

UN WOMEN EAST AND SOUTHERN AFRICA

Publications Reader Survey Report
(2023)



ACKNOWLEDGEMENTS

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The survey was led by Jack Onyisi Abebe of UN Women and Japheth Otieno-International Consultant. We appreciate the review and contributions of Levin Oyugi, UN Women who supported the process of the survey. The authors consulted various stakeholders and actors in the region, including thematic advisors, country offices, policymakers, development partners, the UN family, the Civil Society, international non-governmental organizations, academia and research think tanks, individual gender advocates, private sector organizations, media agencies, Regional Economic Commissions,

governments and other stakeholders and experts working with UN Women both at country and regional levels, we acknowledge their useful contributions and inputs into the reader survey. Finally, we are grateful for the dedication of the thematic units at UN Women East and Southern Africa Regional Office to implementing the findings and recommendations of the survey, with an aim of improving the readership of ESARO publications while positioning UN Women as a go-to agency on issues of gender equality and women's empowerment in the region.

EXECUTIVE SUMMARY

UN Women East and Southern Africa Regional Office initiated a biennial survey for 2021-2022 to analyze readers' evaluation of the leading publications in terms of several attributes, facilitate continuous improvements in UN Women's publications and draw lessons for conducting future readership surveys. The survey was also meant to consult the audiences on their perception of publications' readability, presentations, design and layout. Furthermore, these surveys, some of which were conducted in 2021, 2019 and 2016, have enabled an in-depth understanding of publication needs and feedback from various UN Women regional office stakeholders.

The feedback has been used to improve trends and develop evidence-based and demand-driven approaches for ESARO publications. The surveys have also helped inform publication processes, including creating quality assurance guidance and centralizing the process with more robust accountability mechanisms for knowledge production. The surveys have further informed formatting for ESARO publications, accessibility for development and policy making (particularly in East and Southern Africa), and ways UN Women ESARO could improve on the presentation of their publications to accelerate demand by diverse stakeholders. With the feedback received from the past surveys, UN Women has consistently strived to enhance publication processes, including creating more comprehensive platforms for sharing knowledge and publications periodically to improve access and readability of produced publications at the Country Offices' websites, Regional Offices and Social Media platforms among other media to upscale access and promote knowledge amongst audiences, UN System and stakeholders.

The 2023 reader survey covers the main UN Women East and Southern Africa regional publications and reports in different thematic units of women economic empowerment; women peace and security; ending violence against women and girls; leadership, governance and political participation and strategic planning and coordination. The survey was distributed in 22 countries attracting a response of 231 respondents covering the geographic scope of the regional offices. The broader stakeholders, including local NGOs, universities and research institutions, regional economic commissions, government entities,

and media and civil society organizations, UN agencies among other groups, were also contacted. A descriptive approach enlisting both qualitative and quantitative approaches towards analysing the respondents' views was used.

The respondents have approved the positive trends of UN Women publications, including improved quality of designs and layouts, easy-to-read formats, and quality of printed products. The survey findings point to increasing interest in gender-related publications by diverse audiences and call for sustained efforts by UN Women ESARO in its efforts of coordinate knowledge production with a clear research and policy agenda that is implementable on an annual basis with a monitoring mechanism in place through a structured knowledge management strategy aligned to the strategic note period (2022-2025).

Recommendations included intersecting with academia, universities and statistical institutions to improve the uptake of research evidence produced by UN Women ESARO for national and regional programmatic use. It is also recommended that there is a need for robust production of policy briefs centred on informing regional and national programming at the county level and consideration of research publications at reputable peer reviewed journals. Therefore, the study concludes that the Knowledge Management and Research unit remains critical in enhancing readership and dissemination mechanisms and enhancing the quality production of the publications to a broader audience and should be more resourced to sustain its efforts.

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LIST OF ACRONYMS

CSO	Civil Society Organizations
ESAR	Eastern and Southern Africa region
ESARO	Eastern and Southern Africa Regional Office
GEWE	Gender equality and women empowerment
M/COs	Multi and Country Offices
NGOs	Non-Governmental Organizations
RECs	Regional economic communities
SDGs	Sustainable Development Goals
UN Women	United Nations Entity for Gender Equality and Empowerment of Women
ICTs	Information Communication Technologies
GEWE	Gender Equality and Women Empowerment

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1. INTRODUCTION

The UN Women East and Southern Africa regional office commissioned the biennial publications readers survey to understand what publications the audiences' access, including how often they access such publications. The survey was also meant to consult the audiences on their perception of publications' readability, presentation, design and layout. In addition, the audience was also assessed on their preferred format of accessing publications and recommending the critical policy actions that would lead to broader

improvement of the more comprehensive UN Women publications readability, outreach and access. Notably, UN Women in the East and Southern Africa region has created more comprehensive platforms for sharing knowledge and publications periodically to improve access and readability of produced publications, including using Africa website and social media platforms to upscale access and promote knowledge amongst audiences, UN System and stakeholders.

2. SURVEY METHODOLOGY

2.1 Survey approach

The survey employed a descriptive approach, enlisting qualitative and quantitative methods to analyze the respondents' views. The instruments were administered through an online user-friendly format distributed to stakeholders. The survey tool was issued from an existing database of UN Women emails. The wider stakeholders comprised NGOs, the UN, universities and research institutions, regional economic commissions, government entities, the media and civil society organizations, among other groups. The approach was meant to

cover audiences who consume UN Women reports more significantly. Specifically, a catalogue of produced publications between 2021 and 2022 was also selected, analyzed and included in the survey for ratings. The online survey administered tool was majorly prepared to assess responses to several attributes, including analytical quality, overall assessment of the publication, presentation, enhancement of the readers' understanding of the publications and UN Women thematic areas, assessments of policy conclusions and utilization of the publications.

2.2 Survey Ratings

Numerical data were obtained based on ratings on selected questions on a scale of 1 to 5 contained in individual attributes where (1- implied minimum rating, and 5 the best rating). The ratings were then averaged and rounded off to the nearest decimal point. In cases where ratings were not required,

qualitative respondents were gathered and analyzed thematically to expand on the discussions and refining of the findings. It should be noted that the publications in the readership survey are not necessarily compatible and similar in responses and context for all the publications.

2.3 Data collection

Primary data was collected through an online survey platform- Microsoft survey forms. The template of Microsoft form was deemed appropriate due to its diverse advantages, including multilingual capabilities, branching logic, anonymous submissions, customized

thank-you messages and external user accessibility. It was also deemed appropriate due to its many helpful features that make data collection more effortless, streamlined, and effective. Structured questionnaires were used since the study was concerned with

variables that cannot be directly observed, such as respondents' views, opinions, perceptions and feelings. Such information is best obtained through questionnaires. Considering the population under the study, it was agreed that they were largely literate, and it was improbable that they would have

problems responding to questionnaire items. Interview questions and protocols were also drafted and administered through online interviews. Depending on the respondent's preference, these were done in various forms, including skype, zoom and google teams.

2.4 Data Analysis

The online datasets from Microsoft forms were collected and analyzed using SPSS version 29.0 to derive descriptive statistics and readable graphical interfaces. Datasets were run and segmented into different descriptive analyses depending on the questions. These presented visual impressions of meanings and/or information that could be hidden within the data. The survey tabulated the findings and calculated frequencies and percentages on each variable under the survey while making relevant interpretations

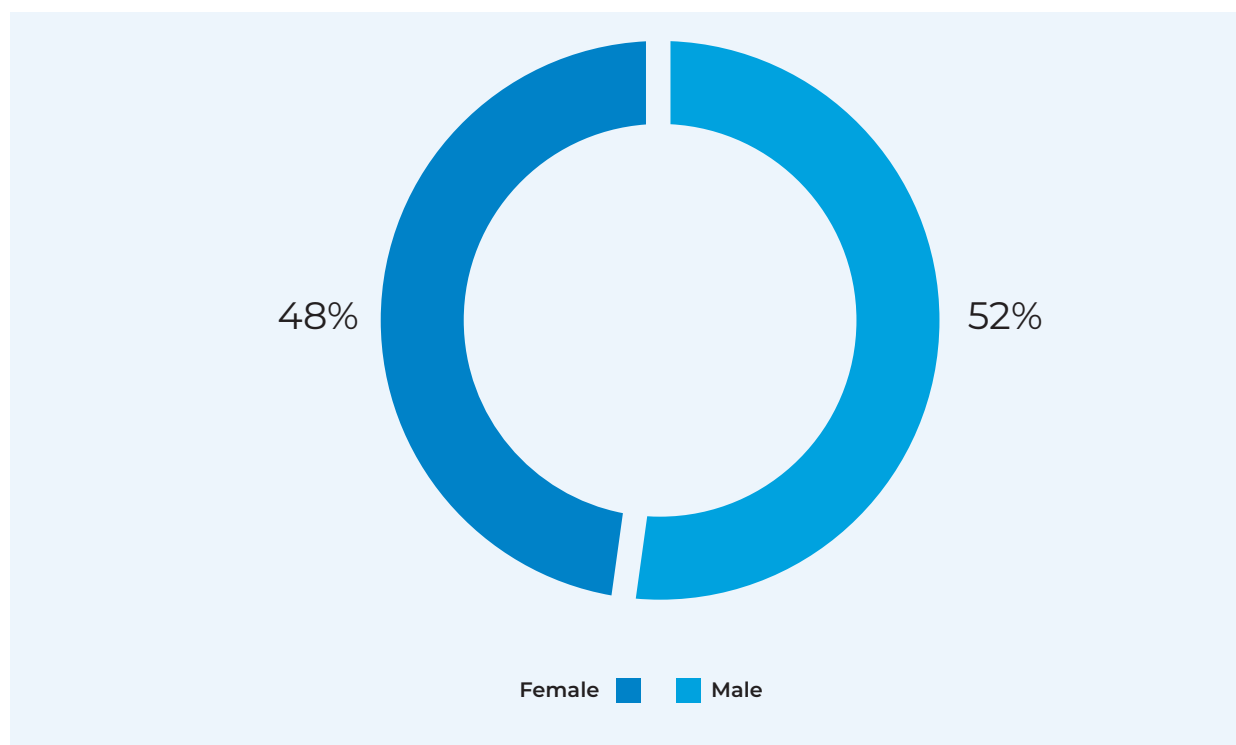
for the qualitative data related to UN Women publications. Analyzed tables and graphs were then retrieved, presented and discussed. Qualitative responses were coded and grouped according to themes for explanatory analysis. Key informant interviews were transcribed, coded and grouped to provide meaningful explanations. The study also used graphs, tables and pie charts to represent information and facts from the variables under the survey.

2.5 Respondents

The total number of responses received in this survey was 231 from 22 countries, with the majority coming UN Women East and

Southern Africa region. Of the 231 respondents recorded, 48 per cent were male, while 52 per cent were female.

Figure 1:
Gender of respondents (N=231)



The survey sought to understand how agencies and organizations consume and read publications from UN Women East and Southern Africa, as summarized in the table below. Out of the 231 respondents from 22 countries, it was recorded that International Non-Governmental Organizations (INGOs) responded with (11.3 per cent), Civil Society Organizations CSOs (5.6 per cent), UN System(33.3 per cent), Regional Economic Commissions (RECs) (7.4 per cent), Government Institutions/Agencies (10.4 per cent), Self-employed (5.2 per cent),

research institutions/ universities (10.4 per cent), private sector (5.2 per cent), local non-governmental organizations (NGOs) (3.5 per cent), unemployed (4.8 per cent). Notably, the readership cuts across all organizations, including research institutions, self-employed, and even private sector institutions. This shows that almost all readers of UN Women regional publications are interested in gender and development and are affiliated with agencies whose work somehow focuses on gender.

Table 1:
Respondents according to agency and institutions (N=231)

Institutions and Agency	Percentage of respondents	Number of respondents
International Non-Governmental Organizations (INGOs)	11.3	26
Civil Society Organizations (CSOs)	5.6	13
UN Systems	33.3	77
RECs	7.4	17
Government Institutions	10.4	24
Self-employment	5.2	12
Research Institutions/Universities	13.4	31
Private sector	5.2	12
Local Non- Governmental Organizations	3.5	8
Unemployment	4.8	11
	100	231

To understand the pattern of publication consumption and to help the UN Women regional office to design better advocacy strategies in the organizational readership patterns, the results of three past surveys were conducted as depicted in the figure below. These trends and patterns suggest that there have been consistent regional trends across the surveys during the periods, and there is a need for sustained publications reinforced with readership advocacy. The significant drop

in research and university intuitions should also be addressed with particular targeting. There is a need to reinforce partnerships with research institutions and universities to target their students and policymakers. In addition, the UN Women ESA region should gear towards direct dissemination and utilization of publications by research institutions and focus on university consumable research and statistics.

Figure 2:
Organizational consumable and readership trends for 2021-2022, 2019-2020, 2017-2018



Country and regions

The study analyzed respondents as per their country of origin. The study revealed that most respondents are located in East and Southern Africa. Table 1 summarizes the countries that responded to the survey. Notably, 2.2 per cent of the respondents were recorded from

outside the African continent, including the United States of America. A limited number of respondents from outside African continent was recorded since the survey was targeted to specific East and South African countries.

