collected through surveys³⁸

General considerations

The need for accurate and reliable statistics on the extent of violence against women has increasingly been recognized and emphasized at the national strategies and programs. According to the United Nations Declaration on the Elimination of Violence against Women, violence against women refers to “any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life”³⁹.

Dedicated surveys on violence against women are the most effective tool designed primarily, if not exclusively, to gather detailed information on the extent of different forms of violence against women – **physical, sexual, economic, psychological and emotional violence**.

Dedicated surveys provide the most reliable and comprehensive statistics on VAW because they can employ and train interviewers specifically to deal with the highly sensitive topic (measures that have to minimize underreporting), and can include a large number of detailed questions on the different types of violence experienced by respondents. In addition, the data on the socio-demographic characteristics of respondents and their intimate partners collected in these surveys allow for an analysis of the ways in which the risks and impacts associated with the violence may accordingly vary based on these characteristics.

However, in situations in which it is not feasible to undertake a dedicated survey on violence against women, due to a lack of funding or other resources, consideration could be given to the use of survey modules. Two surveys that have accommodated modules for collecting such type of data are the Multiple Indicator Cluster Surveys (MICS) and the Demographic and Health Surveys (DHS) (see also text box 4 below).

Such evidence is at moment almost missing in Ukraine as the last internationally comparative data were collected in the framework of DHS in 2007. Therefore, introducing new data collection initiatives that can be implemented by the SSSU, will contribute in filling out the existing data gaps and will be beneficial for monitoring and reporting needs.

What is it about?

Surveys on violence against women have a unique role in measuring the extent, nature and consequences of all types of violence against women. Data collected in these surveys are necessary in order to: 1) to estimate the **prevalence** of violence against women (the perpetrator could be an intimate partner, non-intimate partner or stranger); 2) to identify the groups of women **most at risk** of violence; 3) to identify the **characteristics** of perpetrators; 4) to estimate the **impact** of violence on women’s physical and mental health; 5) to identify the **barriers faced** by victims of violence in seeking support and services; and 6) to understand **attitudes** towards violence against women. This information is crucial to efforts of prevention and response to violence against women.

38 The information summarised here draws extensively on the following publications 1) UNDESA (2014). Guidelines for Producing Statistics on Violence against Women: Statistical Surveys; 2) UNDESA (2016). Integrating a Gender Perspective into Statistics.

39 <https://www.ohchr.org/EN/ProfessionalInterest/Pages/ViolenceAgainstWomen.aspx>.

Such surveys collect the above-mentioned data to identify the groups of women most at risk of violence. In particular, they have the advantage of using samples designed to represent various groups of women in sufficient numbers to allow the calculation of **prevalence rates** for each specific group. The information on the **characteristics of women** who experience violence and those who do not is also collected (characteristics usually measured include age, age at first marriage, marital status, educational attainment, economic activity, place of residence, ethnicity, language and religion). Other data on women's related to awareness of **legal rights** or women's ability to **access social and economic resources** (such as regular and stable cash income, ownership of property) may also be collected to measure women's vulnerability to violence by intimate partners or other perpetrators.

As an alternative, hosting a module of questions on WAV into an existing survey is a good and inexpensive strategy to study violence against women. Although a survey module cannot accommodate the detailed range of questions needed to study the phenomena in depth and in all its complexity, if the module is well-designed and well-implemented it can obtain sound statistics on aspects of violence that would otherwise be impossible to obtain. Some limitations that should be taken into consideration in such case are discussed in the UNDESA Guidelines (2014: 8-10).

Critical issues on data collection

Some critical data collection issues specific to surveys on violence against women, concerns into four aspects: concepts and measurement; questionnaire design; sample coverage; and the selection and training of interviewers.

Concepts and measurements: Determining the survey goal, objectives and specifications through consultations with stakeholders and the establishment of general principles on sampling design (such as sample size, sampling frame and sampling method) are the first important decisions that will further orient the process of data collection. A reliable and valid measurement of women's experiences of violence depends highly on the explicit operationalization of the, specific acts of violence and the use of relevant clear definitions – For example, physical violence encompasses all acts of intentional force that have the potential to cause injury or death (not including forced sexual contact).

Questionnaire design and topics for inclusion: The design and quality of the questionnaire highly impact the quality of the data obtained and the final outputs of the survey, therefore its content should be developed in accordance with the goals, objectives and expected final outputs of the survey. At minimum, the data collected should allow for the production of the core indicators identified by the Friends of the Chair of the United Nations Statistical Commission on indicators on violence against women (see UNECE 2014: 14, Box II.1). A survey module developed for the UNECE is designed to provide a full set of questions aimed at producing data on these core (the model is available at UNECE 2014: 171 2014, the annex VII)⁴⁰. This model questionnaire can be expanded and/or adapted based on the context of Ukraine and used as a dedicated survey.

40 The most recent version of the UNECE survey module and accompanying materials are available at: www1.unece.org/stat/platform/display/VAW (regularly updated).

Sample coverage: All significant subgroups of population should be represented in the sample in numbers large enough to permit analysis at detailed levels. During sample design and sample size processes priority should be given to the expected prevalence of types of violence, and the need to conduct analysis for subgroups of population, such as different age groups, geographic areas or ethnic minority groups.

Selection and training of interviewers: Given the highly sensitivity of the topic, it is recommended that all interviewers and field supervisors must be female in cases when face-to-face interviewing is followed. Their age and formation must be treated carefully. Training of interviewers is a crucial step for acquiring detailed, reliable and biased data on women's experiences of violence. Detailed guidance regarding these aspects are provided in the referenced document.

Recently, the data collection process relies on computer-assisted personal interviewing (CAPI) technique, utilizing the so-called electronic questionnaire.

Ethical considerations are also of utmost importance when implementing a survey or module. In order to ensuring that all the fundamental principles for conducting statistical sample surveys are applied, care must be taken in considering how each aspect of the survey design and implementation will affect the safety and well-being of the respondents as well as of the interviewers.

Note: For a more detailed information concerning this topic readers of the toolkit are suggested to consult the United Nations, UNDESA Guidelines for Producing Statistics on Violence against Women: Statistical Surveys (2014).

TEXT BOX 5:

Cases of modules on violence against women hosted into a larger survey

1) DOMESTIC VIOLENCE MODULE IN THE DEMOGRAPHIC AND HEALTH SURVEYS (DHS)

The Demographic and Health Surveys (DHS) are household surveys carried out primarily in low – and middle-income countries using standardized questionnaires and methodologies. They cover a wide range of topics, including reproductive health, maternal and child health, sexual behaviour and nutrition. DHS are nationally representative statistical surveys of between 5,000 and 30,000 households. All women aged 15 to 49 in sample households are eligible to be interviewed. In 2000, a standardized module of questions and methodology was developed for the collection of data on intimate partner violence which is currently applied in about 40 countries. The domestic violence module, it is typically administered in a subsample of selected households to one randomly selected woman per household, aged 15 to 49, who is currently married or cohabiting. The surveys are conducted in accordance with WHO ethical and safety guidelines (see WHO guidelines “Putting Women First: Ethical and Safety Recommendations for Research on Domestic Violence against Women” World Health Organization, 2001).

(More information is available at: https://www.dhsprogram.com/pubs/pdf/DHSG1/Guide_to_DHS_Statistics_DHS-7.pdf)

2) DOMESTIC VIOLENCE AND VICTIMIZATION MODULES IN THE MULTIPLE INDICATOR CLUSTER SURVEYS (MICS)

The Multiple Indicator Cluster Surveys (MICS) conducted by the United Nations Children’s Fund (UNICEF) is an international household survey initiative undertaken to assist countries in collecting and analyzing data in order to fill data gaps for monitoring the situation of children and women in the country. It is using standardized questionnaires and methodologies to monitor infant and child health and the reproductive health of mothers through face-to-face interviews in nationally representative samples of households. MICS-6 collects data on the protection from violence and exploitation, includes thus survey modules on birth registration, child discipline, child labour, child marriage, female genital mutilation, victimisation, feelings of safety, and attitudes toward domestic violence (as an indication of the social acceptance of violence). Importantly, the MICS-6 survey provides statistically sound and internationally comparable data essential for developing evidence-based policies and programmes, and for monitoring progress toward national goals and global commitments such as the “World Fit for Children Declaration and Plan of Action” and the “2030 Agenda for Sustainable Development”.

(More information is available at: <http://mics.unicef.org/tools>)

UNICEF and the Demographic and Health Surveys (DHS) programme work closely together to harmonize methodologies and indicators used.

3.3.4. Collecting data on asset ownership from a gender perspective⁴¹

General

considerations

Gender statistics on women’s ownership and control of assets are emphasised in the agendas of BPfA and SDG⁴² agendas and allow to understand the status of women’s empowerment and well-being, women’s economic vulnerability, and bargaining power within the household.

Although agricultural surveys and administrative data sources have previously been considered in many countries for collecting such statistics, the focus of recent international efforts is on household surveys since they are flexible instrument for data collection and the most developed and frequent source of data within the national programmes.

Methodological guidelines on measuring asset ownership and entrepreneurship from a gender perspective are developed by the United Nations (UNDESA 2019) under the Evidence and Data for Gender Equality (EDGE) project⁴³. It was based on technical inputs collected over a multi-year process from a wide range of stakeholders, including national statistical offices, regional and international agencies, and researchers with expertise in gender analysis, asset ownership and entrepreneurship. Methodology was tested in seven pilot countries – Georgia, Maldives, Mexico, Mongolia, Philippines, Uganda and South Africa.

