

Assessment of the Gender Data and Capacity Gaps at the AUC



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Table of Contents

Abbreviations and acronyms	iv
Executive summary	v
1 Introduction	1
1.1 Objectives of the study	1
1.2 Structure of the report.....	2
2 Methodology and conceptual framework	3
2.1 Methodology.....	3
2.2 Conceptual framework of the assessment.....	3
2.3 Limitations	4
3 Global and continental normative and policy frameworks on gender equality	5
4 Continental statistical and gender statistics frameworks.....	7
4.1 General statistical frameworks on the continent.....	7
4.2 Gender statistics framework and institutional framework for statistics in the AUC.....	8
5 Gender statistics at the AUC	12
5.1 Organizational structure of the AUC.....	12
5.2 Functions, roles and responsibilities of various units that produce and use gender statistics.....	12
5.3 STATAFRIC	12
5.4 Gender data producers and users at AUC.....	13
5.5 Indicator frameworks, data availability, and data gaps in the AUC	14
5.6 Assessment of the gender data and capacity gaps within the AUC and STATAFRIC	18
6 Conclusions and recommendations	22
6.1 Conclusions	22
6.2 Recommendations	24
Annexes	
Annex 1 Guiding questions for primary data collection.....	26
Annex 2 Functions, roles of responsibilities of various units that produce and use gender statistics	27
Annex 3 Existing Gender Indicator Matrix	34

Abbreviations and acronyms

ACBF	African Capacity Building Foundation	KII	Key Informant Interview
AfDB	African Development Bank	MSGIA	Minimum Set of Gender Indicators for Africa
AGDI	African Gender and Development Index	NEPAD	New Partnership for Africa's Development
AGGES	African Group on Gender Statistics/African Group on Gender Statistics Experts	NSO	National Statistics Office
APGS	Africa Programme on Gender Statistics	OKPM	Online Knowledge Management Platform
APRM	African Peer Review Mechanism	RECs	Regional Economic Communities
ARBE	Agriculture, Rural Development, Blue Economy and Sustainable Environment	SDGEA	Solemn Declaration on Gender Equality in Africa
ASS	African Statistical System	SHaSA	Strategy for the Harmonization of Statistics in Africa
AUC	African Union Commission	SIARP	Spotlight Initiative Africa Regional Programme
AUGO	African Union Gender Observatory	SRHR	Sexual and Reproductive Health and Rights
AUPSC	African Union Peace and Security Council	STATAFRIC	African Union Institute for Statistics
BPFA	Beijing Platform for Action	StatCom-Africa	Statistical Commission for Africa
CRF	Continental Results Framework	STGs	Specialized Technical Groups
CRVS	Civil Registration and Vital Statistics	UNECA	United Nations Economic Commission for Africa
ETTIM	Economic Development, Tourism, Trade, Industry, Mining	UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
GEWE	Gender Equality and Women's Empowerment	VAWG	Violence Against Women and Girls
HHS	Health, Humanitarian Affairs and Social Development	WGYD	Women, Gender and Youth Directorate

Executive Summary

Achieving gender equality and women's empowerment is a core objective of the African Union (AU), enshrined in its founding documents and numerous normative frameworks, policies, and strategies developed on GEWE. The continental development roadmap, Agenda 2063, also emphasizes the importance of gender equality and women's empowerment as drivers of sustainable development. All these frameworks require data for monitoring progress and informing policy decisions.

Notwithstanding the existence of these indicator frameworks and the Africa Gender Statistics Observatory, challenges regarding gender statistics data and capacity gaps remain within the AUC and across member states, underscoring the need for concerted efforts to expand on gender indicator frameworks and data availability, quality, and utilization. To this end a partnership consisting of Women, Gender and Youth Directorate (WGYD) at the AUC, STATAFRIC, UN Women, ECA and PARIS21 collaborated on the assessment of the gender data and capacity gaps at the AUC. The assessment is based on the study of secondary information as well as interview of key informants. The work was executed in 2023/2024 and validated in March 2024.

Currently, most of the gender statistics strategic and support work to member states is being executed under the umbrella of the APGS, with the AGGES leading this work. ECA, AfDB, and UN Women actively support the implementation of the APGS, with the ECA serving as the secretariat of the AGGES. The AGGES is mandated

to provide support and advice on gender statistics issues, needs, and challenges as well as on poverty reduction strategies and the global development agenda. Even though the AUC was initially involved in the work of the AGGES and APGS, there have been no active engagements by the AUC in any gender statistics work since 2019, underscoring the need for STATAFRIC to work closely with the APGS and AGGES.

The assessment identified several institutional gaps at the AUC. These include a lack of human and financial resources at AUC and more specifically STATAFRIC to limited knowledge and skills on gender statistics, weak coordination and collaboration, and inadequate statistical capacity of the AU member states.

The main data gaps in the AUC are:

- The AUCRF framework does not have sufficient data and data is not updated regularly.
- Lack of awareness within the AUC, RECs, and member state level of the existing indicator frameworks in the AUC and data requirements for them.
- No systems at the country, RECs, or regional level to ensure that the required data is collected for the indicator frameworks that exist.
- Some important standalone gender-related surveys and data collections, such as violence against women prevalence surveys are not conducted regularly due to a lack of financial resources and poor prioritization by member states. This

results in the data being outdated and sometimes not even available.

- There is limited gender indicator and data available in some areas of the AUC operating areas such as economic development, tourism, trade, industry, mining, and sustainable environment, amongst many others; some important surveys such as GBV prevalence surveys are not conducted regularly; low availability of data from member states to populate all indicators of the gender scorecard and AUCRF indicators.

The study recommends several activities that need to be prioritized to address the gender data and capacity gaps. These include conducting important standalone gender-related surveys and data collections, such as violence against women prevalence surveys; **address the human resource constraints in the AUC for gender statistics:** Given the human resource constraints at STATAFRIC and WYGD for the production of gender statistics, it is recommended that STATAFRIC and also WYGD should advocate for a dedicated position assigned to a gender statistics expert within STATAFRIC, which could entail a restructuring of STATAFRIC's existing staff structure. In the interim, WYGD and STATAFRIC should partner with existing bodies on gender statistics such as the Africa program on Gender Statistics (APGS) (ECA, AfDB and UN Women) to address the human resource constraints concerning gender statistics.

Furthermore, there is a need to advocate for increased funding, through collaborative partnerships; establish a gender data unit

at STATAFRIC and the operationalization of the sub-group on gender statistics in STG-SHaSA II. Coordination should be enhanced through interdepartmental communication with STATAFRIC, through regular meetings, knowledge-sharing, and capacity-building platforms, as well as joint projects to encourage collaboration and awareness of existing data across departments. The AUC should also effectively collaborate with Pan-African institutions and development partners working on gender statistics through the APGS and revamp its engagement in the and regional RECs.

The study recommends **capacity-building training for AUC** staff, notably STATAFRIC, WGYD, and gender focal points as well as **member states and AUC**. Application of standardized definitions and methodologies is key to ensuring harmonization across countries, allowing for meaningful comparisons and regional analyses of gender issues. Further, building the AUC's staff capacity for data analysis and interpretation is crucial to translating data into actionable insights for policymakers and programme implementers

While the initiative taken to develop the African Gender Observatory is encouraging, continuous support should be provided to WGYD to accelerate the development and rollout of the gender observatory. There is also a need to **expand on the development of gender indicators and stand-alone gender surveys**. Data collection should also prioritize areas with critical gaps, such as informal work, unpaid care, and gender-based violence.

1 | Introduction

Since the 1995 Fourth World Conference on Women in Beijing, many African countries have committed themselves to attaining gender equality by ratifying many international and regional platforms and protocols on the issue.

At the continental level, the African Union's gender equality commitment is embedded within its normative framework, notably the AU Constitutive Act, the African Charter on Human and People's Rights –which was reinforced by the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol), and the Solemn Declaration on Gender Equality in Africa (SDGEA), both laying out ambitious aspirations for a gender-equal future.

Mindful of the need to accelerate progress across the entire continent, the member states launched the «Agenda 2063» in 2013, which also provided mandates for fostering greater gender equality. Indeed, translating these lofty aspirations into tangible results requires accurate and comprehensive data to monitor commitments and track progress. However, the lack of robust data and the persisting gender statistics gap in Africa have undermined effective monitoring and evaluation of progress towards these goals.

Against this backdrop, the UN Women East and Southern Regional Office has commissioned an independent consultant to assess the gender data and capacity gaps at the African Union Commission (AUC) and subsequently craft a programme that addresses the gap. This assessment

intends to identify and analyze data and capacity gaps within the African Union Commission (AUC) that hinder its ability to fully leverage gender data for decision-making and reporting.

1.1 Objectives of the study

The overall purpose of the assessment is to identify the gender data and capacity gaps at the AUC. The scope of the assignment, as indicated in the ToR, covers the following:

- Compile an integrated matrix of existing gender indicators and reporting frameworks at the AUC.
- Review these frameworks and related documentation, and interview relevant individuals to identify the gender data and capacity gaps.
- Map the key stakeholders in the AU data systems.
- Identify the most likely data sources that should be strengthened or introduced in order to address the data gaps (both survey and administrative data sources).
- Identify the areas of gender statistics that should be strengthened or introduced in order to address the data gaps.
- Identify the capacity gaps of relevant AUC departments and officials and recommend appropriate capacity-building interventions.