Table 2:
Respondents by Country of Origin (N=231)

Country	Percentage of respondents	Number of respondents
Nigeria	1.7 per cent	4
Rwanda	2.2 per cent	5
Burundi	2.6 per cent	6
DRC	1.7 per cent	4
Botswana	1.3 per cent	3
Lesotho	2.6 per cent	6
Namibia	3.0 per cent	7
Malawi	5.2 per cent	12
Tanzania	9.5 per cent	22

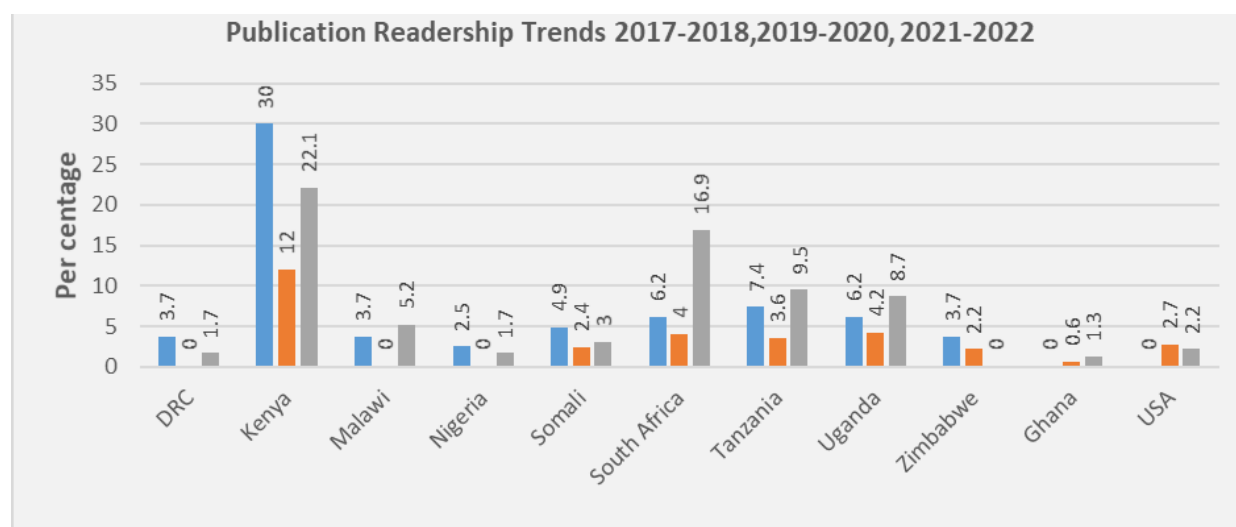
Country	Percentage of respondents	Number of respondents
Somali	3.0 per cent	7
Zimbabwe	3.0 per cent	7
USA	2.2 per cent	5
Ghana	1.3 per cent	3
Ethiopia	6.5 per cent	15
Kenya	22.1 per cent	51
South Africa	16.9 per cent	39
Uganda	8.7 per cent	20
South Sudan	3.9 per cent	9
Senegal	0.9 per cent	2
Mozambique	1.7 per cent	4
	100.0	231

To further understand the trend of readership at the country level, the current analysis was compared to the 2016,¹ 2019,² 2021,³ readership surveys. This was to understand the consistency and levels of readership per the country trends to inform future strategic intervention for publication readership advocacy. Countries that did not appear as respondents consistently in the reports have been left out intentionally. Countries

like Kenya, Nigeria, Somalia, Zimbabwe, and Democratic Republic of Congo (DRC) have seen significant improvement in readership. At the same time, Malawi, Tanzania, and Uganda have reduced the number of publication readership as compared to the previous surveys.

The following graph summarizes country comparisons and reading trends;

Figure 3:
Publication Readership Trends 2017-2018, 2019-2020, 2021-2022



2.6 Data presentations

In the survey data presentations, descriptive statistics, document analysis, and qualitative thematic narratives were used to describe the outcome of each question. This study was also approached by qualitatively reviewing past surveys and reports regarding what UN Women had done to explain and describe publications and readership patterns. This

was essential and valuable in developing innovative readership advocacy, research, and publication trends. Further, purposively selected Key Informant Interviews (KIIs) were conducted with diverse organizations and stakeholders deemed as consumers of the UN Women publications. The analysis below shows a summarized analysis of the survey.

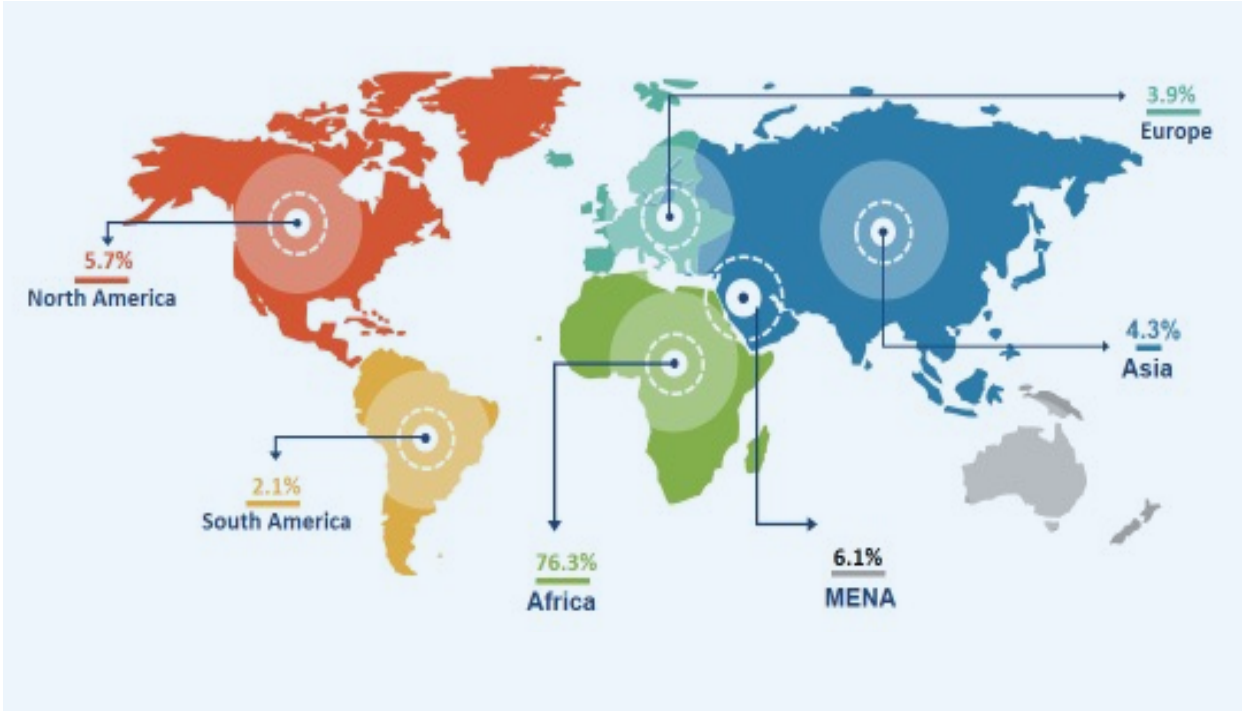
3. READERSHIP SURVEY FINDINGS

3.1 Readership of UN Women Regional Publications by Continent

The survey reports that the majority of readership was from Africa at 76.3 per cent, Europe at 3.9 per cent, North America at 5.7 per cent, MENA at 6.1 per cent, South America at 2.1 per cent, Australia at 1.6 per cent, and Asia at 4.3 per cent. The figure below shows

continental publication readership analysis. The highest amount of readership from Africa could be attributed to the fact that all publications analysed targeted Africa and more specifically East and Southern Africa.

Figure 4:
Readership of UN Women Regional Publications by Continent



The analysis was also extended to compare the results that were analysed in 2020-2019. It was noted that there is increased readership, especially in sub-Saharan Africa. In contrast, all

the other continents, including (Europe, North America, MENA, South America, Australia, and Asia) noted decreased readership.

Table 3:
UN Women Publications Readership

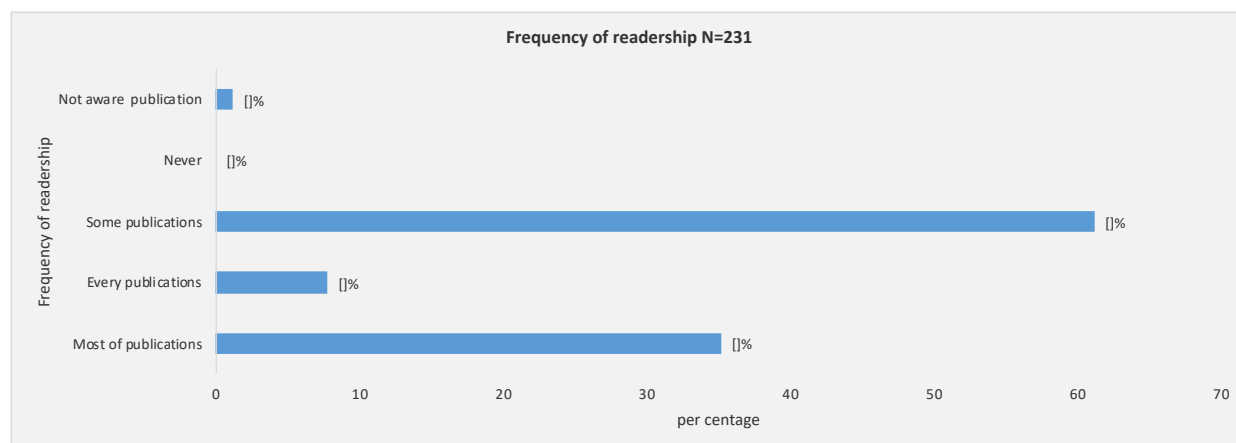
Continents of readership	2021-2022 (%)	2020-2019 (%)
Africa	76.3	74.7
Europe	3.9	4.8
North America	5.7	5.4
MENA	6.1	6.3
South America	2.1	2.4
Australia	1.6	1.8
Asia	4.3	4.6
	100	100

3.2 Frequency of UN Women Publications Readership

From the analysis, it was noted that at least all the respondents have at some point read the publications from UN Women. When a follow-up question was made to the KIIs on the frequency of readership, it was pointed out that the dissemination of publication using online means has improved wider readership across continents. There is an overall increment in readership recorded in the period under review compared to the last survey conducted in 2020. The analysis

recorded that 61.2 per cent of respondents had read some publications, 35.2 per cent had read most of the publications, and 7.8 had read every publication. From the analysis, none of the respondents indicated that they were not aware of the existence of UN Women publications. The increase and frequency of readership of some publications could also be due to the online dissemination and publishing strategy employed by UN Women.

Figure 5:
Frequency of UN Women publications readership (N=231)