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- 41 UNDESA (2019) Guidelines for Producing Statistics on Asset Ownership from a Gender Perspective, ST/ESA/STAT/SER.F/119: <https://unstats.un.org/unsd/demographic-social/Standards-and-Methods/files/Handbooks/gender/1800223-E-Asset%20Ownership-FinalW-E.pdf>
- 42 Under SDG 5, target 5.a concerns the women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws” and is monitored through two indicators: Indicator 5.a.1, a de facto indicator on women’s land tenure rights over agricultural land; and Indicator 5.a.2, a de jure indicator on women’s land rights in the legal framework.
- 43 The Evidence and Data for Gender Equality (EDGE) initiative seeks to improve the integration of gender issues into the regular production of official statistics, with a view to informing better evidence-based policies.

According to this methodology, collecting, processing, analysing and disseminating individual-level data on asset ownership for the production of gender statistics must consist on: measuring the gender asset gap, or the differential prevalence of women's and men's asset ownership; measuring the gender wealth gap, or the differential total wealth held by women and men; and, in households where more than one member is interviewed, understanding how asset ownership and wealth are distributed by gender within household.

Indeed, adequate data of this kind are still non-existent in Ukraine through they are of critical interest for policy monitoring and policymaking. The country may choose to implement the above mentioned methodology (or a part of it) upon its own needs and capabilities but always aligning it to the national legal framework and social norms governing property rights, and also recognising the modes by which the assets were acquired.

What is it about?

The conceptual framework for measuring asset ownership defines assets held by households, including adult women and men household members – to ensure consistency with existing international standards, the concepts and definitions presented are anchored in the System of National Accounts (SNA). According to it an asset is defined as *“a store of value representing a benefit or series of benefits accruing to the economic owner by holding or using the entity over a period of time”*.

Data collection strategies to be considered are as follows: 1) conducting a stand-alone survey, 2) appending a survey module to an existing household survey; 3) integrating a minimum set of questions into an existing survey questionnaire.

The collection of individual-level data on a range of financial and nonfinancial assets is recommended.

Critical issues on data collection

In a stand-alone survey the following **type of assets** are generally covered: principal dwelling, agricultural land, livestock, large agricultural equipment, non-farm enterprises, real estate, consumer durables, financial assets and liabilities, valuables.

In a stand-alone survey, the **household members to be interviewed** usually are: principal couple plus a third randomly selected household member; self-reported and proxy data collection. In households without couples, the household member most knowledgeable about the assets belonging to the household and two randomly selected respondents were interviewed.

When a module in national Household Survey is integrated, the following **type of assets** are commonly covered: agricultural land, large agricultural equipment, real estate, financial assets and liabilities. The household member to be interviewed could be 1 randomly selected adult household member based on self-reported data collection method.

Note: For a more detailed information concerning this topic readers of the toolkit are suggested to consult the United Nations (2019). Guidelines for Producing Statistics on Asset Ownership from a Gender Perspective UNDESA. The Guidelines introduce the concepts, definitions and data requirements for measuring asset ownership from a gender perspective in household surveys and provide guidance on planning, organizing and implementing a household survey, appending a module, or adding a minimum set of questions on asset ownership to a nationally representative household survey.

3.4.

Understanding How to Analyze Gender Statistics Beyond Interpreting Data

Gender statistics are more than data disaggregated by sex. Sex-disaggregated statistics are simply data collected and tabulated separately for women and men. But, having data by sex does not guarantee, for example, that data analysis instruments involved in data production were functional to measure gender roles, relations and inequalities in society.

Source: unstats.un.org

Data analysis refers to the process of transforming raw data into statistics and statistics into useable information presented in the form of numbers, tables and graphics. It involves also organizing, summarizing and interpreting the data in a way that provides clear answers to policy-relevant questions.

The data collected through different tools and methodologies implemented by the SSSU are going to be analysed for illuminating the extent to which the lives of males and females and therefore their experiences, needs, interests, priorities, and capacities are different.

As early mentioned, capacity assessment of the SSSU in terms of gender statistics generating has underlined the need to improve the quality of analysis and presentation of data along with the computation of relevant gender indicators. In order to respond to this need, it is important to firstly redefine the fundamental building blocks based on the following principles:

1 Fundamental underlying principles: *“promoting gender-responsive data analysis to be in line with the human rights-based approach and ensures the fulfilment of human rights obligations of the country”.*

Gender analysis must focus on gender-related social inequalities, discriminatory practices and power relations. Moreover, going beyond sex-disaggregation through the intersection of gender with other social factors such as ethnicity, age, place and area of residence can support the identification of additional social issues and problems related to subsets of excluded or vulnerable groups;

2 Instrumental underlying principles: *“gender data analysis to contribute to more sustainable human development outcomes, building evidence for informing development policies and programmes in a way that takes into account the specific needs of women and men, and girls and boys”.* Taking gender differences into consideration and mainstreaming equal rights and opportunities for women and men is an obligation for the country under international law (CEDAW). By joining the 2030 SDG Agenda with its promise to “leave no one behind”, the county is likewise challenged to fulfil the commitment to tackling inequalities of all kinds call for the transformation of the lives of women and girls. Saying so, it is important to remind that data analysis should consist on a policy-oriented approach that assist the advancement of social justice and sustainable development;

3 Institutional underlying principles: *“promoting gender analysis in the national official statistics is timely”.* The recent efforts under the UN Women Ukraine project (including: the assessment and analysis of the available statistical data at SSSU, the desk review of best international practices and experiences, and the present toolkit) are a continuous basis for enabling institutional environment needed for the production of gender statistic.

TEXT BOX 6:

Conceptual clarifications relevant to the approaches of “analysis based on sex-disaggregated data” and “gender data analysis”

Analysis based on sex-disaggregated data: consists on the use of gender ratios to describe a certain phenomenon which are indeed crucial tool for quantifying differences and inequities between men and women (sex difference can be measured fairly easily). This approach is historically connected to the Gender and Development framework. Although crucial, these type of data are not sufficient for the development of adequate gender analyses because measuring gender (in)equality poses greater challenges.

Gender data analysis: instead consists on an intellectual effort that involves at least the following fundamental aspects:

- Sex-disaggregated data for measuring gender differences and different cultural and socioeconomic realities faced by women and men;
- Multivariate analysis for capturing and interpreting relations that may not be visible (e.g. underlying causes of inequalities) after descriptive sex-disaggregated data are used;
- Computation of gender-specific indicators for some topics that may be of greater relevance to one sex than the other;
- Critical examination of the different roles of women and men and girls and boys, in order to understand what they do, the resources they have and their needs and priorities in a specific context;
- Identifying areas where new data need to be collected in order to fully grasp elements that stimulates inequality and vulnerability;
- Translating data into policy and planning for an evidence-based for strategy formulation.

Source: UNFPA (2014). Methodological Guidelines for the Gender Analysis of National Population and Housing Census Data

3.4.1. Some issues linked to statistical data and the construction of indicators

Defining a conceptual approach is not sufficient. Having a good knowledge and making an adequate use of the tools and techniques relevant to data analysis process are as well important. Some of the tools and techniques are briefly described below to recall on what they consist and how can contribute in this process.

Descriptive statistical techniques

Descriptive statistical techniques are the fundamental “must know” when it is about analysing data to produce evidence. These techniques are commonly used to describe and summarize data. Basic descriptive analysis in gender statistics involves the calculation of simple measures of composition and the distribution of variables by sex, and for each sex, that facilitate

straightforward gender-focused comparisons between different groups of population. Depending upon the type of data, these measures may be proportions, rates, ratios or averages, for example (see the paragraphs below). Furthermore, when necessary, such as in the case of sample surveys, measures of association between variables can be used to decide whether the differences observed for women and men are statistically significant or no (UNDESA 2016).

Variables & measures involved

Statistical variables are classified into two broad classes based on their measurement level: qualitative variables, also called categorical variables (for example, sex, marital status, ethnicity and educational attainment); and

quantitative variables (for example, age, income and time spent on paid or unpaid activities). Categorical variables are of two major types: *nominal variables* (such as sex and marital status) and *ordinal variables* (such as educational attainment). Nominal variables do not imply any continuum or sequence of categories. Typical examples include sex or ethnicity. The categories can be arranged in any order without inconvenience in the analysis. For convenience in presentation, however, they can be arranged alphabetically, in order of their relative size in the population or in order of relative focus of the publication (for example, first women, followed by men). Ordinal variables imply an underlying continuum. When dealing with ordinal variables, the categories must be arranged in the order implied by the continuum to facilitate analysis of the data. A typical example is “level of educational attainment”. The categories can be organized in ascending or descending level of education. For example: no education, primary education, secondary education, postsecondary non-tertiary education and tertiary education. Some continuous variables tend to be coded into a few categories and treated as ordinal variables (e.g. age in single years can be re-coded in 5-year age groups and displayed from the youngest to the oldest ages). The distinction between types of variables is important because specific statistical measures can be applied to each category, as described in the paragraphs that follow.

Measures of composition or distribution for qualitative variables in gender statistics (is a descriptive statistics), concerns computations of proportions, percentages, ratios and rates are basic statistical procedures used in describing the categorical composition or distribution of qualitative variables and serve as useful tools for the standardization of the statistics compared. It is important to keep in mind that the measures of composition or distribution should not be calculated for small numbers of observations. In that case, actual numbers (absolute frequencies) should be preferred. Some relevant definitions are described in the subsection 2.3 of this document.

Measures of composition or distribution for quantitative variables in gender statistics (is a descriptive statistic) concerns the measures of central tendency and dispersion commonly used to analyse continuous variables such as the median and quantiles, the arithmetic mean and the variance and standard deviation. This measure describes the distribution of scores in two

aspects (modality and symmetry) as well as the differences among the scores of a specific variable(s).