1.2 Structure of the report

The report is structured under four sections. Following the introduction, the second section outlines the methodology and conceptual framework where the data collection method and the conceptual framework used for making the assessment are discussed. The third section provides an overview of the global and continental normative frameworks on Gender Equality and Women's Empowerment (GEWE), followed by the continental statistical and

gender statistics framework where the institutional framework for statistics in the AUC is discussed. Section 5 examines gender statistics in the AUC where an assessment of gender data and capacity gaps is discussed, including the roles and responsibilities of various AUC directorates that are users and producers of gender statistics, and the various gender indicator frameworks available at AUC level. The last section provides the conclusions and recommendations of the study.

2 | Methodology and conceptual framework

2.1 Methodology

The methodology adopted for the assessment was a mixed-method approach, incorporating both primary and secondary data sources. A total of nine semi-structured Key Informant Interviews (KII) were conducted with AUC staff, i.e. the African Union Institute for Statistics (STATAFRIC), Women, Gender and Youth Directorate (WGYD), and other AUC directorates and departments. KII was also conducted with partner organizations including the African Development Bank (AfDB) and the United Nations Economic Commission for Africa (UNECA). An additional 10 people responded to the survey questions from the AUC Agriculture, Rural Development, Blue Economy and Sustainable Environment (ARBE) directorate and Special Envoy's Office on Women, Peace and Security (WPS). As secondary sources, a comprehensive review of relevant AUC documents, international and regional normative frameworks, reports produced by the AU and partners, frameworks, and databases pertaining to gender data and statistics was undertaken both at the inception phase and during the write-up phase. Some of the secondary sources reviewed included the African Union Gender Policy, Gender Strategy, Agenda 2063, and AUC gender indicator and reporting frameworks such as the AU Scorecard, Strategy for the Harmonization of Statistics in Africa, the African Charter on Statistics, and AU regional normative frameworks. Other research, assessments, strategic plans, and conceptual frameworks carried out by partner organizations, i.e. UNECA,

UN Women, PARIS21 and AfDB on gender statistics were also reviewed, including Assessing Data and Statistics Capacity Gaps for Better Gender Statistics, Bridging the Gap, Mapping Gender Data Availability in Africa, Africa Programme on Gender Statistics, APGS Strategic Plan, Minimum Set of Gender Indicators in Africa, and A Framework for Identifying Gender Statistics Gaps in the National Statistical System, inter alia.

2.2 Conceptual framework of the assessment

This assessment adopted the capacity development 4.0 (CD4.0) conceptual framework formulated by PARIS21 in 2017, although it did not make use of the detailed questionnaires that were developed for national assessments of gender data and capacity gaps. The CD4.0 considers the following five key targets of capacity development, which reflect global concerns and agreements on achieving quality statistics:¹

1. Resources, which refer to human, physical, financial, and legal means required to produce a statistical output;
2. Skills and knowledge, which comprise the cognitive and non-cognitive abilities to perform a task and the familiarity with regulations or procedures;
3. Management, which examines the combination of skills, knowledge, and

¹ UN Women & PARIS21 Assessing Data and Statistics Capacity Gaps for Better Gender Statistics: Framework and Implementation Guideline

other resources to produce an output (i.e. use of means to accomplish an end);

4. Politics and power, which relate to the formal or informal interactions among individuals and organizations as indicators of the dynamics of the system (the issue of accountability falls here); and
5. Incentives, which comprise the motivations driving interactions and actions of individuals and organizations in the system.

The interview guide used during the assessment can be found in Annex 1..

2.3 Limitations

The following are some of the limitations of the assessment:

The limited availability of AUC staff for interviews,² despite repeated attempts, limited the depth and scope of the findings. Due to its limited scope, the assessment primarily focused on the African Union

Commission (AUC) headquarters in Addis Ababa and STATAFRIC headquarters in Tunis, and did not set out to capture data and capacity challenges at other AUC organs, regional economic communities, and member states. The gender data and statistics capacity of member states is, however, assessed regularly through the Africa Programme on Gender Statistics (APGS) and specialized assessments done at the country level by UN Women³ and other partners of the APGS. The available reports were also studied as part of this assessment. Regional economic communities (RECs) generally supply data to the AUC, but all of them focus primarily on their data priorities. An example of available assessments of regional economic communities is the assessment that preceded the development of the Southern Africa Development Community (SADC) gender statistics strategy. The limited time allotted to this assessment, which was 20 days, was another constraint that limited the potential for in-depth data analysis in some of the assessment areas and the identification of data gaps.

² Primarily attributed to the time chosen for the assessment which fell during the holiday season

³ Examples of such assessments include: [Malawi](#), [Mozambique](#), [Sudan](#), [South Sudan](#), [Namibia](#) and [South Africa](#)

3 | Global and continental normative and policy frameworks on gender equality

The need for producing gender statistics has been recognized since the Third World Conference on Women in Nairobi (1985), during which governments agreed to compile and disseminate gender statistics to better address gender issues. The Beijing Platform for Action (BPfA), in 1995 also reiterated the need for national, regional, and international statistical services to ensure that statistics related to individuals are collected, compiled, analyzed and presented by sex and age, and reflect the problems, issues, and questions related to women and men in society. Other United Nations declarations, resolutions, and development frameworks have also referred to gender equality, and called upon countries to produce the gender statistics required for the assessment of progress made towards achieving the aims of these frameworks. Most recently the principle of gender equality and women's empowerment was also enshrined in the Global Agenda 2030 for sustainable development, which recognizes gender equality as a prerequisite for achieving sustainable development in all its dimensions – economic, social, and environmental.⁴

Since the 1995 Fourth World Conference on Women in Beijing, many African countries have committed themselves to attaining gender equality by ratifying many international and regional platforms and protocols on the issue.⁵

At the continental level, the AU's gender equality commitment is rooted in the African Charter on Human and People's Rights, which was reinforced by the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol) in 2003, and the Solemn Declaration on Gender Equality in Africa (SDGEA) of 2004.⁶ These frameworks emphasize the importance of data in monitoring progress and informing policy decisions. The New Partnership for Africa's Development (NEPAD) and its gender component, also provided mandates for fostering greater gender equality.⁷

The continental roadmap for development – Africa's Agenda 2063 – puts gender equality at the forefront of the continent's vision, and it is among the seven aspirations outlined in the Agenda. Aspiration 6 and its related Goal 17 focus on achieving full gender equality to enable a people-driven development in Africa. Agenda 2063 further identified two main priority areas, i.e. women and girls' empowerment and an end to violence and discrimination against women and girls.⁸ Monitoring and tracking mechanisms have also been put in place to ensure adequate tracking of the progress being made by the continent.

4 AGGES 2022-2026 strategic plan. Accessed from <https://africa.unwomen.org/sites/default/files/2022-09/UN Women Africa Programme on Gender Statistics Project 2022-2026 - 1904202203 final.pdf>

5 AGGES 2022-2026 strategic plan. Accessed from <https://africa.unwomen.org/sites/default/files/2022-09/UN Women Africa Programme on Gender Statistics Project 2022-2026 - 1904202203 final.pdf>

6 The AU Gender Policy. Accessed from https://archive.uneca.org/sites/default/files/images/flier_on_au_gender_policy_-english.pdf

7 Ibid.

8 AGGES 2022-2026 strategic plan. Accessed from <https://africa.unwomen.org/sites/default/files/2022-09/UN Women Africa Programme on Gender Statistics Project 2022-2026 - 1904202203 final.pdf>

The AU also adopted a Gender Policy in 2009 that provides a mandate for the operationalization of Assembly commitments and is accompanied by a comprehensive Action Plan, which guides the implementation of these commitments by AU organs.⁹ The policy outlines the AU's commitment to mainstreaming gender across all its programmes and activities.

Recognizing gender equality as a fundamental human right and an integral part of regional integration, and development, the AU launched the gender equality and women's empowerment (GEWE) strategy (2018-2028) to ensure women's full participation in development. This strategy takes an inclusive and multi-sector approach, building on the lessons learned from past gender policy initiatives.¹⁰

⁹ AU (2009). African Union Gender Policy. REV 2 /Feb 10, 2009 Accessed from https://www.usip.org/sites/default/files/Gender/African_Union_Gender_Policy_2009.pdf

¹⁰ AU. Gender Equality and Development. Accessed from <https://au.int/en/gender-equality-development>

4 | Continental statistical and gender statistics frameworks

4.1 General statistical frameworks on the continent

Over the years, various continental statistical frameworks and initiatives have been developed for the betterment of statistics in Africa. Among the initiatives to enhance the development of statistics in Africa is the African Charter on Statistics, which continues to be the overarching legal regulatory instrument of statistical activities on the continent.¹¹ The charter, which is also a tool for statistical development and advocacy, serves as a legal instrument to regulate statistical activities in Africa. Its objectives include building the institutional capacity of statistical authorities in Africa that are granted autonomy in operations and adequate human, material, and financial resources.¹² The charter identifies six principles for the production of official statistics. These are aligned to the United Nations Principles of Official Statistics and have been adopted by member states to reinforce their national statistical policies and systems. The six principles on which the African Charter is based are:

Principle 1: Professional independence

Principle 2: Quality

Principle 3: Mandate for data collection and resources

Principle 4: Dissemination

Principle 5: Protection of individual data, information sources and respondents

Principle 6: Coordination and cooperation
By ratifying the charter, member states undertook to adopt the necessary measures, especially legislative, regulatory and administrative, to ensure that their laws, regulations and practices conform to the charter.