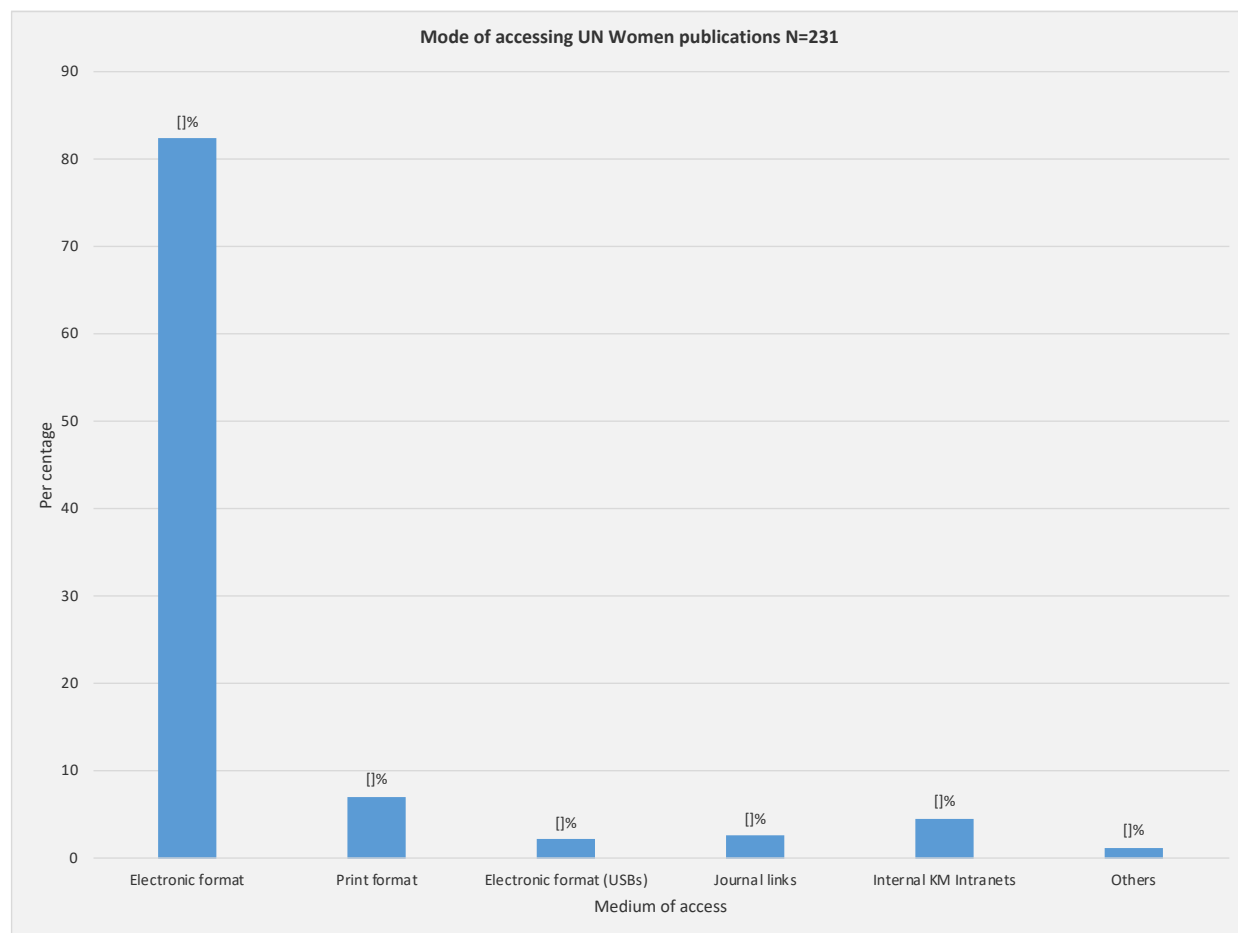


3.3 Convenient Means to Access UN Women Publications

The survey sought the most preferred means of accessing UN Women publications. From the analysis, it was revealed that the majority of respondents accessed the publications through electronic format from the downloadable UN Women links at 82.3 per cent. Respondents at 7.1 per cent indicated that they accessed the platforms in print formats. When follow-up questions were posed during interviews, there were indications that most print formats are accessed from the offices, UN Women events, and related conferences. Other respondents at 4.6 per cent indicated that they could access the publications through internal KM sources which include the intranet. Similarly, 2.2 per cent indicated that they were accessing the publications through

electronic forms in portable USBs, 2.6 per cent through social media links and 1.8 per cent through international journal links. The rest of the respondents, at 1.2 per cent, indicated they are accessing the publications through other means, as illustrated in the figure below. It is also significant that the access expansion has gone beyond the UN Women website to peer reviewed journal space. This depicts that some research institutions and Universities are already accessing UN Women publications from the links. Another notable trend is that some publications are accessed through social media accounts for UN Women Africa including X and Facebook. These emerging spaces of access could improve the overall format of accessing UN Women if well advocated for.

Figure 6:
Convenient means to UN Women publications access (N=231)

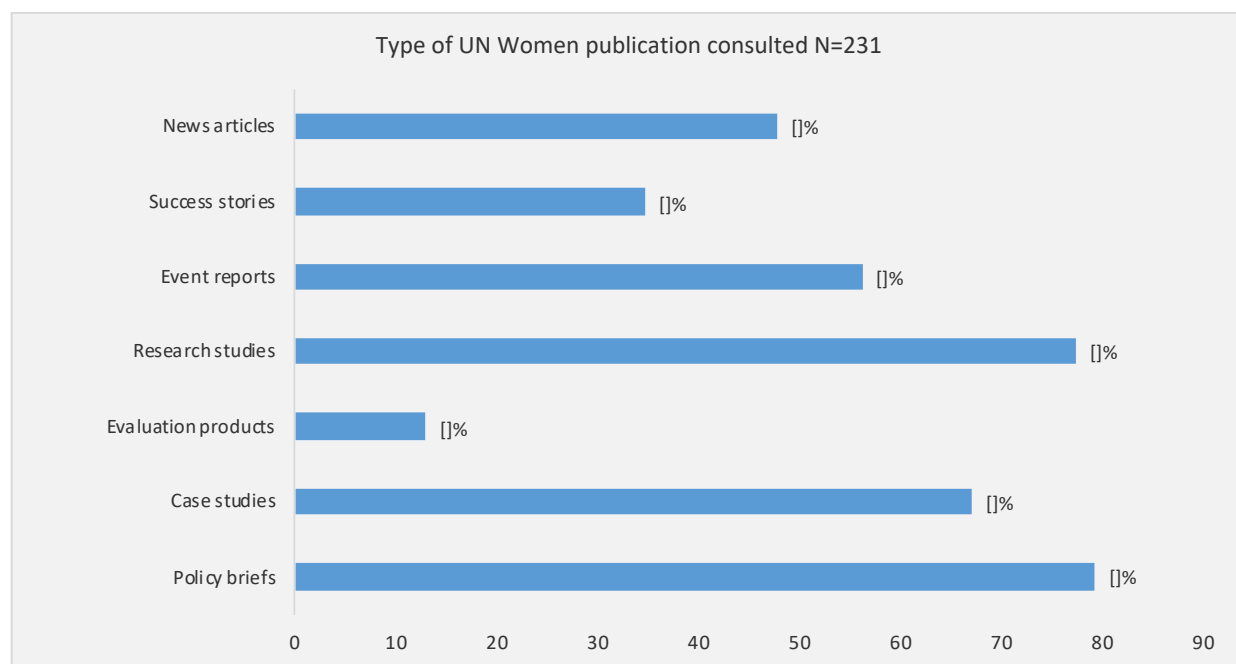


3.4 Types of UN Women Publications Consulted by Respondents

From the survey, most respondents indicated that they consulted UN Women publications from research studies, at 77.4 per cent of the respondents, followed by access to policy briefs at 79.3 per cent and case studies at 67.1 per cent. Event reports were preferred by 56.2 per cent, News articles by 47.8 per cent of the total respondents while success stories by 34.7 per cent and Evaluations products being preferred by only 13 per cent of the total respondents. From the statistical analysis, UN Women could target the most consulted medium by continuously conducting research studies consumed by most of the target audience, followed by policy briefs and case studies. This may improve and increase access to UN Women publications

and satisfy diverse audiences that consult the publications. The respondents affirmed and emphasized having used research and evidence from the studies in development interventions and policy-making processes aimed at improving the lives of women and girls through more effective policies that respond to regional priorities and use resources more efficiently to better meet citizens' needs in various perspectives of gender equality and women's empowerment. Further, the study did a comparison analysis to understand UN Publication consultation trends. It noted that in the past two surveys, as shown in the figure below, research studies, policy briefs, and case studies are the most consulted UN Women publications.

Figure 7:
Types of UN Women publications consulted by respondents (N=231)

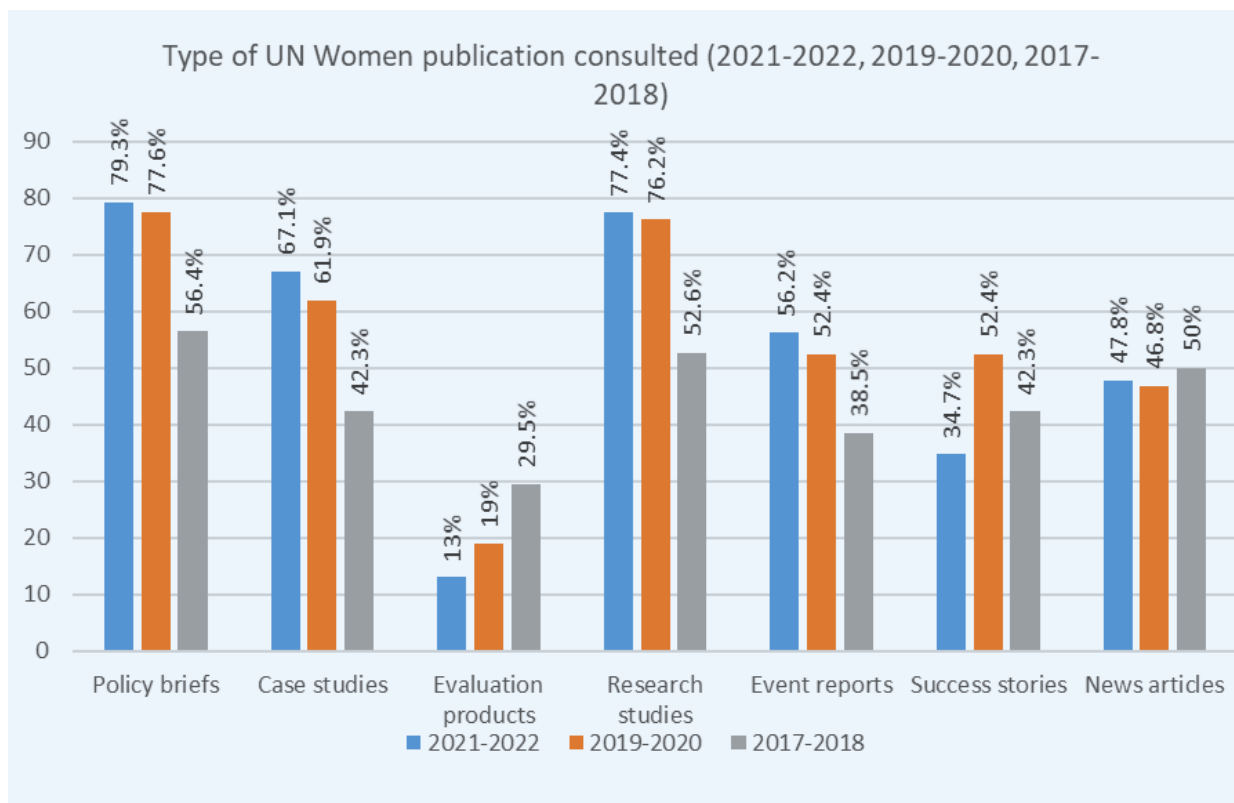


Comparative analysis of UN Women consulted publications in 2021, 2019, and 2016 Reader Surveys

A cross-referenced study was conducted and analyzed in the figure below to understand how stakeholders consult the UN Women publications. The direction suggests that UN Women consulted publications are consistently common in research studies, policy briefs, and case studies. Therefore,

UN Women needs to continuously create more robust and targeted research studies, policy briefs, and case studies for diverse stakeholders. Evaluation products appear to be lower since they are consulted by mainly evaluation consultants, specialists and experts, making consultations lower.

Figure 8:
Types of UN Women publications consulted by respondents (N=231)1



3.5 Specific Publications Access by Respondents

The region has produced many publications in the last two years, with respondents confirming accessing diverse publications depending on the thematic focus of publications and the period taken since dissemination.

The following publication, as shown in the figure, were produced between 2021 and 2022. Respondents were then asked about the specific publications they accessed within the survey period, as depicted in the table below. The following selected publications were displayed to respondents as shown together with the response rate. From the analysis, 14 per cent respondents out of the total responses accessed “Regional Analysis on Trends and Emerging Issues Related to Women with Disabilities in East and Southern Africa Focusing on the COVID-19 Pandemic”. This was followed by “The impacts of COVID-19 On women and girls in East and Southern Africa.” The indications deduced from the access trends show a lot of interest in the impact of COVID-19 and its effects on women

during the study period.

On the other hand, 12.6 per cent respondents accessed “Women and public transport in East Africa. Expanding available data and knowledge base about women and public transport”, followed by 11.5 per cent respondents who accessed “Opportunities for youth in rural business and entrepreneurship in agriculture” publication. Notably, 8.8 per cent respondents accessed “Gender, Climate and Conflict Analysis in Somalia and Assessment of Opportunities for Climate Smart Agriculture and Livelihood Opportunities for crisis-affected populations and At risk Women in Somalia”, publication followed by “Mapping of Discrimination against Women and Girls with Disabilities in East & Southern Africa” with 38.8 per cent respondents. “Brief-Gender Statistics, Regional Office for East and Southern Africa”, “Regional Report on the Status of NEET. A Quantitative Analysis of Youth Not in Employment, Education or Training (NEET) (15 – 24 years old)” and “Brief-Women’s Political Participation, East

and Southern Africa Region” were accessed to by 5.8 per cent, 4.7 per cent and 3.8 per cent respondents respectively. “UN Women East and Southern Africa Regional Office at A Glance” was accessed by 12 respondents,

while “Market Assessment of Micro-business opportunities for women In IDP communities and their host communities in Juba land and Southwest Somalia” was accessed by 3.0 per cent respondents.