Multivariate statistical techniques

The **multivariate techniques** for data analysis go beyond the traditional practices applied in the SSSU when performing data analysis, nevertheless they are considered as powerful tools to provide a fuller picture of gender related phenomena. These techniques are commonly used to study multidimensional datasets and make a deeper exploration into possible patterns that exist in the data, explore the complex inter-relationships between many variables of interest at a time (see also Textbox 7). For instance, surveys, by their nature, provide data structures that are multivariate. Selected population subgroups can be analysed more in-depth through the application of multivariate techniques. Nowadays, statisticians or survey researchers apply those widely using software packages (like STATA, R, SPSS) that are easily accessible.

Geo-spatial analysis

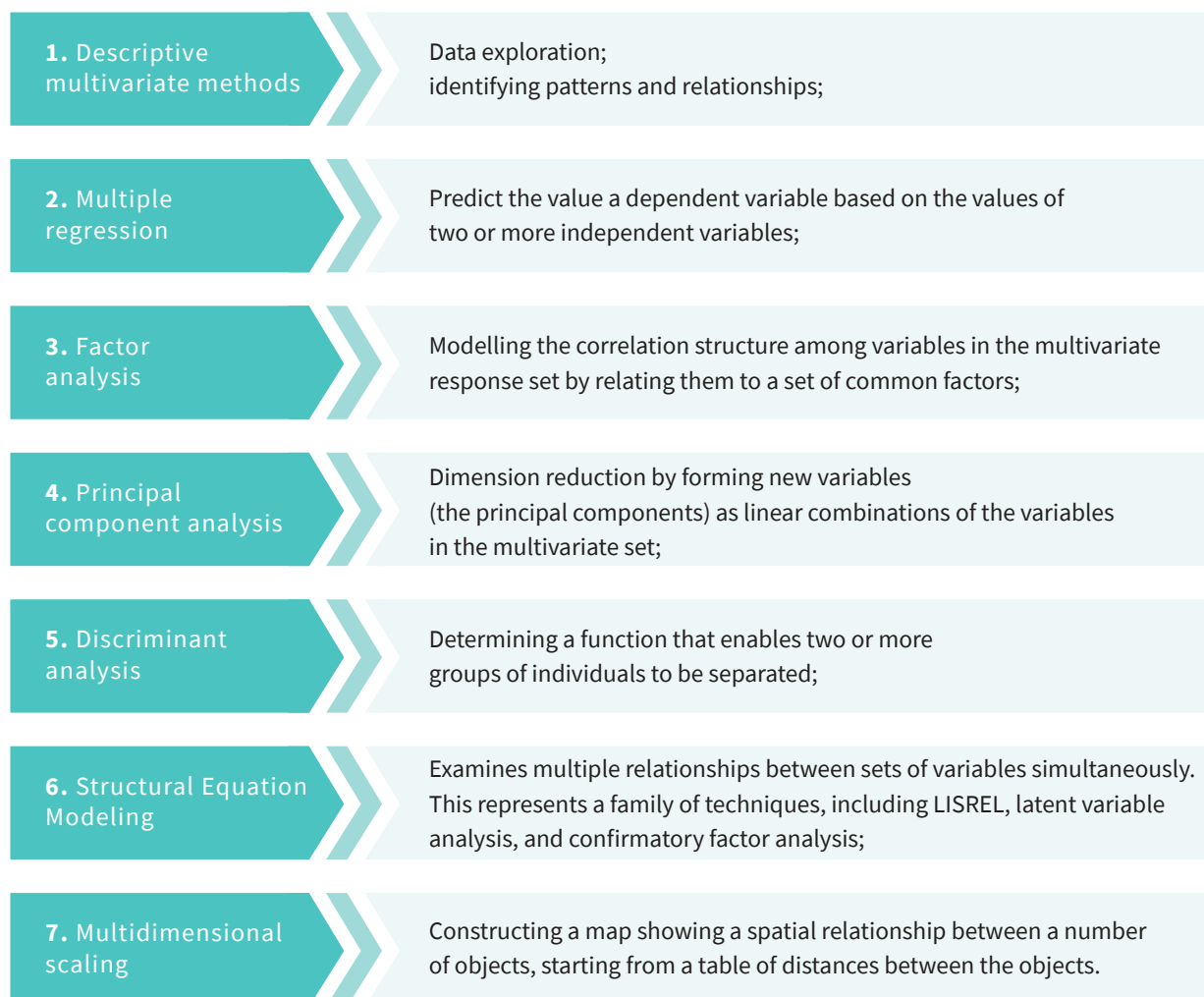
The **Geographic Information Systems (GIS)** is a user-driven visual technology used to create, organize and present data in a spatially referenced form, which can include the production of thematic maps and the geo-spatial analysis. The use of GIS for statistics is not very frequent in gender analysis even though it provides statisticians with powerful tools for investigating, documenting and explaining spatial patterns observed in social and demographic behavior of women and men in a society.

Using this technology, the data are presented or visualized in the format of a map that supports the identification of local patterns of various demographic and social indicators. For this reason, maps are becoming an integral part of policy analysis – for example, the enrollment in education gap between boys and girls is geographically clustered in certain zones of the country that comprise several geographic base units. Whereas, geospatial analysis is an approach to applying statistical analysis and other informational techniques to data which has a geographical or geospatial aspect. It is used to advance the understanding of the processes involved – for example to analyse the links between gender factors like unequal school enrollment for boys and girls, to the availability of opportunities across space like the large distance from schools.

Household surveys and censuses are at present extensively relying on GIS technology during data collection,

so, the geo-spatial methods can potentially be used to analysing gender data.

TEXT BOX 7:
Some multivariate techniques and the purpose of their use



Source: Karl L. Wuensch (2019). *An introduction to multivariate statistics*: <http://core.ecu.edu/psyc/wuenschk/MV/IntroMV.pdf>

Life course approach

The life-course perspective is recent. It looks at the distinctive series of roles and experiences through which the individual passes within a social, cultural and structural context over time. Through this approach it is possible to investigate the impact of various changes on these patterns and understand how this change can lead to later events and influence the course of social change. In short, the perspective calls attention not only to the ways in which women’s and men’s lives are influenced by

economic, political, social, and cultural developments, but also to how their life experiences are shaped latter and this can affect the course of subsequent change at the macro-level (societal level).

Some specificity of the life course approach comprises the analysis:

- *over a long stretch of lifetime, such as from childhood to old age*, and not just as particular episodes, such as transition to marriage or first birth, or narrow life

phases. There is also the strong assumption that prior life history has strong impacts on later life outcomes.

- *across a larger series of cohorts* rather than by a few cohorts or synthetic cohorts based on cross-sectional data (lifetime and historical time).
- *across life domains*, such as work and family, often implying interdisciplinary approaches.
- *in the context of collective contexts*, such as couples, families, cohorts, generations. For example, inequities in birth outcomes, such as low birth weight and infant mortality, are often explained by the quality and frequency of prenatal care. In contrast, the Life Course Perspective suggests that these inequities result from differences in protective and risk factors between groups of women over the course of their

lives. As a result, the health and socioeconomic status of one generation directly affects the health status of the next one.

Using a gendered life course approach⁴⁴ in the analysis, means to take into consideration that disparities may become more pronounced or weakened and even reversed in direction as the life cycle progresses. For instance, gender-related empowerment and equality throughout the life course reflect different factors interacting together in a time framework⁴⁵. Through this method, it is possible to illuminate the barriers and measure the increase/decrease of women's empowerment and level of equity at different moments of their lives (longitudinal pattern) and of collective lives (cohort pattern), such as a life/time indicator correlated to different factors.

3.4.2. Strength of survey/census data for data analyses

Census data

- 1) Census provides a basic set of sex-disaggregated data at the smallest geographical level;
 - 2) The data on the private life (e.g. sexuality, reproduction, women's unpaid care-and housework), and community life (e.g. living conditions such as access to water source and telecommunications, and social infrastructure such as facilities, schools, roads ect.) of women and girls, men and boys, can be used with gender lens for insights into time-use;
 - 3) Essential background information is also provided, allowing for further research on women and men, girls and boys. Since, most household surveys on social and health issues (e.g MICS, DHS, LFS) draw their samples from master sampling frames provided by the most recent census, comparative analysis are possible;
 - 4) Useful to encover some specific gender issues, for instance the 'sex ratio imbalances', or 'marginalised sub-population groups', which are with great importance for policy making;
 - 5) Gender-responsive census analysis can contribute to improve decisionmaking for development of national, regional and local levels planning as well as gender budgeting initiatives.
-

Time-use data

- 1) Time-use data analysis will provide gender statistics related to those topics that were identified by the national stakeholders at the outset of the questionnaire design which may include: unpaid work; participation in all forms of paid work; time allocation patterns; working time, work locations and the scheduling of economic activities; work-family balance; the investment of time in education and health; welfare and quality of life; and intrahousehold inequality;
-

44 Dynamic approach consists on multivariate data and analysis, longitudinal, retrospective, incidence, Using it, the static data can be correlated with different factors to see if one can identify typologies or trends by crossing this data with other factors (i.e. cultural or social determinants). This approach helps avoiding generalization and reinforces specificities of different groups of women for example.

45 Stuckelberger A. (2010). Why the Life Course Approach to Gender Empowerment is Important? In UNOSAGI and Qatar Foundation (Eds), Promoting Empowerment of Women in Arab countries (pp.40-58). United Nations, New York.