The Strategy for the Harmonization of Statistics in Africa (SHaSA) is another key initiative by the African Union (AU) aimed at creating a consistent and comparable statistical system across the continent. As a continent-wide effort, SHaSA directly responds to various challenges faced by the African Statistical System (ASS), and supports the African integration agenda.¹³ With the adoption of its second strategy in 2018, SHaSA II serves as the Continental Strategy for the Development of Statistics in Africa for the next 10 years, i.e. 2017–2026.

The main objective of SHaSA II is to enable the African Statistical System to generate timely, reliable, and harmonized statistical information covering all the aspects of inclusive and sustainable development based on the four components, namely the (i) environmental dimension, (ii) social dimension, (iii) economic dimension, and (iv) cultural and political dimension. SHaSA has 18 Specialized Technical Groups (STGs) covering all domains of statistics, while

¹¹ <https://au.int/en/ea/statistics/shasa>

¹² Economic Commission for Africa: Support for African Countries in their Statistical Journey. Accessed from <https://repository.uneca.org/bitstream/handle/10855/47893/b12000747.pdf?sequence=1&isAllowed=y>

¹³ Strategy for the Harmonization of Statistics in Africa. Accessed from <https://au.int/en/ea/statistics/shasa>

gender is covered under STG 8, i.e. STG on Demography, Migration, Health, Human Development, Social Protection, and Gender.¹⁴ While the AU is the secretariat, UNECA chairs this group.

The development of the SHaSA II, which was a collective result of the four Pan-African organization¹⁵ member states, and other actors, created an opportunity for an integrated strategy that brings together all members of the African Statistical System.

4.2 Gender statistics framework and institutional framework for statistics in the AUC

In addition to the policy and strategic framework that promote gender equality and integrate a gender perspective into the organization's work, the AU also established an institutional structure through the formation of the Gender and Development Directorate (WGDD), now known as the Women, Gender and Youth Directorate (WGYD) in 2000 under the Office of the Chairperson of the Commission. This directorate spearheads the AUC's gender mainstreaming efforts, developing policies, implementing programmes, and monitoring progress. It is mandated to drive and facilitate gender mainstreaming within the AUC and its organs. Since 2021, the directorate has been given a youth mandate.¹⁶

In an effort to mainstream gender in the AUC policy and programmatic work, gender focal points are designated in all divisions. They are responsible for integrating gender into their respective programmes and activities. In reality, the gender focal points are assigned on an ad-hoc basis, and not all the divisions have one.

Ideally, the gender focal points are supposed to help WGYD with gender data collection, specific to their respective sector, and subsequently support gender mainstreaming in their respective areas of interventions. The arrangement, however, has not been fully functional owing to the nature of the focal points assigned, who are mostly junior staff without the power and position to influence. Further, the focal points generally have neither a gender nor statistics background, which adds to the challenge.¹⁷ They also lack gender awareness and expertise, which necessitates capacity-building training on gender mainstreaming and gender statistics for the gender focal points, data users, and generators, as pointed out as a remedy. In the view of some respondents, what should be an ultimate goal is to designate a gender expert in each division, equipped with the technical knowledge, required to support the identification of gender data and mainstream gender statistics in their respective sectoral areas. A gender data network can also be instituted through appropriate gender statistics training, for the gender focal points, who can in turn identify their sectoral gender data needs and advocate for the production and use of gender statistics in their respective sectors.

4.2.1 AGGES

The African Group on Gender Statistics (AGGES), the Working Group on Gender Statistics, was set up at the first meeting of the Statistical Commission for Africa (StatCom-Africa),¹⁸ to address the challenges related to gender statistics. These efforts have contributed to attaining a lot of progress in the area of gender statistics in Africa, both at the national and the regional level, notably to improved

14 Ibid. STATAFRIC PowerPoint presentation

15 AUC, AfDB, UNECA, and African Capacity Building Fund (ACBF)

16 Key Informant Interview (KII)

17 KII

18 (StatCom-Africa) has been established by the African Union (AU) to provide a forum for discussions and decisions on all issues related to statistical development

collection of data on gender issues and increased awareness about the need to integrate gender perspectives in national statistical systems.¹⁹

In 2012, the African Group on Gender Statistics developed an umbrella regional programme on gender statistics called the Africa Programme on Gender Statistics (APGS). The APGS is a five-year regional programme that intends to improve the availability of accurate gender statistics at the national, regional, continental, and international levels in Africa.²⁰ Since its inception in 2012, AGGES has become the main framework for the collaboration and harmonization of efforts among various stakeholders working on gender statistics at regional, and national levels.²¹

AGGES member institutions comprised three Pan-African institutions, namely the Economic Commission for Africa (UNECA), the African Development Bank (AfDB), and the African Union Commission (AUC), while membership is also drawn from the United Nations and other international and regional entities.

Despite the assertion, the various interviews with AGGES members show the current implementing partners are UNECA, which is the secretariat, AfDB, and UN Women. Although the AUC statistics division was active during the inception of this partnership, its engagement (especially since the formation of STATAFRIC) was literally non-existent. There was a repeated effort by the AGGES to bring the AUC on board, albeit in vain.²²

Given the AUC's strategic position and the significant role it can play in AGGES to promote gender statistics in member states and regional economic communities (RECs), various strategies should be devised to engage the AUC, and other relevant actors, more effectively, in order to enhance the production and utilization of gender statistics on the continent.

The findings indicate that APGS has been providing capacity-building support in various forms²³ to improve the capacity of member states on gender statistics. There is also an ongoing programme that the APGS is implementing to support gender mainstreaming in statistics, mainly in civil registration, and vital statistics systems (CRVS) as well as in the national strategy for the development of statistics and census. The project also includes financial and technical support for the implementation of time-use surveys in selected countries. It is currently being piloted in fragile countries, i.e. Burundi, Mozambique, South Sudan, and Zimbabwe. The support is given to both users and producers of statistics, i.e. the gender machineries and NSOs.²⁴

Under the leadership of UN Women, ECA and AfDB, the various consultations between members have enabled AGGES to increase its support for the improvement of gender statistics on the continent.²⁵ Further, the collaborative effort of AGGES with member states, RECs and development partners resulted in the production of the Minimum Set of Gender Indicators for Africa (MSGIA).²⁶

19 Report on progress made on the implementation of the Africa Programme on Gender Statistics https://www.uneca.org/sites/default/files/ACS/Statcom-VII/7-en_statcom_vii-report_on_gender_statistics_programme2020.pdf

20 Ibid.

21 Africa Programme on Gender Statistics. [https://africa.unwomen.org/sites/default/files/2022-09/UN Women Africa Programme on Gender Statistics Project 2022-2026 - 1904202203 final.pdf](https://africa.unwomen.org/sites/default/files/2022-09/UN%20Women%20Africa%20Programme%20on%20Gender%20Statistics%20Project%202022-2026%20-%201904202203%20final.pdf) & Minimum Set of Gender Indicators for Africa. Phase 1 report

22 KII

23 In form of technical assistance, training material, methodological support

24 KII

25 AGGES strategy document - 2021-25

26 KII

4.2.2 Minimum set of gender indicators (MSGI)

Launched in 2015, the Minimum Set of Gender Indicators for Africa (MSGIA) initiative is embedded in the Africa Programme of Gender Statistics (APGS), as well as the Strategy for the Harmonization of Statistics in Africa (SHaSA).²⁷ Focusing on six key thematic areas, this streamlined set of 53 priority indicators facilitates efficient monitoring of gender equality goals across African countries. Its standardized definitions and methodologies enhance data comparability, paving the way for meaningful regional analyses and policy action. While five of these indicators are the same as the Global Minimum Set of Gender Indicators, the sixth domain that was added for the region is a domain on the environment and climate change.²⁸ The thematic areas include economic empowerment, education, health, participation and decision-making, violence against women, and environment and climate change.

Establishing a Minimum Set of Gender Indicators relevant and tailored to the African region was instrumental not only in filling the gaps in the Agenda 2030 and Africa Agenda 2063, but also in serving as a guide for the development of national Gender Indicator frameworks and the production of a national and continental compilation of gender statistics.²⁹

The MSGIA gives guidance on the prioritization of indicators to be collected in Africa and serves as an important reference when member countries

develop their respective minimum sets of gender indicators. It also contributes to the harmonization of current regional and sub-regional indicator initiatives.

By guiding priority setting, the MSGIA aims to accelerate the region's progress towards producing and utilizing high-quality gender statistics. This will empower policymakers, researchers, and advocates to make informed decisions that ultimately benefit women and girls across the region.