Table 4:
Publications accessed by respondents (N=231)

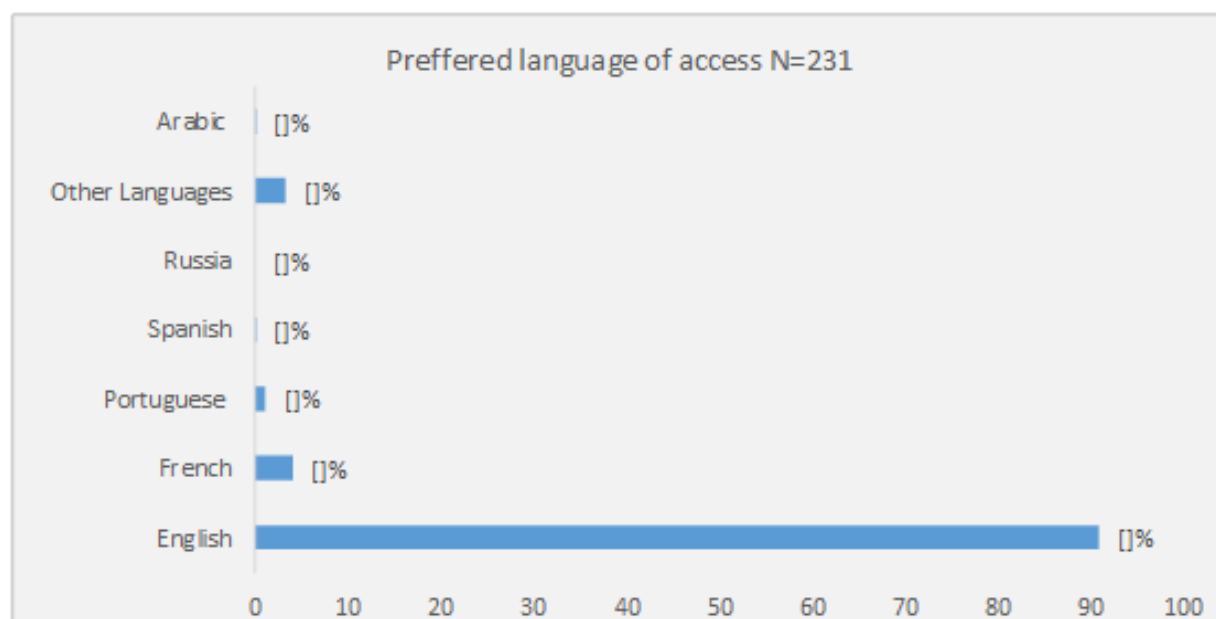
UN Women publication (2020-2021) period	Response rate (%)
UN Women East and Southern Africa Regional Office at A Glance	3.3
Brief-Women’s Political Participation, East and Southern Africa Region	3.8
Brief-Women’s Economic Empowerment, East and Southern Africa Region	5.2
Brief-Ending Violence Against Women and Girls, East and Southern Africa Region	5.8
Market Assessment of Micro-business Opportunities for women In IDP Communities and their host communities in Juba land and Southwest Somalia	3.0
The impacts of COVID-19 On women and girls in East and Southern Africa.	12.9
Brief-Gender Statistics, Regional Office for East and Southern Africa	6.0
Regional Report on the Status of NEET. A Quantitative Analysis of Youth Not in Employment, Education or Training (NEET) (15 – 24 years old)	4.7
Gender, Climate and Conflict Analysis in Somalia and Assessment of Opportunities for Climate Smart Agriculture and Livelihood Opportunities for Crisis-affected and At-risk Women in Somalia	8.8
Opportunities for youth in rural business and entrepreneurship in agriculture	11.5
Women and public transport in East Africa. Expanding available data and knowledge base about women and public transport	12.6
Mapping of Discrimination against Women and Girls with Disabilities in East & Southern Africa	8.5
Regional Analysis on Trends and Emerging Issues Related to Women with Disabilities in East and Southern Africa Focusing on the COVID-19 Pandemic	14.0

3.6 Preferred Language of Access to UN Women Publications

The survey sought to understand the overall language of access for the publications. In this survey, respondents were asked about their language of access based on the overall UN official languages of communications (Arabic, Chinese, English, French, Russian, and Spanish).⁴ Even though the study was conducted for UN Women East and Southern Africa region where English is the main language of use, some respondents indicated accessing the study in other languages with limited speakers like Spanish and Portuguese by translating English versions to their preferred languages. The majority of the respondents, 91 per cent, indicated that they do access UN Women publications in English, while four percent indicated that they do

access the same in French. Respondents at 1.2 per cent indicated access in Portuguese, 0.1 per cent in Arabic, while 0.2 per cent stated that they had accessed the publications in Spanish mainly through self generated translations. The remaining 3.4 per cent respondents indicated that they access the publications using other languages, as shown in the figure below. In recommendations, other languages should also be considered more so when targeting other countries that are not English-speaking such as Sudan, South Sudan, Mozambique and Burundi. Thus, translation efforts might also need to be accelerated at the country level to reach a wider audience.

Figure 9:
Preferred languages for accessing UN Women publications (N=231)



3.7 Awareness of UN Women Publications

The majority of the respondents participating in the survey were made aware of the publications through UN Women Africa website.⁵ At least 64.3 per cent stated that they accessed the publications through the website. New email notifications and general internet searches emerged among the top platforms for accessing UN Women

ESARO publications, with 42.9 per cent and 40.5 per cent of the respondents affirming the same position. Local UN Women offices, which constitute country and regional offices, also disseminated some publications to 31.0 per cent of the respondents. At the same time, social media, including X (formerly Twitter), Facebook and LinkedIn, enabled

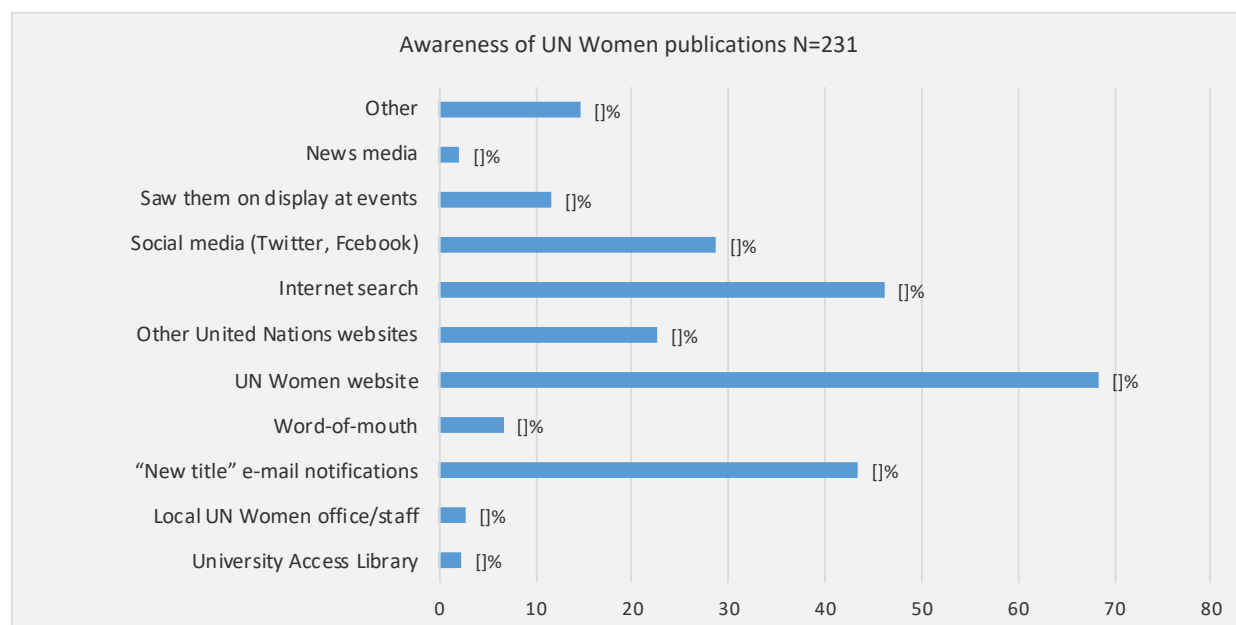
access to publications by 21.4 per cent of the respondents participating in the survey. Only 9.5 per cent accessed the publications listed for the period through UN Women organized events, while 4.8 per cent accessed them through news media, where various media channels captured them. The survey continues to emphasize using virtual tools to disseminate UN Women ESARO publications, as the majority firmly believe they can access the web platforms easily.

From the survey, the majority of the respondent indicated that they managed to access the publication UN Women website at 68.3 per cent, followed by access through internet search at 46.1 per cent. In comparison, access through email was 43.4 per cent. The analysis shows that broader access to the UN Women website and frequent posting of publications has made it possible for publications access. Similarly, internet searches is another potential zone that UN Women could utilize to improve search

engines for wider access to publications. UN Women’s email database is another possible area for broader dissemination and publication access. This can reach wider stakeholders, both with the UN system and external stakeholders. It was also noted that social media (X, LinkedIn, and Facebook) recorded 28.7 per cent of respondents while other UN agencies provided access at 22.6 per cent. Therefore, there should be concerted efforts towards formally engaging with other UN agencies to enhance strategic access to UN Women publications across.

News media, local UN Women, and university library access were accessed by 2.1 per cent, 2.7 per cent, and 2.3 per cent, respectively. University access library presents a great opportunity for UN Women, and there is a need to explore the space through direct dissemination of UN Women publications to university libraries, students, and staff to improve utilization of the knowledge products and access.

Figure 10:
Awareness of UN Women publications (N=231)



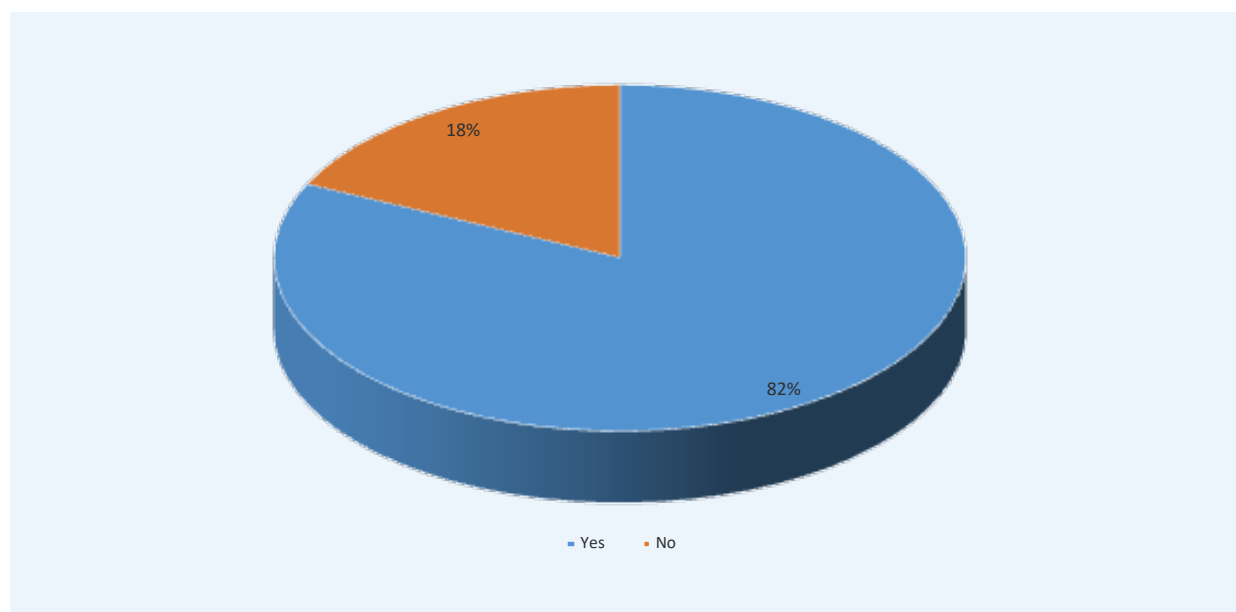
Further, the survey sought to know if the respondents knew how to access the UN Women publications list from various sources. As shown in the figure below, 82 per cent indicated that they were very aware of how to

access UN Women publications, while 18 per cent of the respondents noted were not well informed on how to access these publications. When cross-validation and analysis were done, most of the respondents who were

unaware of how to access publications came from the private sector and unemployed respondents. There is also an improvement in how to access the UN Women publications compared to last survey (2019-2022) which indicated that 79 per cent were aware and 21

per cent were not aware of how to access the publications. UN Women needs to improve dissemination, repackaging, and targeted interventions to ensure proper outreach and narrow the gap between those who can access and those not.