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- 2) Time-allocation differences between women and men (e.g. types of activities and their schedule during a specified period of time), differences in roles and expectations with regard to family, domestic life and participation in work and social activities outside the home reveals potential gender inequalities;
 - 3) Estimating the participation of women and men in unpaid work is possible (activities unaccompanied by remuneration) jointly to the value of this unpaid work for the economy (those that are not covered by conventional labour statistics or the System of National Account);
 - 4) The data can be used to improve the analysis of time spent for economic activities by men and women and to better identify work locations and the scheduling of activities during the week and within 24 hours;
 - 5) The gender specifics of the interaction of work and family life and the relationship between the labour force participation of various female and male household members and their involvement in domestic care activities can also be measured;
 - 6) Analysis of time dedicated to leisure and psychological well-being experienced while performing various types of activities can be made to measure welfare and quality of life for women and men;
 - 7) Additionally, intrahousehold inequality can be defined using data on the amount of time spent by all household members on household chores – as an indicator of household and individual living standards which measures poverty in terms of the lack of time resources.

Violence against women data

- 1) Data analysis will provide answers to the principal questions regarding violence against women, which were identified by the national stakeholders at the outset of the survey protocol and produce thus important evidence for policy needs;
- 2) Recommended tabulations related to the core indicators identified by the Friends of the Chair of the United Nations Statistical Commission on indicators on violence against women are developed and available in the UNDESA guidelines (2014: 141-170);
- 3) Decisions that determine the form in which the data will be produced, including levels of disaggregation, including dissemination strategies could be oriented consulting (UNODC and UNECE (2010). Manual on victimization surveys. Geneva: ECE/CES/4);
- 4) The standard analysis conducted bearing in mind point (2) and (3) will satisfy the information needs of the majority of stakeholders, instead academics and other researchers can approach with more sophisticated multivariate analysis based, to investigate for instance the influence of various contextual predictors on outcome variables such as partner violence, non-partner violence and reporting to authorities.

It is important also to note that data that derive from census and some household sample surveys may be combined to carry out analysis that cannot be supported by one source alone and that concerns many of the

topics relevant to gender. In such a case, specific techniques should be employed to match the data sets, to construct variables and compute analysis.

TEXT BOX 8:**Examples of the use of census data for targeted policy and planning**

Since censuses provide data on the entire resident population in a country at a given reference period by administrative area, such information is useful for local planners to plan, considering population composition and characteristics for instance, “*How many widows, adolescent girls or migrant families are living in a given administrative area?*”

Census mapping enables the delimitation of the entire national territory into small enumeration and allow to analyse the “difference” between women and men living in small territories and their access to the infrastructure, transport and communication. Such information can be taken into account for local planning initiatives, for instance:

- To identify the transportation or communication systems necessary to empower equally women and men.
- To propose the toilet facilities schools need to have for boys or girls, respectively, but as an indicator for the propensity of boys or girls to enroll in secondary education, it may be flawed by the fact that the base population of boys and girls in the relevant age group is not the same, particularly at the local level.

The information on number, size and structure of households, and changes in the rate of household formation, are useful for planning and for developing special policies formulated for vulnerable population segments. For example, issues can be broken down according to the following three criteria:

- To identify changes in the size, structure and characteristics of family nucleus and households and determine the stages in the life cycle of families and households (e.g. families with young children, households with one or more retired members...).
- To indicate the presence of members of the household with specific key characteristics, for instance: young dependent children, adult income earners other than the head, elderly persons with special needs, household members with disabilities.
- To look for the possibility to debunk certain ideological conceptions about what constitutes a “normal” household composition, by confronting such notions with what is actually observed.

Source: UNFPA (2014). Methodological Guidelines for the Gender Analysis of National Population and Housing Census Data

TEXT BOX 9:**Examples of the use of household survey data for policy and planning – TUS case**

Because of the unequal distribution of paid and unpaid work between men and women, data on time spent in household and caring work are an essential component of gender analysis. As women make key contributions to unpaid work that both maintains the household and generates household income, understanding women’s full range of activities is an important element of modelling policy initiatives and programme towards gender equality.

In situations when the typology of women's and men's participation in paid employment differs, the partners' respective rates of accumulation of human capital will as consequence differ. Time-use surveys provide strong evidence of the joint distributions of paid and unpaid work within households, which can support the design of policies that address the issue of imbalance and support the reconciliation of work and family life and sharing of work and housework between men and women.

The detailed analysis of the data on new mothers' and fathers' time use can provide policymakers with a way to improve the use of the country's human capital but at the same time it can draw attention to the potential policy measures related to the protection and formation of human capital of the young children. As the first year of life is the most critical for the future health and learning trajectories of the child, an increased paid maternity or paternity leave and more family-friendly employment policies are expected to impact such development.

Moreover, the information on the allocation of time to household production of substitutes for market output as well as on the allocation of time to leisure activities is essential to show how well-being of women and men depends on consumption and leisure. Such information is typically missing in other household survey datasets, but time use data provide a key starting point for the measurement of the value of the leisure which may well be of interest for policy makers in the domain of gender equality.

Source: UNECE (2013). Guidelines for Harmonizing Time-Use Surveys. UN Geneva.

3.5. Dissemination of Gender Statistics

For statisticians, disseminating statistics is the last stage in the process of producing data. Gender statistics and the results of data-based gender analysis should be disseminated to a wide range of users with a clear language that highlights gender-based causes and consequences and their policy implications⁴⁶.

Dissemination of gender statistics involves a variety of statistical publications and products, in both print and electronic form, which usually include:

- National statistical publications (related to routine publication, or specific data collections, censuses and surveys, ideally following a gender-sensitive approach);
- The classical publication “Women and men” (annual compilations of sex-disaggregated data);
- Analytical reports or articles (products that result from gender analysis, have a narrow scope, and are

policy-oriented, for example, gender profiles, fact sheets and electronic bulletins);

- General or dedicated databases;
- Microdata files concerning specific data collection activities;
- Dedicated gender portals on websites;
- Brochures, flyers and posters for a general audience.

The statistical publication “Women and Men in Ukraine” is prepared biannually by the SSSU to collect the most basic sex-disaggregated data on demographics, health-care, education, labour market, and crime situation⁴⁷. These publications proved effective in promotion of gender equality activities. In addition, a general database is available at the SSSU with some gender data integrated on it.

⁴⁶ United Nations (2002). Gender mainstreaming: an overview: www.un.org/womenwatch/osagi/pdf/e65237.pdf

⁴⁷ For example, the digests were published in 2010, 2012, 2014, 2016 and 2018.

However, the dissemination of gender statistics should be seen as not limited to gender-focused reports or general databases. Therefore, the SSSU could determine some short-term data dissemination and communication priorities and associated activities, with due consideration to what can be realistically achieved, as for instance:

- the establishment centralized database of gender statistics. Development and publication of a national database on gender indicators is necessary, in order to make data available and on a regular basis. Data disseminated in this format should cover the critical areas of concern on gender equality and women’s empowerment in Ukraine, and present several points

in time or time periods. Data should be presented already processed into indicators that facilitate comparisons over time or between various groups of population;

- consolidation and periodical share of the metadata related to gender statistics/indicators. Information available in the database should be shared through dissemination of metadata. Detailed metadata ensures appropriate use and accurate interpretation of the data. The UN and Eurostat have developed standards and guidelines for producing metadata, which may well serve as guidance for the improvement of national metadata.

TEXT BOX 10:

Gender statistics database

Gender statistics are disseminated through dedicated databases or through more comprehensive databases such as those focused on social indicators, development indicators or human development indicators. Data disseminated in this format usually cover several areas of concern and several points in time or time periods. Data are usually presented already processed into indicators that facilitate comparisons over time or between various groups of population. Information on the calculation of indicators included in the database, underlying definitions or concepts used and sources of data used are sometimes made available with the database. This type of dissemination product is usually targeted to specialists interested in analysing statistical information themselves, including for monitoring purposes.

Source: Hedman, Perucci and Sundström, 1996; United Nations, 1997; United Nations, Economic Commission for Europe, and World Bank Institute, 2010.

Potential data presentation strategies

The way the data are presented will influence the extent to which data users will understand the information and use the findings. The presentation of data is closely linked to the dissemination, since both are dependent to:

- 1) the messages that convey to the data users: policy-makers and development planners at national public entities, international development organizations,

non-governmental organizations (NGOs), advocates and researchers, media;

- 2) the type of statistical product: statistical publication, analytical reports or articles focused on specific topics, including the typical “Women and men” publication produced by the national statistical office, dedicated database on gender statistics or larger databases.

TABLE 3.2.
Features of data presentation and visualization tools

Tools	Key Features
Tables	<ul style="list-style-type: none"> • Tables constructed to disseminate data collected in censuses or surveys involve minimum data processing and analysis. • Text tables are small tables that are referred to in and are part of the main text in a publication. • Annex tables are large and comprehensively present information on several characteristics and indicators, covering several breakdown variables in a single table. • Tables could be a best alternative to present changes in the values of multiple indicators (or one indicator disaggregated by a multi-categorical variable) between two points in time.
Line charts	<ul style="list-style-type: none"> • Show trends over time • Show differences across various groups. • Generally, a line chart begins with zero in the y-axis of a variable, unless this makes it difficult to directly compare women and men.
Bar charts (vertical or horizontal)	<ul style="list-style-type: none"> • Easy to understand visually because the longer the bar, the greater the value. Bar charts are best for data that do not vary too greatly in magnitude. • Clustered bar charts (separate bars representing women and men) allow for easy comparison of the sexes. • Horizontal bar charts (e.g. population pyramids) are preferable when there are many categories or categories with long labels.
Pie charts	<ul style="list-style-type: none"> • Can be used as an alternative to stacked bar charts to illustrate the percentage distribution of qualitative (categorical) variables. Categories must total 100 percent. • They are useful for presenting direct comparisons between women and men because the sizes of the “slice” of pie are easy to compare visually. • Pie charts can be difficult to read when many categories are included. Generally, when there are more than five categories, a bar chart should be selected.
Scatter plots	<ul style="list-style-type: none"> • Used to show the relationship between two variables, which are plotted against each other in order to show patterns in how they are grouped. • Useful when many data points need to be displayed when cannot easily be presented in bar charts or tables, e.g. data related to oblasts or cities in the country. • They are also useful for identifying and analyzing outliers in the data.