4.2.3 Annual Africa regional gender statistics forum

The Africa Conference on Gender Statistics is an annual forum that brings together gender statistics producers and users across Africa. It's a platform for sharing the latest innovations and best practices related to gender statistics and plays a very important role in creating a regular space for upskilling, dialogue, and cross-country exchange between gender focal points in NSOs. The forum also discusses progress and challenges in measuring and using gender data for development; and develops common strategies to improve the collection, analysis, and dissemination of gender statistics in Africa.

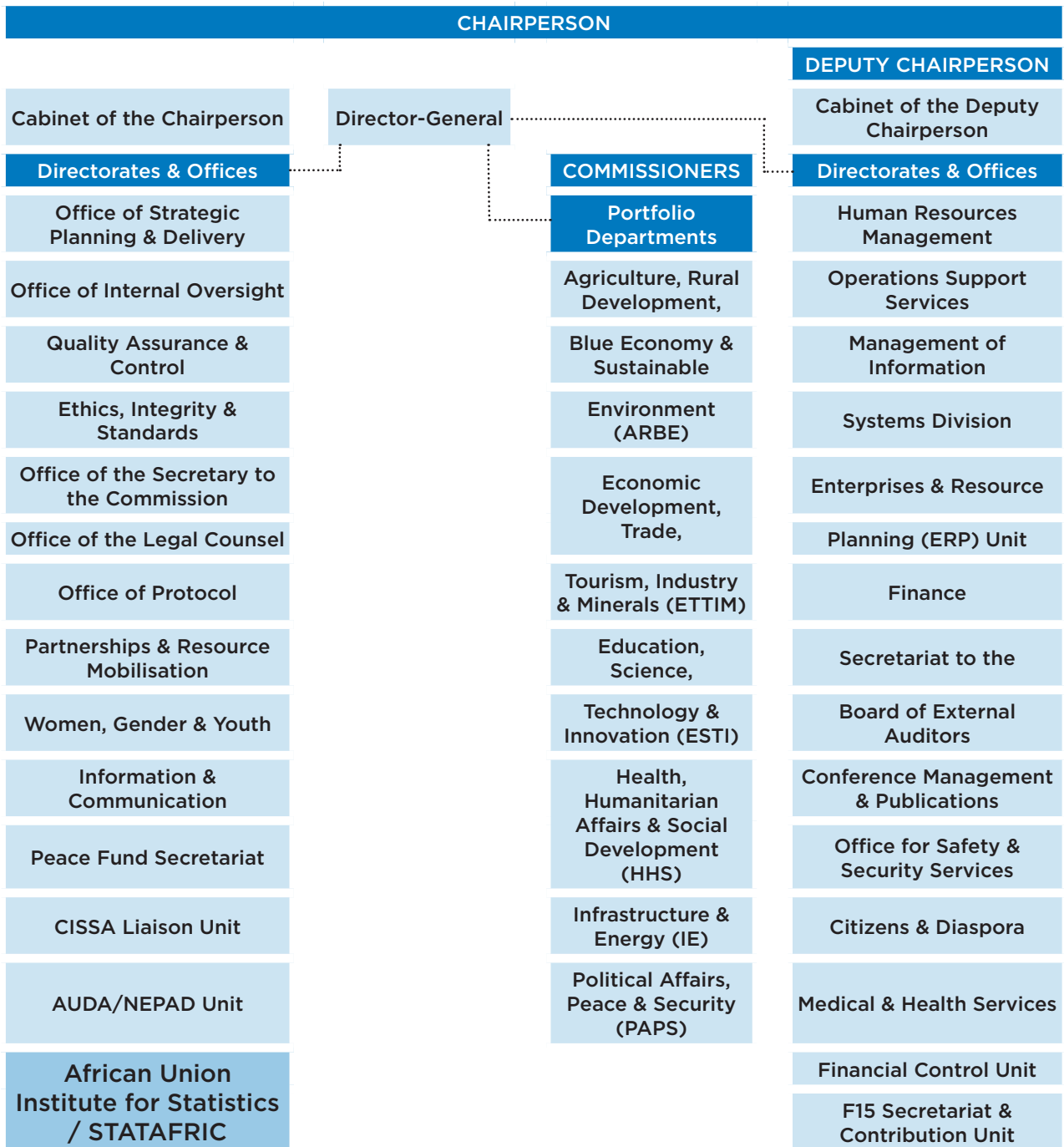
The forum which has been held annually since 2017, is jointly organized by the African Development Bank (AfDB), UN Women, and the United Nations Economic Commission for Africa (UNECA). The forum takes place annually, with the most recent one having been held in Casablanca, Morocco in November 2023 under the theme of accelerating progress towards Africa's Agenda 2063 and the SDGs using gender statistics.

27 AU, AfDB & UNECA. Phase 4 Report. Minimum Set of Gender Indicators for Africa https://archive.uneca.org/sites/default/files/uploaded-documents/ACS/Statcom-VII/en-minimum_set_of_gender_stat_in_africa.pdf

28 Ibid.

29 Minimum Set of Gender Indicators for Africa. Phase I report

AFRICAN UNION COMMISSION STRUCTURE



5 | Gender statistics at the AUC

5.1 Organizational structure of the AUC

To better understand gender data and capacity gaps, it is important to consider the organization structure of the AUC as the overall context. Obtaining the latest organizational structure of the AUC where STATAFRIC is also represented, has been difficult. Nonetheless, the organizational structure obtained from the AU Handbook 2022 is presented below. STATAFRIC, even though not yet included in the 2022 AU handbook, has been added in the chart below as per communication with STATAFRIC.

5.2 Functions, roles and responsibilities of various units that produce and use gender statistics

The African Union (AU) has several directorates and departments that are responsible for producing and using gender statistics. The directorates that were covered in this assessment and are relevant within the context of gender statistics, are summarized below, while their mandate roles and responsibilities and the various divisions under some of these directorates are attached as Annex 2

- The **African Union Institute for Statistics (STATAFRIC)** is mandated to coordinate and provide harmonized and aggregated statistical information to African institutions and to the continent as well.
- The **Women, Gender, and Youth Directorate (WGYD)** is responsible for leading the AU's efforts on gender equality and women's empowerment.

- The **Department of Health, Humanitarian Affairs and Social Development (HHS)** work to promote the AU's health, labor, employment, migration, social development, drug control, crime prevention, sport, and cultural agenda.
- The **Department of Political Affairs and Peace and Security (PAPS)** is responsible for promoting peace and security in Africa.
- The **Department of Economic Development, Tourism, Trade, Industry and Mining (ETTİM)** is responsible for promoting economic development in Africa.
- The **Department of Agriculture, Rural Development, Blue Economy, and Sustainable Environment (ARBE)** is responsible for promoting sustainable development in Africa.
- The **Directorate of Administration and Human Resources Development** optimizes organizational performance through effective human resource management and administrative services.

These directorates and their various divisions all play an important role in collecting, analyzing, and disseminating gender statistics. Gender statistics are used to inform policy decisions, to track progress towards gender equality goals, and to hold governments accountable for their commitments to gender equality.

5.3 STATAFRIC

The African Union Institute for Statistics (STATAFRIC) is the African Union's Specialized Technical Agency established

in 2013³⁰ for the development and harmonization of statistics on the continent. Its main mandate is “to produce data, analyze, disseminate, publish and develop the method to develop the data”.³¹ Its strategic vision is to be the reference center for the production of quality statistics in Africa.

STATAFRIC is responsible for coordinating and regulating the African Statistical System (ASS). The institute strives to unify the statistical language of the continent by harmonizing concepts, methods, structures, and norms across member states. STATAFRIC is envisioned to be the «Centre of Reference for the production of quality statistics on Africa”.³²

The office has been fully operational since 2018, five years after its establishment.³³ With its headquarters in Tunisia, STATAFRIC is the AU’s principal statistical agency mandated to lead in the provision and promotion of quality statistics, statistical information, and good practice in support of the African Integration Agenda.³⁴

STATAFRIC will use a collaborative approach with regional economic communities and development partners to implement the African Charter for Statistics and the Strategy for the Harmonization of Statistics in Africa (SHaSA).

In February 2023, the Heads of State and Government decided to adopt a new statute for STATAFRIC, making it a specialized technical agency for the AU, and it is currently instituted under the Chairperson’s office. STATAFRIC is currently a specialized technical office for the African Union.³⁵

STATAFRIC’s staff structure and budget were approved by the Heads of State and Government, following its establishment. However, there is no position designated for gender statistics in the proposed staff structure, nor were staff trained on gender statistics, which was viewed by the key informants as a limiting factor for the production and utilization of gender statistics.