Figure 11:
Knowledge of how to access the online UN Women publications list (N=221)



3.8 Indexing of UN Women publications in international journals

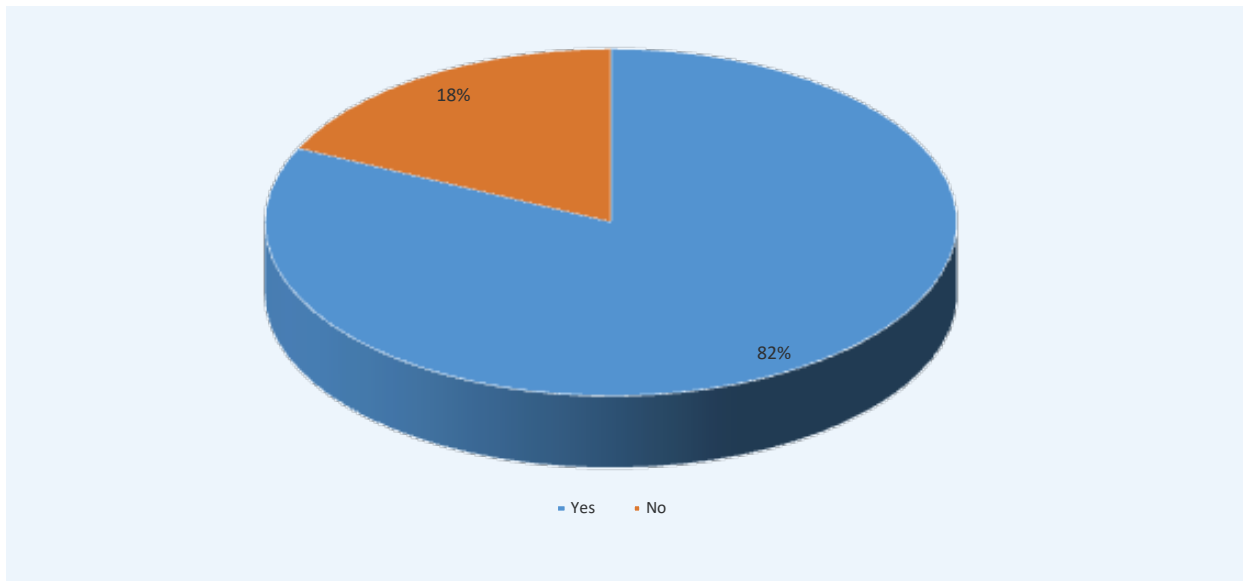
The survey sought to understand if the respondents were of the view on whether UN Women publications should be published in indexed journals. From the analysis, the majority of the respondents at 78 per cent, indicated that it would be ideal to publish in an internal indexed journal, while 22 per cent of the respondents stated otherwise as shown in the figure below. When follow-up interviews were conducted with the respondents, the feedback received included;

- UN Women publications should be indexed in journals that are organized by discipline, subject, region, and other factors to be

used by other researchers who use studies and data on gender. An indexed journal has the potential to increase the credibility and visibility of UN Women publications. KII interview_2nd June 2023.

- Another respondent indicated that publication in the international Journals would help UN Women publications be more accessible, thus boosting its dissemination and increasing its impact on society and government (policy). It could potentially lead to increased citations among gender-related institutions and maximize knowledge output from UN Women ESARO. KII interview_3rd June 2023.

Figure 12:
Indexing of UN Women publications in international journals (N=226)



3.9 Preferred international journal for publishing

Respondents indicated that they would prefer that UN Women research products be published in reputable journals like Gender and Women Studies with 78.9 per cent respondents, followed by Peace and Security journals at 71.6 per cent, women economic empowerment journals at 64.9 per cent respondents and Sustainable Development Goals at 64.3 respondents. The choice of the journals could be due to their proximity to the key pillars that UN Women drive. Other respondents would prefer publishing with climate change and disaster risk at 61.4 per cent, evaluation, and monitoring journals at 52.4 per cent, and leadership, governance, and public policy at 48.7 per cent. Youth, HIV and AIDS, and Innovation and Technology were preferred by 12 per cent and 9 per cent of the total respondents, respectively. To maintain visibility of UN Women publications

to wider audience including policy makers and academicians, there is need for consistent publication of UN Women thematic research publications with reputable and indexed journals to improve access, search, readership, and utilization of the products in policy and evaluation design. Since UN Women has a niche in gender and development studies, it could be possible to potentially and strategically link up with gender and women development departments at the university levels to strategically target high-impact journals in partnership with academia to influence evidence-based research in the academic and public policy discourse. The positive response across the fields of journal publications indicates that there is the potentiality for UN Women to take stock of past and existing publications for publishing across the preferred journals.

Figure 13:
Indexing of UN Women publications in international journals (N=226)

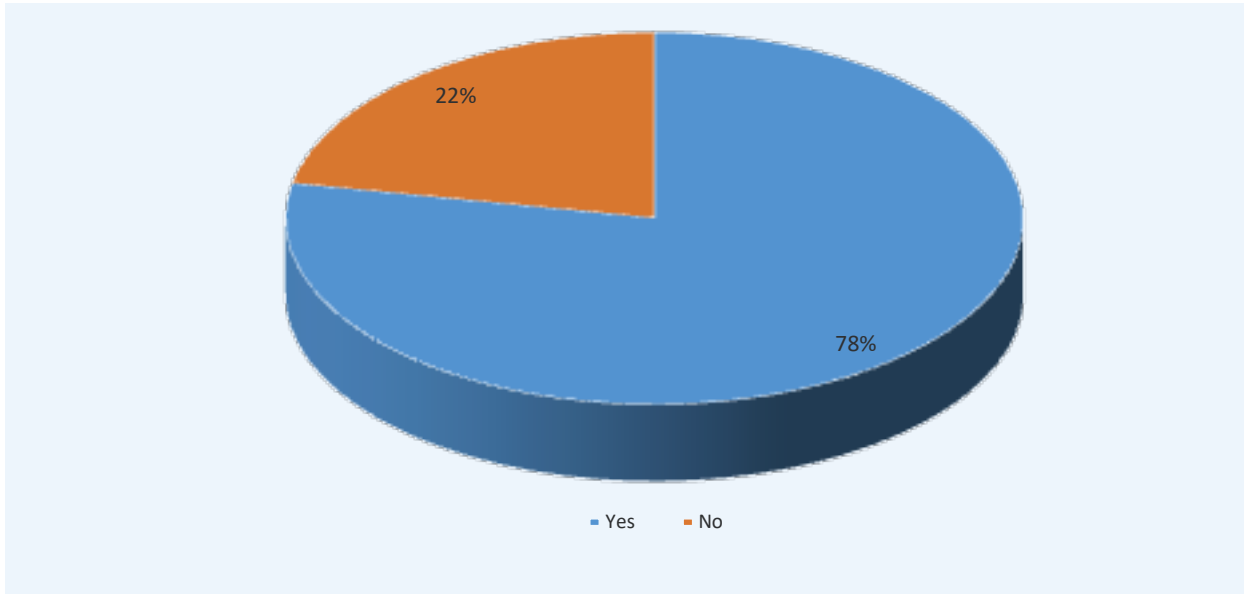
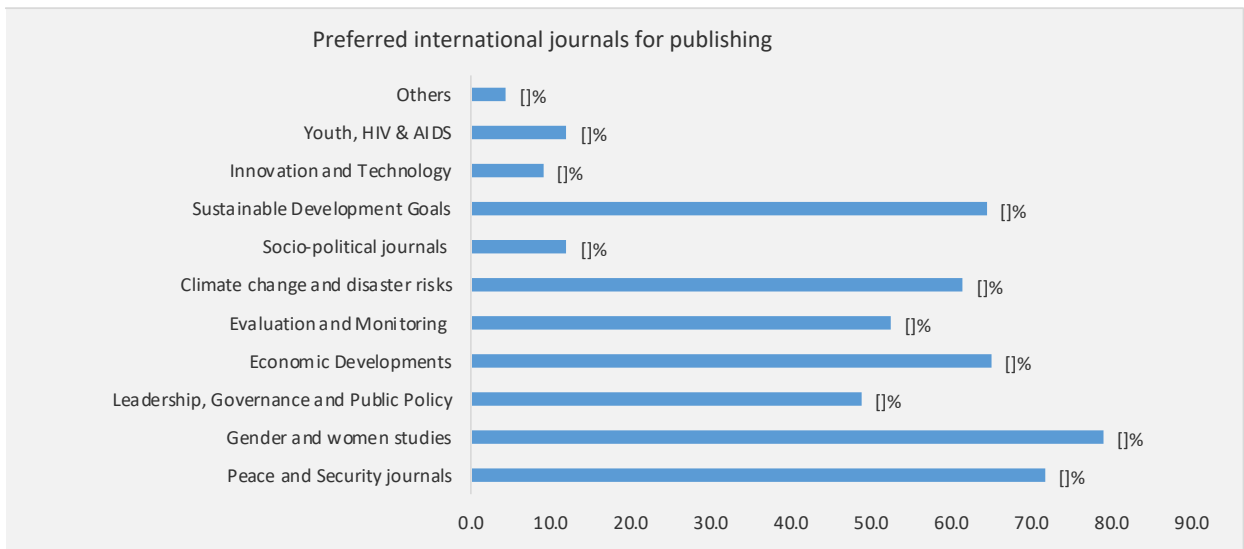


Figure 14:
Preferred international journals for publishing (N=226)



3.10 Overall Quality of Printed Publications

The survey sought to understand the overall perspectives on the quality of printed UN Women ESARO publications, focusing on content, cover illustrations, ease of reading, stories of interest, layout and design, style of writing, and photography. A Likert scale

of gauging the respondents was used to describe their perception by responding to excellent (5), reasonable (4), average (3), poor (2), and no opinion (1). The table below describes the respondent's views as analyzed.

Table 5:
Overall quality of printed publications N=231

	N	Mean	Std. Deviation
The content of publications is relevant	231	4.39	.649
Cover illustrations are appealing	231	3.61	.559
Ease of reading	231	4.72	.649
Interesting stories and case studies are published	231	3.87	.541
Overall layout and design	231	4.74	.979
The style of writing is standard and easy to understand	231	4.21	.643
Photography depicts UN Women's themes	231	4.39	.647

Content:

From the analysis, the majority of respondents noted that the overall content of the publications is excellent (M=4.39; SD=0.649). This gives the publications a high approval that the contents align with the audience and thematic vision of UN Women ESARO. No respondents rated the quality of the content in the publications as fair or poor, which returns a positive effort by ESARO in sustaining its efforts towards knowledge production, dissemination and use. The study established that this has been attributed to the centralized quality assurance process of all publications, including establishing a technical review committee, performing plagiarism checks on various products, proper referencing, use of editorial style and language guides, and design and branding aligned to institutional guidance. The survey, however, notes that the global corporate templates and guidance for publication management

have not yet been operationalized at ESARO, as the researchers did not capture any filled templates. Currently, the templates are available but underutilised. These include corporate knowledge products concept note which should be filled before undertaking any research work; research evaluation form for clearance of the studies undertaken and knowledge products certification note which is also an accountability document. This survey recommends increasing accountability towards publication production by ensuring all thematic units fill in the related templates, have them approved following corporate requirements, and that all thematic units ascribe to the quality assurance guidance. From the key informant interviews, the guidance note was developed collaboratively with all units, and all users must be held accountable for utilization.

Cover illustrations and thematic touch:

When the respondents were asked whether they perceived the publications as easy to read, most of the respondents indicated that they were easier and friendlier to read with an excellent rating at (M=4.72; SD=0.649).

Per the exciting stories and case studies, respondents indicated they are good with a score of (M=3.87; SD=0.541).

Layout and design:

Overall layout and design of UN Women ESARO publications received overwhelming approval from the respondents, who indicated that the publications are well designed with an excellent rating of (M=4.74; SD=0.979). The professional and great artistic compositions are given careful consideration, preparation, patience, and familiarity with the nuances of visual design, which blends well with the audience. Most of the publications and design layouts were viewed to be elegant and professionally done with the right colours. The style of writing the publications was also noted to be well done (M=4.21; SD=0.643) with simplistic and well-edited language, making it easy to understand for a wider audience. Specific feedback from these respondents focused on increasing the visuals, including infographics and animated videos created

from the designs. No respondents felt that the designs of the publications were poor, which returned positive feedback over the last three years under review. To enhance quality and uniformity, there is a need for harmonized and centralized quality design and layout of all UN Women ESARO products, including publications from county-level offices. Key informant interviews felt that the diverse packaging mechanisms, including executive summaries, fact sheets, key messages, journal papers, policy briefs and infographics, among other shorter versions, have accelerated progress towards ensuring that ESARO publications are readable and understandable to various targeted audiences. This practice should be sustained in the view of respondents and key informants interviewed.

Photos used in publications:

Photography was also considered excellent, within the publications with respondents' rating of (M=4.39; 0.647). Generally, the overall quality of UN Women ESARO publications

is rated highly in design and layout, easy reading, excellent writing style, and excellent cover illustrations.

One of the KII responded that;

There is a need for continued use of design principles and the rules a designer must follow to create a compelling and attractive composition for UN Women products. The need for photos, illustrations, or other design elements can add warmth and visual interest to UN Women's reports that are culturally appropriate for the intended audience. KIIs_Interview_12th June 2023.