Tools	Key Features
Thematic maps	<ul style="list-style-type: none"> • Data overlaid on maps show the geographic distribution of a particular variable • They can be used to illustrate regional clusters within a country, or isolated differences in regions that differ significantly from the norm. • Maps are useful for advocacy purposes and are readily understood by the general public.
Infographics (information graphics)	<ul style="list-style-type: none"> • Infographics are graphic illustrations of data that are increasingly used for mass communication. • A weakness is that they can over-simplify data and so are of limited use to researchers or specialists. • However, they do convey information efficiently to a wide audience and can be used for advocacy and promotional materials.

The users of the toolkit should recall that data presented in table, chart or graph form are used to provide more illustrative significance to the descriptive text. Statistical compilations that consist exclusively of tables, charts and graphs are advised to be avoided.

In addition to that, selecting the appropriate method for presenting data will extensively depend on the issues

that are analysed and the key messages that are intended to be conveyed in the text. Useful and more detailed tips for user-friendly visualisation of data can be found in the publication of UN DESA (2016) Integrating a Gender Perspective into Statistics, and online Gender Statistics Manual developed by UNSD: <http://unstats.un.org/unsd/genderstatmanual/Glossary.ashx>.

4

GENDER INDICATORS FOR MONITORING AND REPORTING NEEDS



Gender statistics are the basis for constructing gender indicators, a useful tool in monitoring progress towards gender equality goals (UNDESA, 2016). In order to meet the specific needs deriving from national, regional and international priorities and commitment in the field of gender equalities, the next goal should be to adapt and maintain a national framework of a set of national indicators and issuing the relevant indicators regularly.

Analysis, implemented in the framework of the preparation of this Toolkit, recognised that one of the tasks of the SSSU is to identify a set of gender indicators as an important tool in monitoring evidence-based policies and reporting on them.

Moreover, certain institutional actions are being undertaken inside the SSSU, in early 2019, to backing such development. An **Inter-Departmental Working Group on the Harmonization of National Indicators of Gender Equality with International Standards** was established at the SSSU to gather the representatives of line ministries and agencies⁴⁸. This working group is mandated to develop a list of harmonized national indicators and relevant methodologies in light of implementation of the State Social Program for Ensuring Equal Rights and Opportunities for Women and Men for the Period up to 2021, approved by the resolution of the CMU No. 273, dated 18.04.18, and the NAP on the Implementation of Recommendations of the Concluding Observation of the UN Committee on the Elimination of Discrimination against Women to the Eighth Periodic Report of Ukraine on the Implementation of CEDAW for the period up to 2021, approved by the resolution of the CMU dated 05.09.2018 No. 1106.

The international experience provides good grounds to build the national system of indicators. The **UN**

Minimum Set of Gender Indicators introduced by the UN Inter-Agency and Expert Group on Gender Statistics (IAEG-GS) in 2012, is one of the most pertinent. The list is recommended to be used across countries for the national production and international compilation of gender statistics. This set contains 52 gender indicators that address key policy concerns as identified in the BPfA and other more recent international commitments. A recent revision has been made (November 2018) in order to fully align it with the SDG 2030 Agenda (22 quantitative indicators are now aligned)⁴⁹. For more details, the users of the toolkit can consult the link: <https://genderstats.un.org/files/MinimumSetindicatorsweb.pdf>.

Given the context, the Toolkit is limited only to guide the upcoming work of the SSSU in this domain. Therefore, a provisional national set, which consists of all indicators from the UN's minimum list in combination with selected gender specific indicators from the Ukraine's SDG framework, is suggested to be a starting point for the system of monitoring and reporting in Ukraine.

The proposed list of national indicators and target values are provided in Tables 4.1 and 4.2, being organised as per domains of the UN Minimum Set. The reference to BPfA and SDGs goals and targets is made to formulate the link with international commitments. To support an intersectional approach to data, the availability of different types of disaggregation levels is also presented.

As a next step, the metadata handbook and/or repository (with concepts and definitions used in defining variables and calculation methods) is suggested to be developed by the SSSU. Information on metadata developed by UNSD is available at the following source: <https://genderstats.un.org/#/downloads>.

48 Supported by the Order of the SSSU No. 97 dated 01.03.19 "On the Establishment of an Interdepartmental Working Group on Harmonization of the National Indicators of Gender Equality with International Standards": http://www.ukrstat.gov.ua/norm_doc/2019/97/97_2019.htm.

49 It is organized into five domains: 1) Economic structures and access to resources, 2) Education; 3) Health and related services; 4) Public life and decision-making, and 5) Human rights of women and child (see Table 4.1, Table 4.2). The indicators are categorised into three tiers according to their availability and agreed-upon standards:

Tier 1: indicator addresses relevant issues related to gender equality and/or women's empowerment; is conceptually clear and has an international established methodology and standards; and data are regularly produced by countries, with sufficient coverage to allow tracking progress over time.

Tier 2: indicator addresses relevant issues related to gender equality and/or women's empowerment; is conceptually clear and has an international established methodology and standards; but data are not regularly produced by countries.

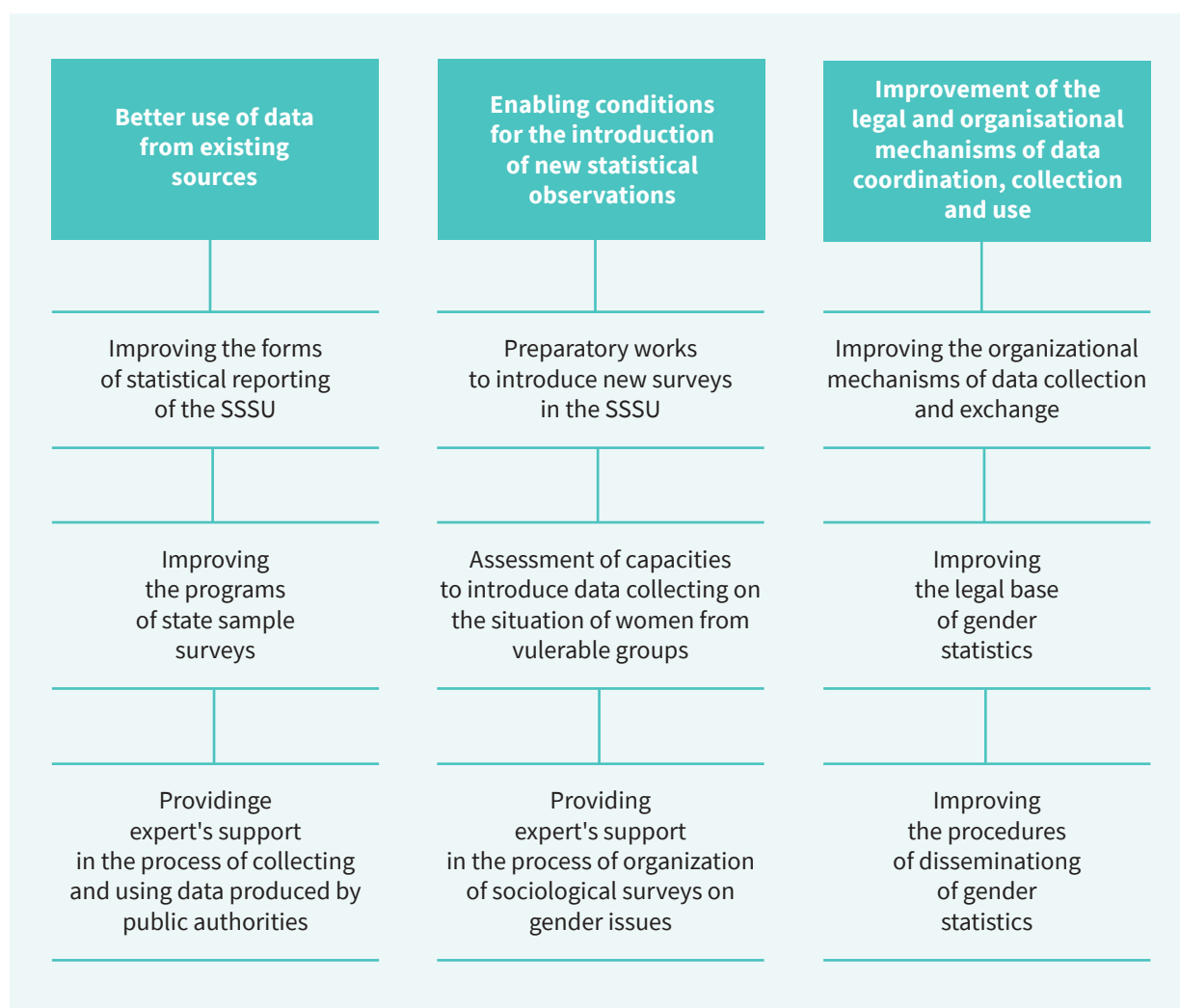
Tier 3: indicator addresses relevant issues related to gender equality and/or women's empowerment; but with no international established methodology or standards; data are not regularly produced by countries.