5.4 Gender data producers and users at AUC

STATAFRIC is mandated to coordinate the production, analysis and dissemination of data in the continent, although its role in the production of gender statistics has been hampered by the various challenges it has been facing, notably the lack of both human and financial resources compounded with methodological skill and training on gender statistics. The rest of the AUC directorates surveyed, i.e. WGYD, Economic Development, Tourism, Trade, Industry, Mining (ETTİM), Agriculture, Rural Development, Blue Economy and Sustainable Environment (ARBE), Health, Humanitarian Affairs, and Social Development (HHS) are mainly users of gender data and statistics. However, while 100% of the ARBE directorate surveyed indicated they are users of gender statistics, about 60% also believe they are producers of gender statistics. When asked about the method of production, the majority responded by integrating gender in their indicator framework and reporting. The Office of Special Envoy on Women, Peace, and Security (AUSEWPS) also identified itself as both a user and producer of gender statistics.

30 By the African Union Summit of Heads of State and Government held in Addis Ababa, Ethiopia

31 Key Informant Interview (KII)

32 Strategy for the Harmonization of Statistics in Africa. Accessed from <https://au.int/en/ea/statistics/shasa> p.31

33 KII

34 STATAFRIC PowerPoint presentation

35 KII

5.5 Indicator frameworks, data availability, and data gaps in the AUC

The discussion indicator frameworks below are limited to the gender indicator frameworks produced and available at the AUC level. The compilation of these gender indicators matrix is also attached as Annex 3.

5.5.1 African gender scorecard

In view of the rising gender inequality in certain development sectors in Africa, the need for designing a gender scorecard was apparent to measure the performance of member states against key ratified gender equality commitments.³⁶ The AUC, in collaboration with the UN Women and the United Nations Economic Commission for Africa (UNECA), developed the first Africa Gender Scorecard in 2015. The scorecard is a simple, quick, and user-friendly tool which goal it is to provide AUC and member states with implementation, monitoring, and accountability tools to attain the key objectives of Agenda 2063 from a gender perspective.³⁷ The scorecard aims to measure national and continental progress toward Gender Equality and Women's Empowerment.³⁸ It seeks to amplify the call for the collection, analysis, storage, and dissemination of sex and gender-disaggregated data to support gender analysis of policies and programmes within the framework of the ongoing data revolution in Africa.

The scorecard builds on the African Gender and Development Index to assess African governments' progress on gender policies. The scorecard at the beginning of its implementation focused on limited but core sectors and 23 indicators, with multiplier effects on women and girls.

36 AUC. African Gender Scorecard

37 AU & UNECA. Scorecard on Gender Equality and Women's Empowerment in Ethiopia. A Brief Technical Note

38 STATAFRIC PowerPoint presentation

Launched in 2017, the scorecard offers a comprehensive assessment of each country's performance across six key areas, i.e. health; education; politics and decision-making; access to and ownership of land; access to credit (financial resources and services); and business and employment.³⁹ The AUC Gender Scorecard provides a good entry point to data analysis by collating gender-based data in line with the theme of the year as agreed at each annual African Union Summit.

The 2021 edition of the AU Gender Scorecard focused on recent country data and covers a wide range of indicators by focusing on four clusters: Violence Against Women and Girls (VAWG), Sexual and Gender-Based Violence (SGBV), Harmful Practices (HP), and Sexual and Reproductive Health and Reproductive Rights (SRH&RR).⁴⁰

5.5.2 The African Union Gender Observatory

The African Union Gender Observatory (AUGO) is another initiative established in 2019 by the then African Union Women, Gender, and Development Directorate which is now the Women, Gender and Youth Directorate (WGYD), as an Online Knowledge Management Platform (OKPM), to compile national data and offer a regional and continental perspective on the state of women and gender equality. The revised Platform will be used to monitor the implementation of regional and international instruments, which include the Maputo Protocol, the Solemn Declaration on Gender Equality in Africa (SDGEA), Agenda 2063, and resolutions and declarations adopted by various regional and international bodies.⁴¹ Although the AUC launched the

39 AUC. African Gender Scorecard

40 STATAFRIC PowerPoint presentation

41 AU. Gender Observatory. Accessed from <https://go.au.int/en/why-join-us#:~:text=Establishment of Gender Observatories &text=Gender Observatories also serve as advancing women's rights in Africa>

design of the Gender Observatory in 2018, and its comprehensive indicators in late 2019 and early 2020, the official launch of the platform was deterred by COVID-19. In 2021, however, under the Spotlight Initiative Africa Regional Programme (SIARP), the AUC, in collaboration with UN Women and the United Nations Economic Commission for Africa (UNECA), revamped the Observatory with special reference to indicators on VAWG, Harmful Practices (HP), Sexual and Reproductive Health and Reproductive Rights (SRH&RR) and Reproductive Rights (RR).⁴² The collaboration effort, coupled with technical support provided to the AUC, resulted in an inclusion of systematic data on VAWG, SGBV/HP, and SRH&RR as called for and mandated by African Union Instruments related to Women's Rights, Gender Equality, and Women's Empowerment. Recent work supported by UN Women expanded the dimensions covered by the AUGO to also include indicators related to Women's Economic Empowerment.

AUGO is the AUC's response to this recommendation and intends to be 'a one-stop shop' for up-to-date sources of information about the efforts of African member states towards Gender Equality and Women's Empowerment. It is worth recalling that the Beijing Platform for Action encourages each country to develop a gender observatory to promote gender equality and women's empowerment.

Informants within the AUC highlighted the need for WGYD to expedite the official relaunch and accelerate the implementation of the gender observatory as it is anticipated to respond to the gender data gap that exists in some of their work.

5.5.3 The African Continental Results Framework (CRF)

The AUC has adopted a Continental Results Framework (CRF) (2018–2028) for monitoring and reporting on the women, peace and security (WPS) agenda. The CRF aims to institutionalize regular and systematic monitoring and reporting on the progress made in the implementation of the WPS Agenda, generate data, and enhance transparency, and accountability in Africa. The CRF was launched in 2019, having been adopted by the AUPSC in 2018. The CRF consists of a total of 31 indicators that enable both qualitative and quantitative evaluation of the performance of both AUC and member state governments in the implementation of WPS policies and action plans.

The pillars of CRF are in line with the SCR 1325 resolution on Women, peace, and security with one additional pillar. The CRF indicators are both qualitative and quantitative.

Prevention: 5 indicators

Protection: 5 indicators

Participation: 11 indicators

Relief and Recovery: 7 indicators

Emerging Security Threats: 3 indicators

Member states report annually on the AUCRF indicators, as indicated by the Office. However, the absence of data, lack of awareness of the tools, slow response rate of member states, weak data collection and analysis, and management capacities and systems at various levels are some of the challenges the Special Envoys for WPS identified.⁴³

⁴² AU/WGYD reporting imperatives frameworks and Indicators

⁴³ AU CRF; AU CRF PowerPoint presentation. 2021

The mapping of the available gender-related indicators available at the AUC sheds light on indicators available to measure gender equality progress in Africa. These indicators are generally classified into six (6) topical domains, as illustrated below, with an additional topical domain added from the African Union Continental Results Framework (AUCRF) on women, peace, and security, comprising five (5) thematic areas.

- i. **Economic participation:** Labour force participation rate for women, access to credit, access to and ownership of land, share of women among owners of land, percentage of women who own firms and occupy managerial positions in firms, gender pay gap, property rights, employment (labor force participation, wage employment, unemployment rates by age and sex).
- ii. **Education:** Gender parity in primary and secondary education enrolment and completion rates, tertiary education enrolment, youth literacy by sex.
- iii. **Health:** Maternal mortality ratio, adolescent health, child health, (under-5 mortality rate, by sex and stunting in children), access to reproductive health services (unsafe abortion), contraceptive needs at sub-regional level, adolescent fertility rate, proportion of women living with HIV, and access to antiretroviral drugs.
- iv. **Political participation:** Percentage of women in parliament and chair of parliament committees, executive, regional, and local bodies, and managerial positions in political parties.

- v. **Violence against women and girls:** Prevalence of intimate partner and sexual violence, female genital mutilation, child marriage, access to justice.

A sixth domain, namely Women, peace and security: Participation, prevention, protection, relief and recovery, WPS emerging threats from the AUCRF has been added to the above five areas of work, while some stand-alone indicators – unpaid work (time spent in the unpaid economy, ICTs (access to electricity and mobile phones by sex) also form part of the framework.

The majority of the aforementioned gender-related indicators are women-centered and are mostly sex and age-disaggregated, especially for the scorecard and agenda 2063.

While sex-disaggregated data is the basic level of disaggregation required to tell us about the lives and status of women and men, girls and boys, it is worthy of note that women are not homogeneous and sex should not be the only disaggregation required to know the lives of women and men. Additional desegregation is needed to know the outcomes in rural and urban settings, e.g. socio-economic status, age, and across the spectrum of disability status, and racial and ethnic groups.

Unfortunately, attempts made to access the AU department's respective indicator frameworks that would have helped to identify the availability of gender indicators and sex-disaggregated data was not possible during the study period. Some of the directorates were also not available for the primary data sources, limiting the findings on the data gap assessment piece.

The review of the available indicators, however, pinpoints the gap in the availability of gender indicators in some of the AUC's operational domains such as environment and sustainable development, agriculture value chain, industry, trade, and mining, to mention a few. The gap in gender data and statistics was also widespread across sectors. The in-depth interview with the directorate in charge of economic development, tourism, trade, industry, and mining for instance indicated the enormous gender data and indicator gap in these sectors. Although there have been efforts to implement gender-related activities and to mainstream gender in the directorate, the gap in gender statistics has always been a challenge for evidence-based planning and implementation, including the full realization of gender mainstreaming in their areas of operation.