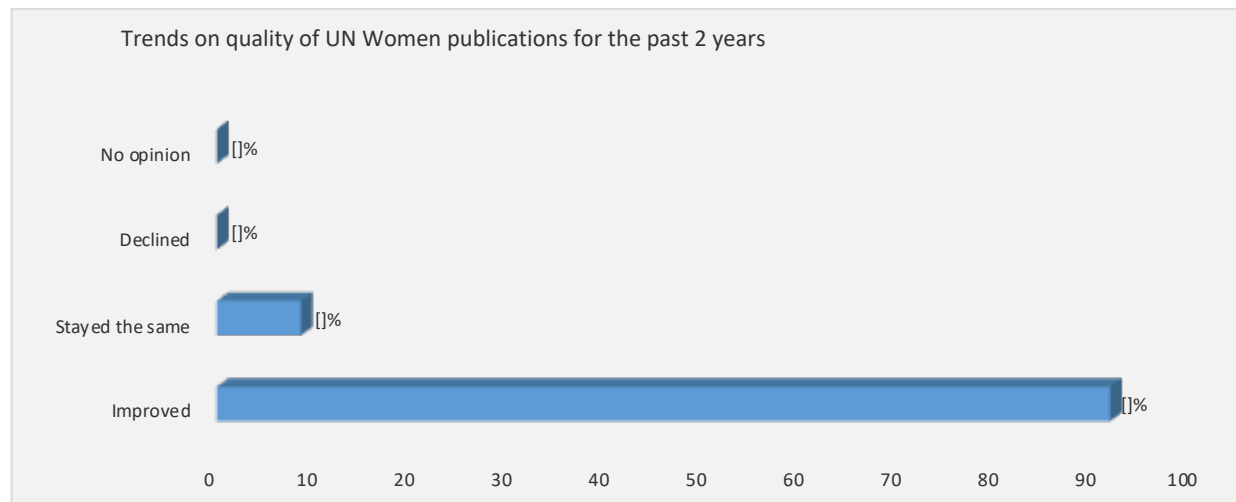
In addition, the survey established that ESARO has a quality assurance guidance note outlining the quality assurance parameters including centralizing the role of quality assurance within the Knowledge Management unit. This has helped build more coherence and a systematic approach to quality and standards of knowledge production in the regional office.

The survey sought to understand if there has been an improvement over the past two years in quality and found out that majority noted a slight improvement with 91.4 per cent of the

respondents. This shows consistent approval and rating on the quality improvement from previous studies conducted in the two earlier surveys in 2019 with 80 per cent, 2020 with 88.1 per cent.

There were no indications of reported decline; however, those who noted that the quality of the designs has remained the same were 8.6 per cent of the total respondents. None of the respondents indicated similarity and decline in the quality of the publications, as illustrated in the figure below.

Figure 15:
Trends on the quality of UN Women publications in the past two years (N=231)

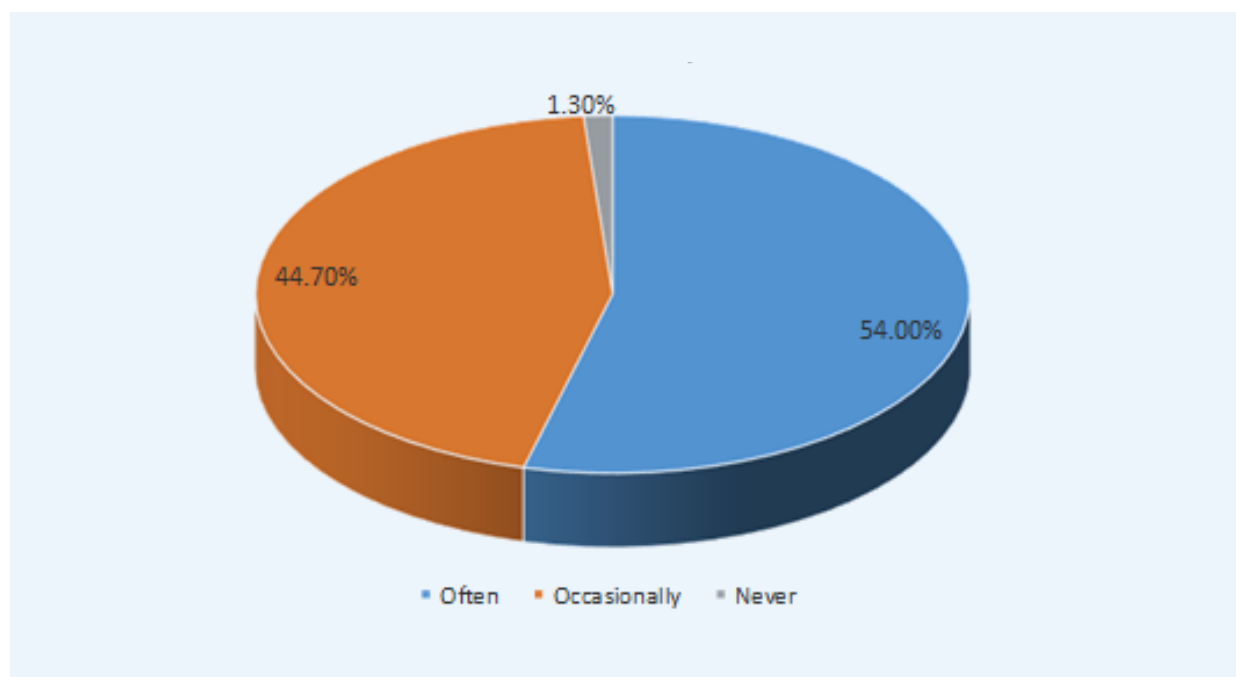


3.11 Frequency of Use of UN Women Publications

To understand the frequency with which respondents and stakeholders read or use UN Women ESARO publications, it was established that 53.0 per cent of the respondents often use UN Women ESARO publications, while 44.7 per cent occasionally use the publications. The analysis showed that only 1.3 per cent of the population had never used or interacted with the publications

during the survey period. Compared to other past surveys conducted in 2019 and 2021, there were indications of significant improvements on how respondents use the publications. The target audience who never use UN Women publications has also narrowed from 2.3 per cent the previous study (2021) to 1.3 per cent in the current study.

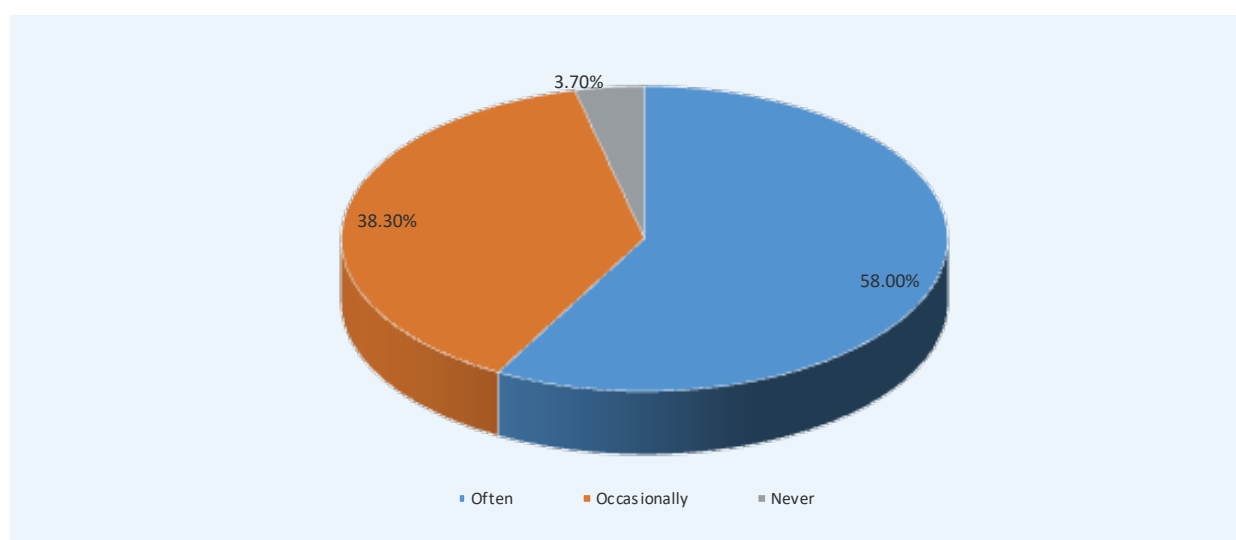
Figure 16:
Frequency of use of UN Women publications (N=231)



In terms of citation, respondents were asked how often they cite UN Women East and Southern Africa publications in their research. Most respondents indicated that they have been using UN Women ESARO publications and citations in their programmatic work. From the analysis, 58 per cent of the respondents confirmed that they often use the publications in their work. In comparison, 38.3 per cent indicated that they occasionally

cite the publications in their research work. As shown in the figure below, those who have never used the publications appeared to be only 3.7 per cent of the overall respondents. In comparison to the previous years, there is a slight improvement in citation of UN Women ESARO products, pointing to the fact that there is continued usage of the products to inform policy and development research.

Figure 17:
Citation of UN Women publications (N=231)



3.12 The purpose of Consulting UN Women East and Southern Africa Publications

When the survey sought to understand the purpose of interest for consulting or citing UN Women ESARO publications, the majority of the respondents affirmed that they would be very interested in consulting publications for gender equality and women empowerment with a rating of (M=4.64) of the total respondents. Very interested respondents followed this by referencing the publication and doing research by rating at the same points of (M=4.39; SD=0.649). In cross-validation of the results by types of individuals and organizations interested in the referencing and research, it was realized that most of them come from international and national non-governmental organizations, academia, and UN agencies. Respondents interested in consulting the UN Women ESAR publication indicated they would do

it for evaluation at (M=3.27; SD=0.547). At the same time, interested respondents indicated that they would consult the publications for advocacy and training at (M=3.21; SD=0.543), while those who were somewhat interested in consulting for resource mobilization responded at (M=3.14; SD=0.549). Respondents appeared uninterested in consulting the publications for partnerships and networks, with ratings of (M=2.78; SD=0.343). Analysis revealed that very few respondents were not interested in consulting the publication for development interventions at (M=2.57; SD=0.501). When follow-up interviews were conducted with KIIs, one of the respondents indicated that they have been interested in using the UN Women ESARO publication to compile a compendium of women issues in security and gender based violence across

East and Southern Africa and document best practices to be replicated in other areas with

similar problems. Others responded that;

As a higher learning institution, we are very interested in the collection of UN Women ESARO publications since they conduct up-to-date and statistically updated data on women's issues which help inform our strategic research and training at the university level. KII-Kenyatta University Lecturer_12th June 2023.

We are specifically interested in UN Women ESARO publications for women's economic empowerment since they are instrumental in helping us address the underlying factors that contribute to it: individual and community resources and norms, and institutions. Furthermore, evaluation publications are essential in assisting in unearthing gender data and analysis of important factors that influence the programming of our work: KII-International NGO_12th June 2023.

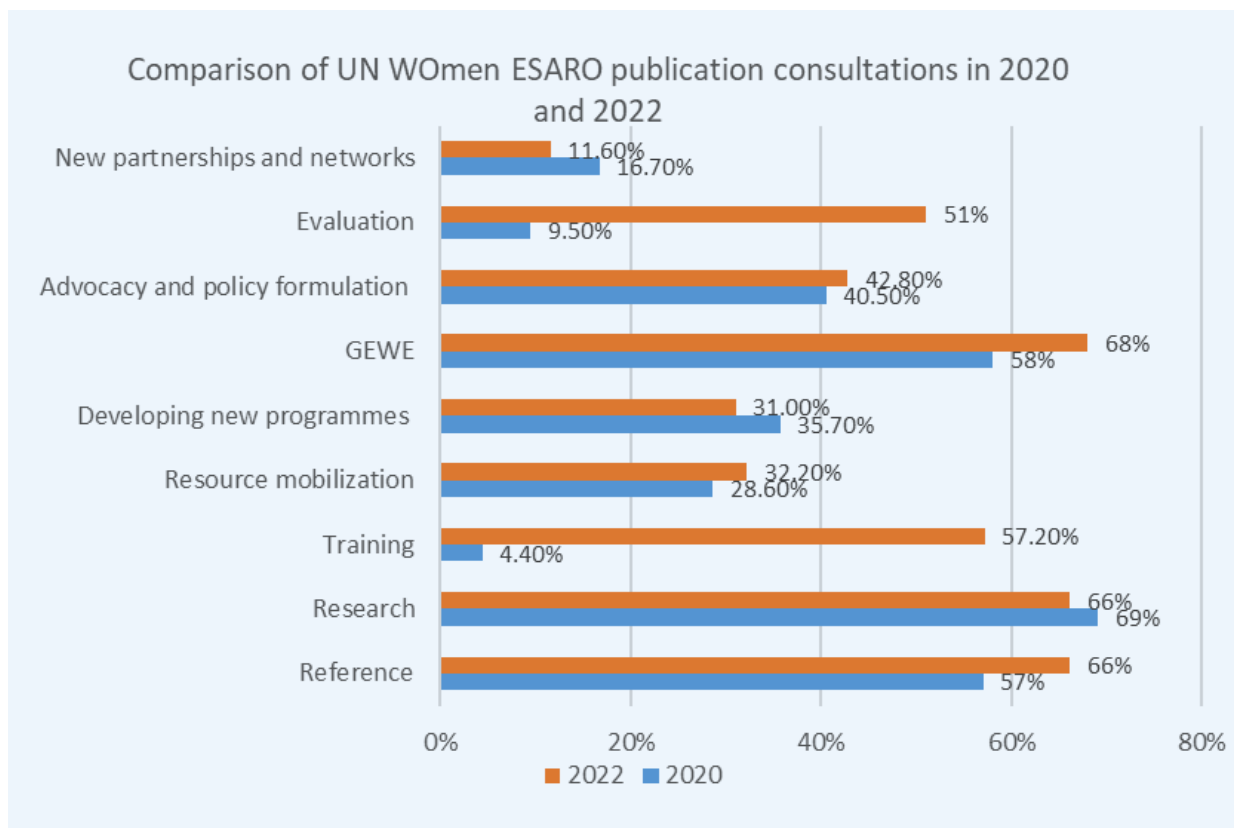
To understand the pattern better, a comparison analysis was conducted with the previous survey (2021) to understand the trend and inform UN Women ESARO on future strategies, as shown in the figure

below. It can be deduced that there are slight variances in the results from the previous surveys. However, consistent patterns are seen in consultations for reference, GEWE and research.