In order to fill identified gaps in the recommended indicators of gender statistics, three groups of recommendations can be proposed, which could be organized as a “tree of goals and objectives” (see also Text Box 11):

- 1) raising the efficiency of existing sources data use, in particular through improvement of the existing forms of statistical reporting, statistical observations of the SSSU, and those forms of statistical reporting that are currently being produced by other ministries and agencies;
- 2) creating enabling preconditions for the implementation of new statistical observations, sample surveys and forms of reporting of other producers on gender statistics;
- 3) improvement of the legal mechanisms of data collecting, processing and use, establishing effective interaction between different authorities which produce gender statistics, and data users.

TEXT BOX 11:

Proposed ways to fill the current gaps in gender statistics



A better use of data from the existing sources could be achieved through:

1) Improving the forms of statistical reporting of the SSSU, in particular:

- Improvement of the forms used in the enterprise survey on labour statistics in order to expand the system of indicators on the monitoring of SDG 5 “Gender Equality”: No. 1-PS (monthly) “Report on Labour”, No. 1-PS (quarterly) “Work Report”, No 1-PV (quarterly) “Work report” and related instructions on how to complete the respective SSO forms. In particular, the next indicators/variables could be added to the forms:
- Sex of the head of structural unit;
- Average number of full-time employees, of them women;
- Number of full-time employees covered by collective agreements, of them women;
- Number of hours worked by full-time employees, of them women and men;
- Number of hours off work – by and for all reasons, of them women and men;
- The amount of wage arrears, of them women and men;
- The number of employees who have not been paid wages on time, of them women.

2) Improving programs of the state sample surveys by introducing new indicators to the procedures of data processing:

- SSO “Household living conditions survey”: more advanced gender-specific monitoring of the living standards of the poor population and population with specific needs:
- proportion of poor population (by relative poverty rate), by sex (%);
- proportion of households consisting of single non-working women of elderly age among all households of Ukraine, by type of residential area (%);
- proportion of households consisting of single non-working elderly women with average monthly per capita income below the median income rate among all households in Ukraine, by residential area (%);

- proportion of persons who own mobile phones among all population of Ukraine, by sex (%);

• SSO “Labour Force Survey”: provide a more comprehensive assessment of indicators for monitoring the implementation of SDG 5 “Gender Equality”, SDG 8 “Decent Work and Economic Growth”:

- employed population by marital status, by sex (%);
- employed population by presence of children, by sex (%);
- employment rate of people aged 25-49 who have children under 3 years, by sex (%);
- employment rate among people aged 25-49 years having children aged 3-5 years by sex (%);
- percentage of unemployed and unskilled youth in the total population aged 15-24, by sex (%);

3) Providing expert's support in the process of collecting and using data produced by other public authorities:

- Conduct quality assessments of the available gender-specific data produced by Ministries and agencies (according to their plans and commitments) to identify opportunities to fill in the gaps in gender statistics;
- Facilitate the development and coordination of the forms of statistical reporting between different ministries and agencies (including: the State Judicial Administration, the National Police, the Ministry of Foreign Affairs, the National Bank, the Ministry of Education and Science, etc.) that would include indicators of women to men in different professions and positions among the deputies of different levels, members of the Government, and civil servants to ensure filling in the information gaps in the field of gender statistics in the UNECE database and SDG5 “Gender Equality” in particular:
- number of judges, central bank board members, journalists, Constitutional Court judges, police officers, heads of universities, ambassadors – by sex (%);
- Support the Ministry of Justice in improving the Unified State Registry of Legal Entities, Physical Entities and Organizations through adding a variable of sex to measure the indicators suggested by SDG 5 “Gender Equality” and SDG 8 “Decent Work and Economic Growth”:

- proportion of adult population who are private entrepreneurs, by sex (%).
- Contribute to improving the registers of entrepreneurs, voters, real estate and property, etc., by introducing a variable of sex into the relevant forms of data reporting;
- Establish cooperation and information exchange with the Ukrainian Center for Assessment of the Quality of Education in order to introduce gender-based analysis of the results of student assessment (including in the framework of the international PISA survey) and to facilitate the dissemination of this information to a wide range of consumers.

Enabling preconditions for the introduction of new statistical observations envisages:

- 1) Conducting preparatory works on introducing new surveys of SSSU and developing the relevant recommendations in order to provide reliable information on the gender issues:
 - Multiple Indicator Cluster Survey (MICS): indicators that assess public attitudes to the intimate partner violence (level of tolerance of violence in society), prevalence of early marriage practices, victimization (treatment of victims of violence) and reproductive health;
 - Health and Demographic Survey (DHS): indicators of prevalence of physical and sexual forms of intimate partner violence against women (in the lifetime and during the last 12 months), family planning guidelines, reproductive behaviours, unmet needs for modern contraception means, etc.;
 - Time Use Survey (TUS): indicators of time spent by women and men for various paid and unpaid activities, including unpaid household and housekeeping work, time spent on receiving education and caring for health, leisure, etc.;
- 2) Preparatory works to introduce modular surveys within existing surveys:
 - sample population (household) survey on labour migration will improve gender statistics in terms of estimation of the scope, prevalence and geographical orientation of the external labour migration of

the citizens of Ukraine and socio-demographic background of labour migrants;

- sample survey on child labour will provide the relevant information on the scope and features of the child labour in Ukraine, including the gender analysis;
 - other statistical observations – to introduce the collection of data on women from socially vulnerable groups (women with disabilities, Roma women, LBT women, women living with HIV, homeless women) by developing and implementing additional modules in the existing SSOs;
- 3) Providing expert's support in organization of sociological surveys on gender issues, in particular:
 - surveys on access of women and men to loan capital, land ownership, real estate and other assets, bank accounts, savings and private investments.

Improvement of the legal and organisational mechanisms on data coordination, collection and use through:

- 1) Improving the organizational mechanisms of data collecting:
 - establishing an effective system of cooperation between different public authorities in order to coordinate the collection and use of gender statistics, in particular in terms of data recording and use;
 - development of mechanisms of cooperation with research institutions in order to ensure monitoring of gender policy and achievement of the SDGs for Ukraine, as well as improvement of methodology of gender statistics;
 - providing expert's support to the line ministries on managing the data collection relevant to gender statistics;
- 2) Improving the normative base of gender statistics:
 - introduce the term “gender statistics” in methodological materials of the SSOs which collect sex-disaggregated data;
 - include the rationale of gender statistics in the objectives and methodology of such surveys as LFS, ESLS, and the basics of HHS, etc.;

- 3) Improving the procedures of gender statistics dissemination and communication:
 - introduce new dissemination products such as infographics, data stories, etc.
- creation of a special data portal on gender statistics in order to make data accessible to the general public;
- expand the list of indicators presented in the statistical publication “Women and Men in Ukraine”;
 - examine an opportunity to giving access to the most complete microdata files of household (population) sample surveys for the interested users of statistics.

TABLE 4.1.
Recommended indicators for the monitoring of national and international commitments on gender equality (based on UN Minimum Set of Gender Indicators and Ukraine’s Sustainable Development Goals)

No.	Indicator	References to the strategic objectives in the Beijing Platform for Action	Tier of indicator*	Reference to SDGs	Reference to National SDG indicator	Additional disaggregation	Value Female **	Value Male **	Source
I. Economic structures, participation in productive activities and access to resources, poverty, well-being									
UN Minimum Set of Gender Indicators									
1	Average number of hours spent on unpaid domestic and care work, by sex	C.2, F.1, H.3	2	Goal 5 Target 4	5.4.1	by age by locality	–	–	New study
2	Average number of hours spent on total work (total work burden), by sex	F.1, H.3	2	Goal 5			–	–	New study
3	Labour force participation rate, by sex	F.1, H.3	1	Goal 8		for persons aged 15-24 and 15+	31.03	38.90	SSSU
4	Proportion of employed who are own-account workers	F.2	1	Goal 8			12.43	15.89	SSSU
5	Proportion of employed who are contributing family workers, by sex	H.3	1	Goal 8			0.24	0.26	SSSU
6	Proportion of employers in the employed population, by sex	F.1	1	Goal 8			0.77	1.52	SSSU
7	Percentage of adult population who are entrepreneurs, by sex	F.1, F.2	3	Goal 5 and Goal 8			–	–	New study
8	Percentage distribution of employed population by economic sectors, by sex (sectors here refer to Agriculture; Industry; Services)	F.5, H.3	1	Goal 8		by sector	–	–	New study
9	Proportion of informal employment in non agriculture employment, by sex	F.2, H.3	1	Goal 8 Target 3		by sector	–	–	New study
10	Unemployment rate, by sex	F.1	1	Goal 8 Target 5	8.5.2	by age and persons with disabilities	17.0	20.3	SSSU