The limited available data revealed the gender disparity that exists in the directorate's areas of focus, i.e. economic development, tourism, trade, industry and mining, which necessitated a gender-targeted intervention including the establishment of women's associations in industry, mining, and entrepreneurship. The establishment of these associations provided women with a platform to address the various challenges they face in the sector.

Cognizant of the above, and speaking of the need for gender statistics, the informant stressed, "*We need statistics for effective and inclusive programming*". While the sources of data for the directorate were indicated as both internal and external, the majority of the available statistical information and data is not gender sensitive and does not entail gender and sex-disaggregated information, obscuring critical insights into diverse experiences within the population. This was

corroborated by the findings of the WGYD which states, "*Despite the data revolution, sex and age disaggregated data remains notoriously difficult to access across all countries*". The WGYD assessment also notes that where the data is gathered at the member state level, it is not often used to inform policies and decision-making on gender. The same sentiment on the lack of data disaggregated by sex, gender, and other relevant factors was also shared by other AUC departments surveyed/ interviewed.

The gender data/statistics gap is also attributed to the limited effort being made at member state and regional levels to undertake stand-alone gender surveys, such as time use, asset ownership, gender-based violence, and to integrate gender modules in member state surveys and vital statistics. The in-depth interview revealed the challenges associated with the lack of stand-alone gender surveys, which include the limited expertise and the resources allotted for gender statistics at member state and AUC levels alike.

That said, the fact that there are gender-related indicators does not necessarily correspond to the availability of data for all the indicators in each member state, making it difficult to assess regional progress and identify areas requiring specific attention. Perhaps, the member states' limited ability/capacity to report on the available gender indicators was one of the challenges observed. Hence, regardless of the progress made on the development of indicators on issues of violence against women and girls (VAWG), sexual and reproductive health and rights (SRHR), etc., there is still a lack of systemic data on VAWG, harmful practices (HP), SRH, youth, as the findings of the WGYD indicate.⁴⁴ The findings further indicate the gap in

44 AU/WGYD reporting imperatives frameworks and indicators

data on economic empowerment, social development, and political empowerment indicators. The WGYD also indicates the various challenges it faces in some areas to populate the scorecard with the data needed. The lack of gender data and the statistics gap are indeed apparent in many areas of gender equality and women's empowerment.

The findings also resonate with the 2019 mapping conducted on gender data availability in Africa, which revealed that data is only available for 52% of the gender indicators in both international and national databases; however, 48% lack sex disaggregation or it is missing entirely.

5.6 Assessment of the gender data and capacity gaps within the AUC and STATAFRIC

In addition to the above gaps identified, the following are some of the data and capacity gaps the assessment identified.

5.6.1 Human and financial resource constraints

Human and financial resources are the key prerequisites for the production of statistics output, including gender statistics. The assessment, however, revealed that there is no financial resource allotted for gender statistics for STATAFRIC, the principal body for data production within the AUC. The existing budget covers the whole STG-SHaSAll on Population, Demography, Migration, Health, Social Protection and Gender. Further, none of the directorates surveyed – including WGYD – have a dedicated budget for gender statistics. The reality is not very different for international agencies and development partners when it comes to funding for gender statistics in Africa, the interview asserted. *“Gender statistics remain an ad-hoc funding by international agencies”*, an informant

highlighted.⁴⁵ The limited budgets, coupled with inadequate funding for gender data initiatives, restricted the ability of the AUC to produce gender statistics and invest in technology, training, and infrastructure needed for robust data systems.

Although STATAFRIC's staff structure and budget were approved by the Heads of State and Government of the AU, following its establishment, it has neither been able to fill the staff positions nor receive its approved budget. The long bureaucratic recruitment procedure is what is to blame for the institute's human resource constraints, which have curtailed STATAFRIC's ability to fulfill its mandate.⁴⁶ Whereas the staff structure approved was 34 staff, the agency is still understaffed as it runs with only five staff, and relies heavily on technical assistance and consultants for research analysis being provided by donors such as Statistics Sweden. Besides, there is no position designated for gender statistics out of the proposed staff structure which was viewed as a limiting factor not only for the production and utilization of gender statistics but also for effective coordination of gender. For instance, the AUC has not been part of the African group on Gender Statistics, partly due to human resource constraints of STATAFRIC. This is in spite of gender statistics being at the center of its mandate, which could have perhaps been addressed with the partnership, as indicated by a respondent.⁴⁷

Recognizing these challenges, STATAFRIC has sought partnerships with international bodies like the World Bank and Eurostat who have recently channeled funds of 22.5 million and 7.7 million USD, respectively, for the implementation of SHaSA II. Statistic Sweden has also been supporting STATAFRIC through the recruitment of consultants. The World Bank has further approved the recruitment

⁴⁵ KII
⁴⁶ KII
⁴⁷ KII

of 10 positions that were under recruitment at the time of this assessment. Regrettably, there was neither a position assigned for gender statistics nor a budget allotted for the generation of gender statistics, from this assistance received.⁴⁸ Indeed, the inadequate financial and human resources allotted for gender statistics resulted in the paucity of stand-alone gender-related surveys relevant to the content's context, which is in high demand for evidence-based advocacy, monitoring, and reporting of GEWE commitments, including Agenda 2063.

That said, the human resource constraint is not limited to STATAFRIC, but also to WGYD, which is partly attributed to the division's high staff turnover. The Directorate is understaffed and thereby relies heavily on consultants for the analysis and dissemination of gender statistics, including for the production of the yearly African gender scorecard. Unlike other Pan-African institutions, the AfDB and UNECA, the directorate does not have a dedicated position for gender statistics. The interview with these institutions indicated the significant progress they made in the area of gender statistics since they have assigned a dedicated role for gender statistics, both in their statistics and gender divisions, and advised the AUC to follow suit. Other departments surveyed, such as ARBE, also scored the gap in human and financial resources as the top of the challenges for the production of gender statistics within the directorate.

5.6.2 Limited knowledge and skill in gender statistics

The gap in knowledge and skill of the AUC staff on gender statistics is among the impediments identified for the slow progress on the collection, production,

and utilization of gender statistics within the Commission. The interview with STATAFRIC and with the other AU divisions found that there has not been any training provided on gender statistics – be it for STATAFRIC or any of the other divisions. The staff therefore lacks the capacity and expertise in gender analysis, which could also be a barrier to effective data utilization. The limited expertise in methodology, analysis, and interpretation of gender data can in turn hinder effective data collection, utilization, and advocacy.

5.6.3 Lack of coordination and collaboration for gender statistics

While establishing an effective coordination mechanism as a key strategic theme of SHaSA II, the assessment indicated that there is an inadequate, if any at all, mechanism for coordination and knowledge sharing for gender statistics within the AUC. Explaining the situation, an informant stated, *“There is no formal coordination platform; no robust coordination between us and STATAFRIC for gender statistics. We might invite each other for events or exchange e-mails from time to time. What exists is an ad-hoc, inter-division, activity-specific communication”*. Gender data is therefore fragmented across various AU departments, from WGYD to health to education to social and economic development to peace and security. Staff in different divisions can also be unaware of the gender-related data available elsewhere within the AU, which could lead to duplication of efforts and missed opportunities for collaboration. This in turn makes it difficult to form a complete picture of gender gaps and inequalities, and hinders comprehensive analysis. The lack of effective coordination and communication channels between STATAFRIC, WGYD and other directorates is also a barrier to knowledge sharing and

48 KII

joint efforts toward the production and utilization of gender statistics.

The findings indicate that inadequate coordination also exists with existing Pan-African mechanisms created for gender statistics, such as the APGS, and with other regional actors like RECs, which also contributes to the fragmentation. Fragmentation in turn makes it difficult to track progress and hold member states accountable for their GEWE commitments.

5.6.4 Inadequate statistical capacity of AU member states and RECs

The African Statistical System (ASS) faces diverse challenges that hinder its effectiveness. Some of the challenges that undermine the ASS include limited institutional capacity; insufficient resources, human and financial resources allocated to statistical activities; the low level of statistics across the continent on gender statistics; a lack of consideration given to African specificities during the definition of international norms; insufficient statistical coverage across the different sectors; limited collaboration between statistical agencies; and the production of statistics that are not always harmonized and comparable in time and space in terms of gender statistics.⁴⁹ These challenges exacerbate/underpin the challenges identified in the assessment around gender statistics.

The AU relies on its member states for its production and generation of statistics. Respondents of this assessment highlighted that the challenges lie not only with the AU, but also with member states and regional economic communities (RECs) when it comes to the capacity for collecting, analyzing, and utilizing gender

statistics.⁵⁰ National statistics offices often lack the expertise as well as resources to collect and analyze gender-disaggregated data. They also lack gender awareness and have limited ability to mainstream gender in existing data collection methods and generate gender-sensitive data that reveals gender inequalities across sectors. The challenges also hold true for RECs, as the majority of them do not have the gender statistics capacity to produce and report on gender statistics at the sub-regional level. It should be noted that RECs are responsible for compiling, analyzing, and disseminating gender-related indicators at sub-regional levels in support of monitoring and evaluation (M&E) of gender equality commitments. However, the member states at a national level remain the primary producers and suppliers of data to the RECs.