Table 6:
Analysis of consulting UN Women East and Southern Africa Publications (N=231)

	N	Mean	Std. Deviation
1. Used for reference	231	4.39	.649
2. Used for training	231	3.61	.559
3. Applied for resource mobilization	231	3.14	.549
4. Developing new interventions/ programmes	231	2.57	.501
5. General information about gender equality and women's empowerment issues	231	4.64	.632
6. Used for advocacy and policy formulation	231	3.21	.543
7. Used for evaluation	231	3.27	.547
8. Development and building of new partnerships and networks	231	2.78	.343
9. Used for research purposes	231	4.39	.649

Figure 18:
Comparison of UN Women publication consultations for the survey 2020 and 2022

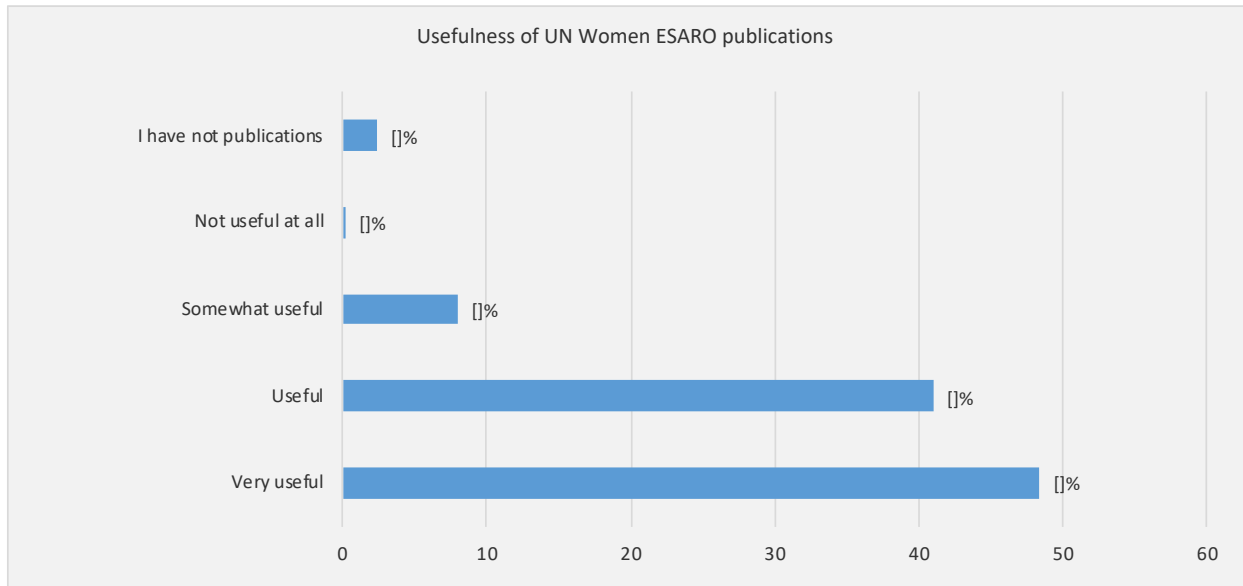


3.13 Usefulness of UN Women East and Southern Africa publications

It was noted that the majority of the respondents viewed the publications as very useful at 48.8 per cent, while those who viewed the publication useful were 41 per cent of the overall respondents. Respondents who noted that the publications were somewhat useful were 8 per cent, while those who believed that the publications were not useful at all were 0.2 per cent of the overall population. When cross-validation analysis was done to find-out the population representing those with the

view that the publications were not helpful, all of the respondents were found to have come from those who are unemployed and have not interacted with UN Women publications. UN Women ESARO need to conduct advocacy and outreach programmes that target all audiences. Equally, as shown in the figure below, 2.4 per cent of the respondents indicated that they have not interacted with the publications and therefore could not judge whether they are useful or not.

Figure 19:
Usefulness of ESARO publications (N=231)

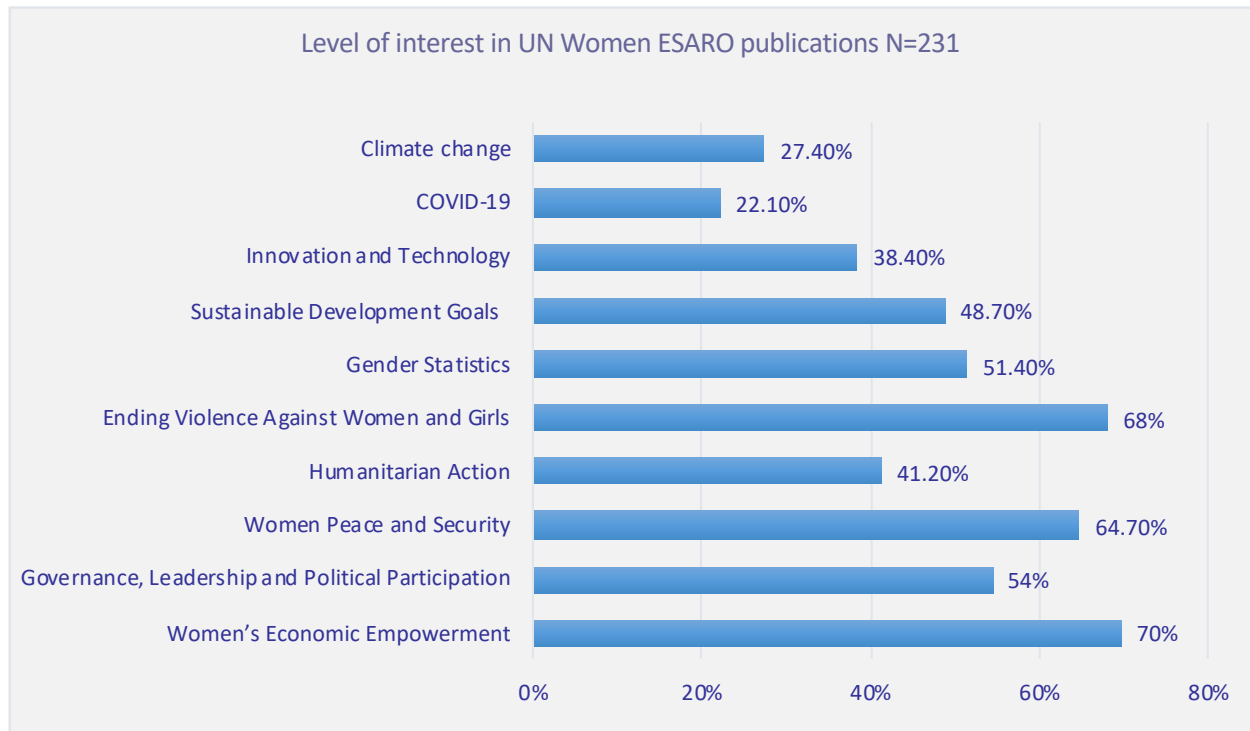


3.14 Level of Interest in Subject Matter of Publications

To understand the level of interest in the subject matter, the survey resorted to asking the respondents about the areas of their interest regarding publications currently published by UN Women ESARO. It was noted that women’s economic empowerment-related publications would generally be most read. This contradicts the previous survey that found COVID-19 was the most preferred and read publication in 2021. Ending violence against women was rated second, with 68 per cent of the respondents showing interest in reading the publications, followed by women peace and security with a rating of 64.7 per cent of the respondents. Governance, leadership and political participation were rated by 54 per cent out of

the total number of the respondents, followed by gender statistics, with an approval rating of readership at 51.4 per cent. Publications related to Sustainable Development Goals and those focusing on humanitarian action were preferred by the respondents’ ratings as 48.7 per cent and 41.2 per cent, respectively. Those interested in women’s innovation and technology publications were 38.4 per cent, while those with approval of climate change were 27.4 per cent. COVID-19 publications showed less interest, with only 22.1 per cent of the respondents showing indications of interest. The interest in COVID-19 publications has significantly decreased because cases have subsided and normalized continentally, as depicted in the figure below.

Figure 20:
Level of interest in the subject matter of publications N=231.

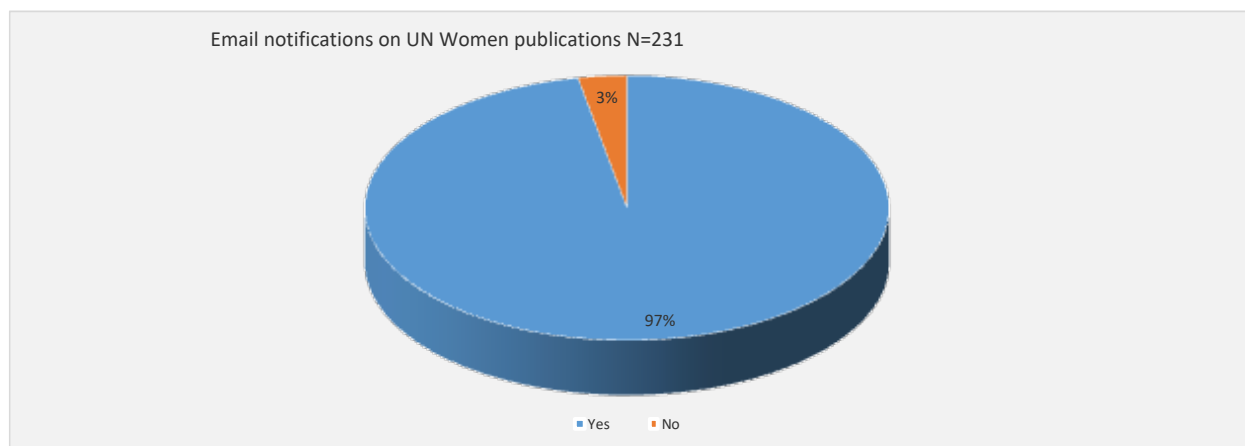


3.15 Regular E-Mail Updates About New UN Women Publication Titles

Respondents' view was sought on whether they would like to receive email updates about UN Women publications. From the analysis shown in the figure 22 below, most respondents at 97 per cent agreed that they would prefer getting electronic updates through emails, about UN Women's newly produced publications. Out of the total

respondents, only 3 per cent of the total population expressed that they would not be interested in receiving emails about the publications. However, when follow-up interviews were conducted, there were indications that some groups of people would prefer getting notifications from social media feeds like LinkedIn and X formerly (Twitter).

Figure 21:
Regular e-mail updates about new UN Women publication titles N=231.



4. COMPENDIUM OF UN WOMEN REGIONAL PUBLICATIONS (2021-2022)

This section provides compendium briefs for publications related to promoting gender

equality and empowerment of women in the East and Southern Africa Region.

a) Brief-Women's Political Participation, East and Southern Africa Region

The brief provides a snapshot of the progress made and achievements of the UN women's East and Southern Africa region towards programming on Governance, Leadership and Political Participation is focused on providing technical support and capacity building to Member States, civil society and regional organizations, to enable women to fully and

equally participate in decision-making and to ensure that women and girls benefit from gender-responsive laws, policies, budgets, services, and accountable institutions. This is a brief overview of our efforts to support women's political participation in the East and Southern Africa region.⁶

b) Brief-Women's Economic Empowerment, East and Southern Africa Region

This policy brief analyses UN Women's works on various levels to strengthen women's economic empowerment. By supporting governments, regional bodies, and civil society to develop and implement laws, policies, programmes, and services needed to ensure that the standards are effectively implemented and truly benefit women and girls. To make the vision of the Sustainable

Development Goals a reality for women and girls and stand behind women's equal participation in all aspects of life. Ensuring income security, decent work and economic autonomy for women and girls. This brief gives an overview of our work in Women's Economic Empowerment in East and Southern Africa Region.⁷

c) Brief-Ending Violence Against Women and Girls, East and Southern Africa Region

The brief provides a snapshot of the UN Women's works with diverse partners to ensure international, regional, and national commitments uphold the right to live free of violence and that commitments made are implemented and monitored to achieve their intended results. These efforts build on the significant legal and policy foundation that exists across Africa, where all countries have

constitutional provisions that call for equality and non-discrimination. Nearly all have ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Convention on the Rights of the Child & the Convention on the Rights of Persons with Disabilities. This is a brief overview of our efforts to end violence against women in East and Southern Africa.⁸

d) Guidance Note Integrating a gender perspective into the implementation of Agenda 2030 for Sustainable Development

This Guidance Note aims to help the UN Women's Country teams and others working in the field promote gender-responsive implementations of SDGs by showing the benefits of integrating a gender perspective into assessments of all the SDGs. These

reports show a direct connection between the observed lack of progress on gender equality in Agenda 2030 and the absence of available gender knowledge in the approaches used to analyze SDGs for implementation. The evidence gap on gender inequalities has

encouraged biased perceptions of how SDG 5 influences other SDGs, and vice versa, and a failure to identify opportunities to advance

gender equality in Agenda 2030 through the other goals.⁹

e) Gender Analysis Toolkit for Prioritising SDG Goals and Targets

This toolkit explains the shortcomings of current methodological approaches to SDGs analysis about their capacity to recognize and value gender-related inter-linkages and to show how to improve them so that opportunities to achieve gender equality benefits are not overlooked. This publication is primarily directed at sustainability and SDG

researchers, analysts, and policy experts who may not be familiar with available gender knowledge and its relevance to Agenda 2030, but also gender researchers and scholars whose efforts are needed to improve the knowledge base on gender where currently there are gaps.¹⁰

f) Quantitative Analysis of Youth Not in Education, Employment and Training (NEET) 15–24 years old-Regional Report

This report summarizes the country's findings and provides a detailed analysis of available NEET data for youth aged 15-24 to support

evidence-based policy advocacy and action in East and Southern Africa.¹¹

g) Market assessment of micro-business opportunities for women in IDP communities and their host communities in Jubaland and Southwest Somalia

This study on “Market Assessment of Micro-Business Opportunities for Women” contributes to women’s economic empowerment central to realizing women’s rights and gender equality. The findings indicate several market segments in which women who are IDPs could be supported to access or expand their existing livelihoods.