No.	Indicator	References to the strategic objectives in the Beijing Platform for Action	Tier of indicator*	Reference to SDGs	Reference to National SDG indicator	Additional disaggregation	Value Female**	Value Male**	Source
11	Proportion of adults (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider, by sex	F.1, F.2	1	Goal 8 Target 10	8.10.2		61.32	65.03	WB Financial inclusion survey (2017)
12	Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex	A.1, A.2	2	Goal 5 Target a	5.a.1		–	–	
13	Gender gap in wages	F.1, F.5	2	Goal 8 Target 5	8.5.1	by occupation, by age, persons with disabilities*	29.7	37.2	SSSU
14	Proportion of employed working part-time, by sex	F.5	2	Goal 8			13.32	5.71	SSSU
15	Employment rate of persons aged 25-49 with a child under age 3 living in a household and with no children living in the household, by sex	F.6	3	Goal 8			–	–	SSSU
16	Proportion of children under age 3 in formal care	F.6	3	Goal 5			–	–	
17	Proportion of individuals using the Internet, by sex	F.3	1	Goal 17 Target 8	17.8.1		38.75	43.53	SSSU
18	Proportion of individuals who own a mobile telephone, by sex	F.3	1	Goal 5 Target b	5.b.1		–	–	New study
19	Proportion of households with access to mass media (radio, television, Internet), by sex	F.3	3	Goal 5			–	–	New study
National Sustainable Development Goals till 2030									
20	Share of the population whose average per capita equivalent total expenditure is lower than the actual (estimated) subsistence minimum, %	A		Goal 1 Target 1	1.1.1.	by age, by sex, by presence of children in the household	43.2		SSSU
21	Share of the poor population covered by state social support in the total number of poor people, %, by sex	A		Goal 1 Target 2	1.2.1.	by age, by presence of children in the household	70.9		SSSU
22	Ratio of duration of unpaid domestic work (housekeeping, care for children and other family members etc.) between men and women, %	C.2, F.1, H.3		Goal 5 Target 3	5.3.1.		–		New study
23	Ratio of average wages for men and women, %	F.1, F.5		Goal 5 Target 6	5.6.1		77.7		SSSU

No.	Indicator	References to the strategic objectives in the Beijing Platform for Action	Tier of indicator*	Reference to SDGs	Reference to National SDG indicator	Additional disaggregation	Value Female**	Value Male**	Source
24	Employment rate of women aged 25–44 with children aged 3–5, %	F.6		Goal 5 Target 6	5.6.2		59.0		IDSS NASU
25	Employment rate among those aged 20–64, %, by sex	F.6		Goal 8 Target 3	8.3.1	by locality	64.4		SSSU
26	Share of youth not in employment, education or professional training in the total number of those aged 15–24, %, by sex	F.6		Goal 8 Target 4	8.4.1		17.7		SSSU
II. Education									
UN Minimum Set of Gender Indicators									
27	Youth literacy rate of persons (15-24 years), %, by sex	B.2, L.4	1	Goal 4			99.96	99.98	SSSU
28	Adjusted net enrolment rate in primary education, %, by sex	B.1, L.4	1	Goal 4			93.74	91.85	SSSU
29	Gross enrolment ratio in secondary education, %, by sex	B.1	1	Goal 4			95.7	97.82	SSSU
30	Gross enrolment ratio in tertiary education, %, by sex	B.1	1	Goal 4			89.48	77.64	SSSU
31	Gender parity index of the gross enrolment ratios in primary, secondary and tertiary education	B.1, L.4	1	Goal 4			ratio female/male 1.02; 0.98; 1.15		SSSU
32	Share of female science, technology, engineering and mathematics graduates at tertiary level, %	B.3, B.4, L.4	1	Goal 4			29.49	X	SSSU
33	Proportion of females among tertiary education teachers or professors, %	B.4, L.4	1	Goal 4			–	–	New study
34	Adjusted net intake rate to the first grade of primary education	B.1	1	Goal 4			68.62	67.35	SSSU
35	Primary education completion rate, %, by sex	B.1	1	Goal 4			104.38	102.54	SSSU
36	Gross graduation ratio from lower secondary education, %, by sex	B.1	1	Goal 4			–	–	MES
37	Effective transition rate from primary to secondary education (general programmes), %, by sex	B.1	1	Goal 4			98.76	98.79	SSSU
38	Educational attainment of the population aged 25 and older, %, by sex	B.1	1	Goal 4 Target 4	4.4.2				SSSU
National Sustainable Development Goals till 2030									
39	Net pre-primary enrolment rate for children aged 5, %	B.1		Goal 4 Target 2	4.2.1	by locality	70.6		SSSU

No.	Indicator	References to the strategic objectives in the Beijing Platform for Action	Tier of indicator*	Reference to SDGs	Reference to National SDG indicator	Additional disaggregation	Value Female**	Value Male**	Source
40	Share of the population who reported using the Internet over the past 12 months, %	B.1		Goal 4 Target 5	4.5.2	by age, by locality	48.9		SSSU
41	Share of men among school teachers, %	B.1		Goal 4 Target 6	4.6.1		14.7		MES
III. Health and related services									
UN Minimum Set of Gender Indicators									
42	Proportion of women of reproductive age (aged 15-49 years) who have their need for family planning satisfied with modern methods, %	C.1, C.2	1	Goal 3 Target 7	3.7.1		68.0	X	MICS
43	Under-five mortality rate, by sex	C.1	1	Goal 3 Target 2	3.2.1		7.8	9.7	SSSU
44	Maternal mortality ratio	C.1	1	Goal 3 Target 1	3.1.1		24.0	X	SSSU
45	Antenatal care coverage	C.1	1	Goal 3			98.6	X	MICS
46	Proportion of births attended by skilled health personnel	C.1	1	Goal 3 Target 1	3.1.2		99.9	X	MICS
47	Age-standardized prevalence of current tobacco use among persons aged 15 years and older, by sex	C.2	1	Goal 3 Target a	3.a.1		13.5	47.4	WHO
48	Proportion of adults who are obese, by sex	C.1, C.2	1	Goal 3			25.7	22.0	WHO
49	Number of new HIV infections per 1,000 uninfected population, by sex	C.3	2	Goal 3 Target 3	3.3.1	by age and key populations	15 to 24 yrs – 0.38; 15 to 49 yrs – 0.46; 50 yrs and over – 0.02; All age ranges or no breaks by age – 0.22;	15 to 24 yrs – 0.28; 15 to 49 yrs – 0.64; 50 yrs and over – 0.07; All age ranges or no breaks by age – 0.36;	SSSU
50	Access to anti-retroviral drug, by sex	C.3	1	Goal 3			42.0	38.0	WHO
51	Life expectancy at age 60, by sex	C.1, C.2	1	Goal 3			21.07	15.7	SSSU
52	Mortality rate attributed to cardiovascular disease, cancer, diabetes or chronic respiratory disease	C.1, C.2	1	Goal 3 Target 4	3.4.1		16.2	35.1	SSSU
National Sustainable Development Goals till 2030									
53	Number of cases of maternal mortality, per 100,000 live births			Goal 3 Target 1	3.1.1.	by location (urban/rural)	12.0		MES

No.	Indicator	References to the strategic objectives in the Beijing Platform for Action	Tier of indicator*	Reference to SDGs	Reference to National SDG indicator	Additional disaggregation	Value Female**	Value Male**	Source
54	Number of patients diagnosed with HIV for the first time, per 100,000 persons, by sex			Goal 3 Target 3	3.3.1	by region	9.3		MoH SSSU
55	Number of deaths from cerebrovascular disease at the age of 30–59, per 100,000 men and women of corresponding age			Goal 3 Target 4	3.4.1	by region	28.9	64.0	SSSU, MoH
56	Number of deaths from malignant breast tumors at the age of 30–59, per 100,000 women of appropriate age			Goal 3 Target 4	3.4.3	by region	26.3	X	SSSU, MoH
57	Number of deaths from malignant cervical tumors at the age of 30–59, per 100,000 women of appropriate age			Goal 3 Target 4	3.4.4	by region	12.2	X	SSSU, MoH
58	Probability of dying at the age of 20–64, men and women, per mille			Goal 3 Target 5	3.5.1, 3.5.2	by location	155	389	SSSU, IDSS NANU
59	Share of women and men who smoke at the age of 16–29, %			Goal 3 Target 8	3.8.1, 3.8.2	by location	5.0	31.4	SSSU, IDSS NANU
IV. Public life and decision-making									
UN Minimum Set of Gender Indicators									
60	Women's share of government ministerial positions, %	G.1	1	Goal 5			10.53	x	SSSU
61	Proportion of seats held by women in (a) national parliaments and (b) local governments	G.1	1 (a)/ 2 (b)	Goal 5 Target 5	5.5.1		(a) 12 (b) 14	x	SSSU
62	Proportion of women in managerial positions, %	F.1, F.5, G.1	1	Goal 5 Target 5	5.5.2		41.1	x	SSSU
63	Percentage of female police officers, %	I.2	2				–	x	National Police
64	Percentage of female judges, %	I.2	2	Goal 5			–	x	State Court Administration
National Sustainable Development Goals till 2030									
65	Share of women among the Members of Parliament of Ukraine, %			Goal 5 Target 4	5.4.1		12.2	x	SSSU
66	Share of women among the members of oblast councils and local councils of oblast significance, %			Goal 5 Target 4	5.4.2		14.0	x	Ministry of Social Policy
67	Share of women in senior positions of public service (Category A positions), %			Goal 5 Target 4	5.4.3		16.7	x	National Agency for Civil Service

No.	Indicator	References to the strategic objectives in the Beijing Platform for Action	Tier of indicator*	Reference to SDGs	Reference to National SDG indicator	Additional disaggregation	Value Female**	Value Male**	Source
68	Level of public confidence in the court, %			Goal 16 Target 3	16.3.1	by sex by age by locality	5.0		New study
69	Level of public awareness of the right to free legal assistance, %			Goal 16 Target 3	16.3.2	by sex by age by locality	–	–	Ministry of Justice
70	Share of the population satisfied with their experience of the use of infrastructure and the level of social services in key areas in Donetsk and Luhansk oblasts, %			Goal 16 Target 8	16.8.1	by sex by age	–	–	New study
71	Share of the population satisfied with the level of administrative governance services in Donetsk and Luhansk oblasts, %			Goal 16 Target 8	16.8.2	by sex by age by locality	–	–	New study
V. Human rights of women and girl children									
UN Minimum Set of Gender Indicators									
72	Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months	D.1, D.2	2	Goal 5 Target 2	5.2.1	by form of violence and by age	15 to 19 years old 26.09; 15 to 44 years old 8.0; 15 to 49 years old 10.2	x	DHS
73	Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months	D.1, D.2	2	Goal 5 Target 2	5.2.2	by age and place of occurrence	1.3	x	DHS
74	Adolescent birth rate (aged 10-14 years; aged 15-19 years) per 1,000 women in that age group	L.1, L.2	2	Goal 5 Target 5	5.5.1	by age by region	19.7	x	SSSU
National Sustainable Development Goals till 2030									
75	Number of normative acts which were revised or adopted to provide men and women with equal rights and opportunities and to prevent discrimination against women and girls			Goal 5 Target 1	5.1.1		–	–	Ministry of Social Policy
76	Share of women aged 15–49 who have experienced at least one form of physical or sexual violence, %			Goal 5 Target 2	5.2.1	by age by form of violence by type of relations with abuser	22.0	x	Ministry of Social Policy