While the minimum set of gender statistics has to some extent curbed the challenges of gender data and indicators, there is still a gap in some areas of gender, the assessment indicated.⁵¹

Respondents from the social development directorate maintained that the challenges they observed during their engagement and support to member states include the lack of gender data and indicators on Female Genital Mutilation (FGM), and child marriage as well as on maternal and child mortality. The challenge is compounded by the lack of capacity of member states to document their best practices and challenges in relation to gender statistics.

Indeed, the various constraints identified above force data users to resort to data emanating from international institutions outside of Africa, which often does not reflect African specificities. In the words

⁴⁹ Strategy for the Harmonization of Statistics in Africa - SHaSA
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⁵⁰ Regardless of the support being provided by APGS and other actors

⁵¹ KII

of an informant, *“Our programming is informed by the statistics which we don’t generate.”* Echoing the same sentiment, another informant added, *“The majority of the data we use is synthesized by other*

international entities like the WB and UN. It will add value for us to generate statistics and use them. The specificities of our area require the generation of our data,” the informant stressed.

6 | Conclusions and recommendations

6.1 Conclusions

Achieving gender equality and women's empowerment is a core objective of the African Union (AU), enshrined in its founding documents and numerous normative frameworks, policies, and strategies developed on GEWE. The continental development roadmap, Agenda 2063, also emphasizes the importance of gender equality and women's empowerment as drivers of sustainable development. These frameworks emphasize the importance of data in monitoring progress and informing policy decisions. Considering the significance of gender statistics for improving gender equality and women's empowerment in Africa, African countries and continental gender statistics stakeholders have also given increasing attention to the promotion, production, and use of gender statistics.

Cognizant of the above, various gender indicator frameworks and analyses were developed by the AUC in collaboration with partners such as UN Women, UNECA, and AfDB to track progress and further inform policy and programming. The African Gender Scorecard and the African Union Gender Observatory have both recently been revised and updated and are in a good position to serve the gender statistics needs on the continent. Notwithstanding the existence of these indicator frameworks, challenges regarding gender statistics and the capacity gap remain within the AUC and across member states, underscoring the need for concerted efforts to expand on gender indicator frameworks and data availability, quality, and utilization.

Currently, most of the gender statistics strategic and support work to member states is being executed under the umbrella of the APGS, with the AGGES leading this work.⁵² ECA, AfDB, and UN Women actively support the implementation of the APGS, with the ECA serving as the secretariat of the AGGES. The AGGES is mandated to provide support and advice on gender statistics issues, needs, and challenges as well as on poverty reduction strategies and the global development agenda. Even though the AUC was initially involved in the work of the AGGES and APGS, there have been no active engagements by the AUC in any gender statistics work since 2019, underscoring the need for STATAFRIC to work closely with the APGS and AGGES.

The AU established STATAFRIC in 2013 and it became operational in 2018 with its primary responsibility to implement the Pan-African Statistics Programme, which is part of the wider Pan-African Programme and supports institutional capacity building in the latter. Despite the establishment of STATAFRIC, adequate attention has not been accorded to the production and utilization of gender statistics. The assessment revealed the various gaps that impede the full realization of gender statistics within the AUC, ranging from human and financial resources to limited knowledge and skill on gender statistics, weak coordination and collaboration, and inadequate statistical capacity of the AU member states.

⁵² AGGES was established in 2008 by the Statistical Commission for Africa (Stat-Com Africa)

On top of the above, some of the capacity gaps the study identified that require attention encompass the following:

- STATAFRIC does not have any staff member or statistician who has gender statistics included as part of its portfolio of work. This gap creates serious coordination gaps and lost opportunities in the conceptualization and implementation of the APGS. Without interaction between the AU and the main conveners of the APGS (UNECA, AfDB and UN Women), it is nearly impossible to identify synergies, multipliers, and potential areas of collaboration on common areas of work related to gender statistics.
- The various departments in the AUC, such as WGYD, do not have sufficient staff members to meet the demands of member states.
- The designated gender focal points in each of the departments are assigned on an ad hoc basis, with limited if any at all, basic gender and gender statistics knowledge and skills. Besides, not all directorates have designated gender focal points. These factors further compromise the ability of these departments and units to adequately collect, engage with, and use statistical evidence.
- Most staff at the AUC lack basic gender data literacy knowledge and skills, there is a lack of awareness of basic tools, and the gender directorate within the AUC does not have dedicated staff on gender statistics who can support this function.
- There is also a generally weak coordination and collaboration between the different units in the AUC. This not only impacts negatively on gender

mainstreaming, but also contributes towards unnecessary duplication of efforts and a lack of common standards and practices concerning gender data and statistics in the AUC.

- Despite the support provided to NSOs on the continent through the APGS, the AU member states do not have the necessary statistical capacity to produce and provide the necessary statistics to inform the indicator frameworks that are in place in the various departments of the AUC.

The main data gaps in the AUC are:

- The AUCRF framework does not have sufficient and regularly enough received data.
- Lack of awareness within the AUC, RECs, and member state level of the existing indicator frameworks in the AUC and data requirements for them.
- No systems at the country, RECs, or regional level to ensure that the required data is collected for the indicator frameworks that exist.
- Some important standalone gender-related surveys and data collections, such as violence against women prevalence surveys are not conducted regularly due to a lack of financial resources and poor prioritization by member states. This results in the data being outdated and sometimes not even available.
- There is limited gender indicator and data available in some areas of the AUC operating areas such as economic development, tourism, trade, industry, mining, and sustainable environment, amongst many others.

- Low availability of data from member states to populate all indicators of the gender scorecard.
- Low number of member states reporting on AUCRF indicators.

6.2 Recommendations

Address the human resource constraints in the AUC for gender statistics: Given the human resource constraints at STATAFRIC and WYGD for the production of gender statistics, it is recommended that STATAFRIC and also WYGD should advocate for a dedicated position assigned to a gender statistics expert within STATAFRIC, which could entail a restructuring of STATAFRIC's existing staff structure. In the interim, the two divisions, especially STATAFRIC, should partner with existing bodies on gender statistics such as the APGS (ECA, AfDB and UN Women) to address the human resource constraints concerning gender statistics.

Advocate for increased funding: Collaborate with member states and development partners to increase budgetary allocations for gender data initiatives. Highlight the importance of data for effective policymaking and resource allocation. STATAFRIC, along with WGYD, should advocate for an increased political commitment and resource allocation for gender statistics.

Establish a gender data unit: While a gender statistic officer can be an immediate intervention, the AUC should aim for the establishment of a gender data unit, preferably a sub-unit within STATAFRIC, responsible for coordinating data collection, analysis, and dissemination. The unit can foster collaboration and improve the production and mainstreaming of gender in data collection, analysis, and

dissemination. One has to also ensure the operationalization of the sub-group on gender statistics in STG-SHaSA II.

Promote coordination: Enhance the coordination mechanism to strengthen interdepartmental communication with STATAFRIC, through regular meetings, knowledge-sharing, and capacity-building platforms, as well as joint projects to encourage collaboration and awareness of existing data across departments. The AUC should also effectively collaborate with Pan-African institutions and development partners working on gender statistics, and revamp its engagement in the APGS for effective production of gender statistics, monitoring and tracking progress on GEWE commitments. Create a network of gender data focal points within the AUC. Request the establishment of the focal points on gender statistics from countries and RECs, and provide them with tools to advocate for the production and use of gender statistics within their directorates.

Support the implementation of SHaSA II: The AUC and development partners should support the implementation of SHaSA II, including the full operationalization of its Specialized Technical Group (STG) 8, which covers Demography, Migrations, Health, Human Development, Social Protection, and Gender. While UNECA leads this group, AUC, AfDB, ACBF, RECs, Afristat, and MS are members. While many of the SHaSA working groups are operational, STG 8-social, which also covers gender, is not yet fully operational and requires support. The STG would create another avenue to enhance the coordination of gender statistics work among members and contribute to monitoring the implementation of the strategy related to gender. One has to also advocate for the integration of gender within the other STGs.

Provide capacity-building training: Equip AUC staff, notably STATAFRIC, WGYD, and gender focal points, with specialized training in gender statistics methodology, analysis, and dissemination. The training should also cover gender data collection techniques, indicator selection, data analysis tools, and effective communication of findings to policymakers and the public. The training can also be accompanied by modules on gender statistics and community of practice. STATAFRIC should also consider partnering with universities, research institutions, and international organizations like UN Women, UNECA, and AfDB to leverage their expertise. One has to also explore ways of collaborating with the Pan-African Centre for Statistical Training for the provision of training on gender statistics.