Gender norms in business and casual labour activities were evident in the research. The data shows that some women had received work training considered more male-dominated, such as masonry, which suggests a slight shift in these gender norms, thereby opportunities for women.¹²

h) The Impacts of COVID-19 On Women And Girls In East and Southern Africa.

This study analyses the impacts of COVID-19 on women and girls in 13 countries where UN Women has a presence in the East and Southern Region of Africa. The report provides valuable information that various stakeholders, particularly non-governmental organizations (NGOs), UN agencies, governments and other non-State actors, could consider in the COVID-19 response and recovery. This study builds on UN Women’s achievements and experience in supporting

women and girls during the COVID pandemic within the East and Southern Africa Region and other parts of the world. It provides shared learning experiences on the gendered impacts of COVID-19. It also allows women and girls to voice their experiences, concerns and capacities in responding to COVID-19 and, more importantly, how they can be effectively engaged in recovery and resilience-building interventions in future.¹³

i) Brief-Gender Statistics, Regional Office for East and Southern Africa

This brief gives an overview of the Gender Statistics programmes across East and Southern Africa, highlighting regional and country-level interventions that promote the monitoring and implementation of

Sustainable Development Goals through a radical shift in the production, availability, accessibility and use of quality data and statistics on critical aspects of gender equality and women’s empowerment.¹⁴

j) Executive Summary-Youth Not in Employment, Education or Training (NEET) in East and Southern Africa

This publication summarizes the regional report on NEET in ESA, extracting key country findings and policy recommendations in a youth-friendly format. Since the onset of the COVID-19 pandemic and associated worldwide economic decline, East and Southern Africa (ESA) has suffered job losses and increased poverty, interruptions in healthcare services, and declined nutrition levels. Young adults whose place in the

labour market is often informal, temporary, and tenuous at best have suffered significant job and income losses than their parents. As part of ensuring that recovery efforts also reduce the number of youth, especially young women, not in employment, education, or training (NEET), UN Women in ESA commissioned a quantitative study on the NEET status of youth aged 15-24 years in nine countries in the region.¹⁵

k) Regional Report on the Status of NEET. A Quantitative Analysis of Youth Not in Employment, Education or Training (NEET) (15 – 24 years old)

This report summarizes the country's findings and provides a detailed analysis of available NEET data for youth aged 15-24 to support evidence-based policy advocacy and action

in this area. This study covers Botswana, Ethiopia, Kenya, Malawi, Mozambique, Namibia, Rwanda, South Africa, and Uganda.¹⁶

l) Guidance Note Integrating a gender perspective into the implementation of Agenda 2030 for Sustainable Development

These publication reports show a direct connection between the observed lack of progress on gender equality in Agenda 2030 and the absence of available gender knowledge in the approaches used to analyze SDGs for implementation. This Guidance Note aims to help the UN Women country teams and others working in the field to promote gender-responsive implementations of SDGs

by showing the benefits of integrating a gender perspective into assessments of all the SDGs and show how to approach this task as a way to enhance gender mainstreaming across the 2030 Agenda in line with the recommendations in mainstreaming a gender perspective into all policies and programmes in the United Nations system.¹⁷

m) Gender, Climate and Conflict Analysis in Somalia and Assessment of Opportunities for Climate Smart Agriculture and Livelihood Opportunities for Crisis-affected and At-risk Women in Somalia

UN Women, with the support of the Government of Japan, undertook Gender, Climate and Conflict analysis in Somalia and assessed opportunities for climate-smart agriculture, livelihood opportunities for crisis-affected and at-risk women in select locations in Somalia under the Women's Leadership, Empowerment, Access, and Protection (LEAP) project. As a first step in

this activity, this desk review is undertaken to gather existing information and document issues related to gender, climate and conflict in Somalia. This literature analysis entailed a review of existing documents from the various United Nations (UN) agencies, data from the Somalia Government and information from commercial sources.¹⁸

n) Opportunities for youth in rural business and entrepreneurship in agriculture

This publication presents the findings and recommendations of the UN Women-commissioned study 'Opportunities for youth in rural business and entrepreneurship in agriculture' This study aimed to identify

the growing number of youths, who are estimated to account for 60 per cent of the population, brings both challenges and opportunities to the continent In sub-Saharan Africa as Agriculture provides opportunities

for youth to engage in entrepreneurship and innovation. Youth could contribute to making agriculture 'smart' through digitization and innovative solutions. The results of these publications revealed opportunities for young farmers to tap into the digitalization of African

economies and benefit from linkages with environmental protection work. Modern 'smart' technologies and digitization in farming have motivated a new generation of farmers, managers, and entrepreneurs.¹⁹

o) Women and public transport in East Africa | Expanding available data and knowledge base about women and public transport

This compendium is a collection of a report on Women and Public Transport in East Africa. The study is part of a series in East Africa and aimed to identify the general public transport needs of women in East Africa and the obstacles women face in accessing and using public transport. The study also set out

to identify interactions between women's economic activities and public transport use and barriers and identify the incidents of gender-based violence (GBV) – particularly harassment and physical violence- and its interface with women's use of public transport.²⁰

p) Mapping of Discrimination against Women and Girls with Disabilities in East & Southern Africa

The report is premised on the fact that information and data on women and girls with disabilities in East and Southern Africa are limited and that the specific needs of women and girls are not always addressed in initiatives promoting women's empowerment. The study targeted six countries in the region, including Ethiopia, Kenya, South Africa, Tanzania, Uganda, and Zimbabwe. These countries, just like other countries, have made progress in legislation,

policy and programmes promoting the rights of persons with disabilities. They, however, experience different socioeconomic and gender-related challenges. For almost all of these countries, the human development index is higher for men than women. Men have higher average incomes and more years of education than women in the countries studied. These differences are exacerbated for women and girls with disabilities in the region.²¹

q) Regional Analysis on Trends and Emerging Issues Related to Women with Disabilities in East and Southern Africa Focusing on the COVID-19 Pandemic

Within this context, the UN Women ESARO Conducted a study to develop a variety of texts documenting case studies of good and promising practices in the area of the protection of rights and access to services for women with disabilities in East and Southern Africa (ESA) during the COVID-19 pandemic. This analysis presents COVID-19 responses and recovery measures found in the online literature on trends and emerging issues in the ESA region. It is assumed that the case studies identified in the literature review, focusing on women and girls with disabilities in ESA, reflect the overall experience of the COVID-19

response in the countries concerned. The COVID-19 pandemic, particularly experiences from responses and recovery during and after the pandemic, has presented governments with opportunities to take action to reduce health inequities, including accelerating the establishment of systems to ensure the universal provision of high-quality services such as health care, education, sanitation, and social protection. Although comprehensive social protection systems require significant investment upfront, most countries' recurrent costs of providing basic social protection services are affordable.²²

r) The Broken Promise: Benefits derived by women from the 10 percent agricultural budget allocation in seven countries in East and Southern Africa

African Union Commission (AUC). The results

of this publication revealed that since the

signing of the Maputo Declaration (2003) and the subsequent implementation of the policy framework at the national level through the National Agriculture Investment Plans (NAIPs), very few countries have attained or surpassed the 10 percent threshold. The study carried out an in-depth analysis of whether or not the publication provides a

snapshot of the progress of adopted Maputo declarations (2003) by the budget allocation to the agricultural sector took into account the needs of women smallholder farmers and whether or not this allocation had had an impact on their socioeconomic development, thus closing the gender gap in agriculture.²³

s) Quantitative Analysis and Modelling of Youth Not in Education, Employment and Training (NEET 15 – 24 years old)

These reports describe the economic and social development context, including the status of women in various countries in East and Southern Africa. They present a descriptive and statistical analysis of the data from government sources. The statistical analysis considers the determinants of NEET by developing a logistical regression model that estimates the probability of being NEET. The last section of the report reflects on the findings of the determinants of NEET in light of country policy on gender equity and youth development, as well as international literature on youth employment.

The following country reports were also developed;

- Uganda report²⁴
- Rwanda Report.²⁵
- Namibia report.²⁶
- Malawi Report.²⁷
- Kenya Report²⁸
- Botswana Report.²⁹

5. CONCLUSION

The findings of this survey have been reported to corroborate with the previous reader surveys and revealed consistent trends and a positive outlook for UN Women ESAR publications in terms of their quality, readability, being comprehensible and understandable with a confidence level of 97.0 per cent. Africa continent remains the highest region where readership levels are high, with 76.3 per cent of respondents. The survey shows that while many readers, just like in the two previous surveys, continue to indicate their interest in receiving publications via a mailing list or electronically, the demand for hard copies has been reconfirmed to decrease. In conclusion, UN Women's publications continue gaining relevance and interest from various stakeholders who

feel they are readable, understandable and comprehensible. Packaging into various formats continues to elicit interest from the survey and reach the unreached featured prominently in the key informant interviews for the survey. Dissemination approaches and tools must ensure that the furthest is also reached with the publications through possible localization of all regional studies undertaken by UN Women in the region. Therefore, the study concludes that the Knowledge Management and Research unit remains critical in enhancing readership and dissemination mechanisms and enhancing the quality production of the publications to a broader audience and should be more resourced to sustain its efforts.

6. READER SURVEY RECOMMENDATIONS

The survey shows positive and consistent trends toward enabling the quality and dissemination of publications to wider stakeholders. The survey emphasizes recommendations of which others were highlighted in the past surveys and highlights critical areas that require immediate attention for the UN Women ESARO office. Some of the recommendations highlighted include;

- Creating linkages with universities, research institutions and academia to align continental, regional and national research on thematic areas that are publishable in reputable journals.
- UN Women should sustain repackaging of publications and research findings to increase access and readability.
- There is a need to sustain a centralized production and quality assurance processes in editorial and graphics design to promote consistent quality publications. The survey noted that some thematic units continue to undertake isolated knowledge production without aligning to the quality assurance process established through the quality assurance strategy.
- Embed research and enhanced publication of findings and policy briefs at internationally indexed and peer reviewed journals to improve access and visibility of UN Women ESARO products.
- Continuously strengthen the quality assurance process by building an accountability mechanism for using the quality assurance guidance developed in 2022 by the regional office.
- UN Women need to sustain targeted electronic dissemination processes that build a robust reach to the target audience, as electronic access to publications was the highest preference by the respondents in the survey.
- Launch all publications with varied stakeholders through policy dialogues, knowledge seminars, webinars, and other tools that reach wider audiences.
- Sustain repackaging mechanisms, including executive summaries, policy briefs, fact sheets, key messages, journal papers, and info graphs, among other shorter versions that have accelerated progress towards ensuring that ESARO publications are readable and understandable to various audiences targeted.

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UN WOMEN IS THE UN ORGANIZATION DEDICATED TO GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN. A GLOBAL CHAMPION FOR WOMEN AND GIRLS, UN WOMEN WAS ESTABLISHED TO ACCELERATE PROGRESS ON MEETING THEIR NEEDS WORLDWIDE.

UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to ensure that the standards are effectively implemented and truly benefit women and girls worldwide. It works globally to make the vision of the Sustainable Development Goals a reality for women and girls and stands behind women's equal participation in all aspects of life, focusing on four strategic priorities: Women lead, participate in and benefit equally from governance systems; Women have income security, decent work and economic autonomy; All women and girls live a life free from all forms of violence; Women and girls contribute to and have greater influence in building sustainable peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and humanitarian action. UN Women also coordinates and promotes the UN system's work in advancing gender equality.



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