No.	Indicator	References to the strategic objectives in the Beijing Platform for Action	Tier of indicator*	Reference to SDGs	Reference to National SDG indicator	Additional disaggregation	Value Female**	Value Male**	Source
77	Number of complaints regarding domestic violence, thousands			Goal 5 Target 2	5.2.2	by sex	91.1	14.5	Ministry of Social Policy
78	Number of created specialized services for support of survivors of domestic violence			Goal 5 Target 2	5.2.3	by sex	-		Ministry of Social Policy
79	Number of children who suffered of violence			Goal 5 Target 2	5.2.4	by sex	2244		Ministry of Social Policy
80	Number of persons who attended correctional programs for abusers			Goal 5 Target 2	5.2.5	by sex	588		Ministry of Social Policy
81	Number of specialists trained in prevention and combating domestic violence			Goal 5 Target 2	5.2.6	by sex	300		Ministry of Social Policy
82	Number of specialists trained in prevention and combating discrimination against women			Goal 5 Target 2	5.2.7	by sex	496		Ministry of Social Policy
83	Number of provided social services in case of domestic violence			Goal 5 Target 2	5.2.8	by sex	17 178		Ministry of Social Policy
84	Number of information campaigns on combating domestic violence			Goal 5 Target 2	5.2.9		6 964		Ministry of Social Policy
85	Number of persons covered with information campaigns on combating domestic violence			Goal 5 Target 2	5.2.10		10 000		Ministry of Social Policy
86	Percent of increase in zero tolerance to all forms of violence in the population of Ukraine			Goal 5 Target 2	5.2.11	by sex	-		Ministry of Social Policy
87	Percent of funding of regional programs on combating domestic violence at expense of local budgets			Goal 5 Target 2	5.2.12	by region	-		Ministry of Social Policy
88	Share of people who reported that in the last 12 months they had personally faced gender-based discrimination in the total number of complains on discrimination, %			Goal 10 Target 2	10.2.1	by age, by sex, by location (urban / rural)	66		Ministry of Social Policy
89	Number of victims of criminal offences related to physical violence (murders and attempted murders, rapes and attempted rapes, serious injuries), per 100,000 persons			Goal 16 Target 1	16.1.2	by age, by sex	14.0		Prosecutor General's Office
90	Number of victims of sexual abuse in the last 12 months, persons			Goal 16 Target 1	16.1.3	by age, by sex	459		Prosecutor General's Office

Notes:

* **Indicators of Tier 1:** address relevant issues related to gender equality and/or women's empowerment; is conceptually clear and has an international established methodology and standards; and data are regularly produced by countries, with sufficient coverage to allow tracking progress over time.

Indicators of Tier 2: address relevant issues related to gender equality and/or women's empowerment; is conceptually clear and has an international established methodology and standards; but data are not regularly produced by countries.

Indicators of Tier 3: address relevant issues related to gender equality and/or women's empowerment; but with no international established methodology or standards; data are not regularly produced by countries.

** The most recent available data for 2014-2018 provided.

TABLE 4.2.
The Minimum Set of Gender Indicators: qualitative indicators related to national norms

No.	Indicator	References to the strategic objective in the Beijing Platform for Action	Tier*
1	Extent of country commitment to gender equality in employment	F.1, F.5	1
1a	Whether or not ratified ILO convention No. 100 on equal remuneration for women and men	F.1	
1b	Whether or not ratified ILO convention No. 111 on discrimination in employment and occupation	F.1, F.5	
2	Extent of country commitment to support reconciliation of work and family life	F.1, F.5, F.6	1
2a	Whether or not ratified ILO convention No. 156 on workers with family responsibilities	F.6	
2b	Whether or not ratified ILO convention No. 175 on part-time work	F.5	
2c	Whether or not ratified ILO convention No. 177 on home work	F.5	
2d	Whether or not ratified ILO convention No. 183 on maternity protection	F.1, F.6	
3	Length of maternity leave	F.1, F.6	1
4	Percentage of wages paid during maternity leave	F.1, F.6	1
5	Presence of a gender quota for parliament (reserved seats and legal candidate quotas)	G.1	1
6	Presence of a gender quota for parliament (voluntary party quotas)	G.1	1
7	Existence of law on gender statistics		2
8	Whether or not reservation to article 16 of CEDAW	I.1	1
9	Existence of laws on domestic violence	D.1	1
10	Whether or not inheritance rights discriminate against women and girls	F.1, L.1	2
11	Legal minimum age at marriage	L.1	1

* **Indicators of Tier 1:** address relevant issues related to gender equality and/or women's empowerment; is conceptually clear and has an international established methodology and standards; and data are regularly produced by countries, with sufficient coverage to allow tracking progress over time.

Indicators of Tier 2: address relevant issues related to gender equality and/or women's empowerment; is conceptually clear and has an international established methodology and standards; but data are not regularly produced by countries.

Indicators of Tier 3: address relevant issues related to gender equality and/or women's empowerment; but with no international established methodology or standards; data are not regularly produced by countries.

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ANNEX 1.

KEY RESOURCE DOCUMENTS FOR FURTHER REFERENCE

Topics	Resource documents
General	<p>https://unstats.un.org/unsd/demographic-social/gender/index.cshmtl</p> <p>United Nations, UNECE & World Bank Institute (2010). Developing gender statistics: A Practical Tool”</p> <p>United Nations, UN DESA (2016). Integrating a Gender Perspective into Statistics</p> <p>UNECE (2015). Indicators of Gender Equality: http://www.unece.org/stats/publications/gender_equality</p> <p>United Nations (2019). Guidelines for Producing Statistics on Asset Ownership from a Gender Perspective. Department of Economic and Social Affairs Statistical Division. ST/ESA/STAT/SER.F/119</p> <p>How well are gender issues covered in household surveys and censuses? An analysis using the IHSN-World Bank Gender Data Navigator 1: http://www.ihsn.org/sites/default/files/resources/Gender_Issues_July-2015.pdf</p> <p>UN Women (2013). A women’s rights and women’s empowerment: imperatives and key components transformative stand-alone goal on achieving gender equality: In the context of the post-2015 development framework and sustainable development goals: http://www.unwomen.org/en/what-we-do/~/-/media/AC04A69BF6AE48C1A23DECAEED24A452.ashx</p> <p>UNSD (2018). The UN Minimum Set of Gender Indicators: https://genderstats.un.org/#/home</p>
Population statistics	<p>UNFPA (2014). Methodological Guidelines for the Gender Analysis of National Population and Housing Census Data: https://www.unfpa.org/sites/default/files/pub-pdf/141006-UNFPA-GenderManual2014-02-SCREEN.pdf</p> <p>United Nations (2017). Principles and Recommendations for Population and Housing Censuses, Revision 3. Department of Economic and Social Affairs Statistics Division. ST/ESA/STAT/SER.M/67/Rev.3: https://unstats.un.org/unsd/demographic-social/Standards-and-Methods/files/Principles_and_Recommendations/Population-and-Housing-Censuses/Series_M67rev3-E.pdf</p> <p>United Nations (2010). Measuring the Economically Active in Population Censuses: A Handbook.</p> <p>United Nations Department of Economic and Social Affairs International Labour Office Department of Statistics. ST/ESA/STAT/SER.F/102: https://unstats.un.org/unsd/demographic-social/Standards-and-Methods/files/Handbooks/population-and-housing-censuses/Seriesf_102-E.pdf</p>

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on Violence
against Women**

United Nations (2014). Guidelines for Producing Statistics on Violence against Women—Statistical Surveys. Department of Economic and Social Affairs, Statistics Division. ST/ESA/STAT/SER.F/110: https://unstats.un.org/unsd/demographic-social/Standards-and-Methods/files/Handbooks/gender/seriesF_110-E.pdf

**Statistics
on Time-Use**

United Nations (2005). Guide to Producing statistics on Time-Use. Department of Economic and Social Affairs, Statistics Division. ST/ESA/STAT/SER.F/93: https://unstats.un.org/unsd/demographic-social/Standards-and-Methods/files/Handbooks/time-use/SeriesF_93-E.pdf

United Nations (2013). Guidelines for Harmonizing Time-Use Surveys, prepared by the Task Force on Time-Use Surveys. United Nations Economic Commission for Europe (UNECE): http://www.unece.org/fileadmin/DAM/stats/publications/2013/TimeUseSurvey_Guidelines.pdf

International Labour Office (2018). Survey methods to improve measurement of paid and unpaid work: Country practices in time-use measurement. 20th International Conference of Labour Statisticians Geneva, 10-19 October 2018. ICLS/20/2018/Room document 18: https://www.ilo.org/stat/Publications/WCMS_636055/lang--en/index.htm