Build the gender statistical capacity of member states and AUC: Investing in capacity building for AUC and National Statistical Offices (NSOs) on gender data collection and analysis (including methodologies for collecting quantitative and qualitative data) is a crucial step towards addressing the identified gender gaps in gender statistics. Application of standardized definitions and methodologies is key to ensuring harmonization across countries, allowing for meaningful comparisons and regional analyses of gender issues. Further, building the AUC's staff capacity for data analysis and interpretation is crucial to translating data into actionable insights for policymakers and programme implementers

Support knowledge-sharing platforms: While the initiative taken to develop the African Gender Observatory is encouraging, continuous support should be provided to WGYD to accelerate the development and rollout of the gender observatory.

Raise awareness and advocacy on gender statistics: Build awareness for policymakers, stakeholders, and the public about the importance of gender statistics for effective development and gender equality initiatives. The AU, along with partners, should advocate for increased political commitment of its member states to gender data collection and utilization.

Expand on the development of gender indicators and stand-alone gender surveys: Support the development of gender indicators in AU sectors where a gap is observed. Further, data collection should prioritize areas with critical gaps, such as informal work, unpaid care, and gender-based violence.

Enhance accountability mechanisms for the production of gender statistics within the AUC and across RECs and member states.

Conduct further study and an in-depth analysis of the reasons behind the underreported and poor-quality gender statistics and sex-disaggregated data.

AUCRF: Supports AU member states' capacity to report on AUCRF indicators through the establishment of a national database and digitalization of the reporting system. The need to work closely with national statistical departments to develop commonly agreed indicators and reporting procedures was also highlighted.

Annex 1: Guiding questions for primary data collection

- How are gender statistics produced? Probe through surveys,
- How are gender statistics produced within the commission? prob. survey, administrative data? how are gender statistics made available and accessible for the users within the commission? what kind of gender statistics are available?
- is there a dedicated budget specifically for gender statistics?
- how is gender statistics work being coordinated at the AU level? Who takes the lead?
- Who are the organs/departments responsible for producing data? Are the data desegregated by sex, age, region, group, etc.?
- Is there a gender focal point within StatAfric?
- Do you receive any technical, financial, or other input from donors on gender statistics production? If so, explain the support

Knowledge management

- What knowledge production, management, and sharing mechanisms do you have in place for gender statistics?
- Who is responsible for compiling, analyzing, and disseminating gender-related indicators at national and sub-regional levels in support of M&E of gender equality commitments at national and regional levels, including Agenda 2063 and Agenda 2030? Prob. any gender focal persons?

Challenges/gaps

- Are gender statistics generated in your department? what is the challenge?
- What capacity shortfalls/gap exists in your section to produce gender

statistics? probe human resources, finance, knowledge, skill, legal mean?

- Have you or your department been engaged in gender statistics training? Do you have a staff responsible for following up on compiling
- What is the financial arrangement for the production and use of gender statistics? Probe. Who finances the production of gender statistics?
- What is the challenge of producing gender statistics? prob. classifying statistics disaggregated by sex, lack of skill, training etc
- What is the level of accountability for the production of gender statistics in your department?

Enabling environment

- What is the enabling environment to produce gender statistics?
- What opportunities are present for the production of gender statistics?

Gender mainstreaming

- to what extent is gender mainstreamed in data collection, analysis, and dissemination?
- How do you integrate a gender perspective in the collection, analysis and presentation of statistical data?

Recommendations

- What are your suggestions to improve the production and utilization of gender statistics within the commission, and your departments?
- What kind of capacity support do you require?
- What should be the steps taken to improve the production, coordination and use of gender statistics in the areas of your work?

Annex 2 : Functions, roles of responsibilities of various units that produce and use gender statistics

StatAfric

The mandate of STATAFRIC is to lead in the provision and promotion of harmonized quality statistical information and good practice in support and monitoring of the implementation of Agenda 2063 for the integration and development of Africa.

Objectives

The Institute shall have the following objectives:

- a) Provide to African institutions with the harmonized and aggregated statistical information needed to design, implement, monitor, and evaluate African policies;
- b) Develop and promote standards, nomenclatures, methods and procedures that allow the cost-effective production and dissemination of harmonized, comparable and reliable statistics throughout the AU and beyond;
- c) Promote the production of official statistics of the African Union mainly by collecting, gathering, harmonizing and aggregating data published by the NSO/NSI of AU Member States for a better knowledge of Africa's social, financial, economic and demographic situation;
- d) Steer the African Statistics System, strengthen cooperation among its partners, build capacity and ensure its leading role in official statistics in Africa.¹

Women, Gender and Youth Directorate (WGYD)

The Women, Gender, Development and Youth Directorate (WGDY) is responsible for leading, guiding, defending and coordinating the AU's efforts on gender equality, development and promoting women's and youth's empowerment. The Directorate designs programmes and projects based on the policies and frameworks adopted by AU Member States. It also oversees the development and harmonization of gender and youth policies; defines strategies for gender and youth mainstreaming within the Commission, AU organs and Member States; and supports capacity building by providing training on gender and youth policies and instruments.

The Directorate advances gender equality, and women's empowerment, champions and coordinates the development of youth initiatives at the continental and international levels, with a view to giving new impetus to the commitments agreed at the global and regional levels in the following areas: poverty and women's economic empowerment and entrepreneurship; agriculture and food security; women's health, maternal mortality and HIV/AIDS; education, science and technology; environment and climate change; peace and security; violence against women; governance and legal protection; finance and budget; women in decision-making positions; promotion of youth (women and men), 1 Million by 2021 Youth Initiative and internal AU youth quotas, and women in gender equality; empowerment of women.

The mission of the Directorate is to ensure the implementation of the AU Strategy on Gender Equality and Women's Empowerment (GEWE) and the coordination of policy development and mainstreaming of the topic

¹ <https://statafric.au.int/en/mandate>

of youth across the work of the Commission and actively engage with youth while supporting the work of the Youth Envoy.

Department of health, humanitarian affairs and social development

The Department of Health, Humanitarian Affairs and Social Development (HHS) works to promote the AU's health, labour, employment, migration, social development, drug control, crime prevention, sport and cultural agenda.

Its core roles include:

- Providing support for the implementation of member states' policies on labour, employment, population, health and migration;
- Developing programmes and strategies on drug control and other issues;
- Promoting AU instruments for advancing the social and solidarity agenda
- Implementing the Agenda 2063 initiative of the Great African Museum Project
- Leading the Cost of Hunger in Africa (COHA) study project
- Leading the launch of the proposed African Union Sport Council (AUSC) which will oversee the African Games.

There are two directorates under Directorates:

Directorate of Health and Humanitarian Affairs- oversees the policy and strategic development and delivery on implementation of decisions of AU policy organs in the areas of Health, Humanitarian Affairs and Social Development. The Department has two (2) Directorates, Five (5) Divisions and 10 Specialized Institutions:

The division of humanitarian affairs provides continental direction to the achievement of durable solutions for addressing humanitarian crises. This includes pursuing actions to alleviate the plight of refugees,

returnees, and internally displaced persons (IDPs), including meeting their immediate protection and assistance needs as a result of man-made and natural disasters.

Directorate of Social Development, Culture and Sport- Comprises three (3) Divisions and is tasked with a broad spectrum of issues related to continental socio-economic development.

Department of Political Affairs and Peace and Security (PAPS)

During the Eleventh Extraordinary Session held in Addis Ababa, Ethiopia on 17-18 November 2018, the AU Assembly rationalized and established six (6) portfolios, among which Political Affairs, Peace and Security (PAPS) was created as a merger of two separate departments namely (i) Political Affairs and (ii) Peace and Security.

The new department focuses on one of the four key priorities of the African Union, in particular, (i) political affairs, (ii) peace and security, (iii) economic integration and (iv) Africa's global representation and voice.

PAPS' mandate has been developed from the larger Pan-African vision of the AU as defined in the aspirations of Agenda 2063: Aspiration 3 envisions "an Africa of good governance, democracy, respect for human rights, justice and the rule of law" while Aspiration 4 envisions "a peaceful and secure Africa".

The mandate of this portfolio is to contribute to the efforts of Member States and Regional Economic Communities and Regional Mechanisms (RECs/RMs) towards the prevention, resolution and management of conflict and disruptive crises. In line with the principles of the Constitutive Act, the new Department shall promote peace and stability, good governance, democracy and human rights as a foundation for inclusion, security and the development of the continent and its people.

Economic Development, Tourism, Trade, Industry, Mining (ETTİM)

The areas of work are economic policy and research, regional integration and cooperation, regional integration and cooperation, and private sector development, investment and resource mobilization, and statistics.

The department has two directorates: 1) economic development, integration, and trade; 2) Industry, minerals, entrepreneurship, and tourism

Agriculture, Rural Development, Blue Economy, and Sustainable Environment (ARBE)

The Department of Agriculture, Rural Development, Blue Economy, and Sustainable Environment (ARBE) leads the efforts to promote sustainable environmental management and agricultural development by boosting member states' rural economy development and agricultural transformation by supporting the adoption of measures, strategies, policies and programmes on agriculture.

The mandate of the department includes:

- Promoting implementation of [Agenda 2063 Continental Frameworks](#) such as the Comprehensive Africa Agriculture Development Programme (CAADP)
- Promoting agricultural and rural development
- Promoting policies and developing strategies and programmes to ensure food security and nutrition
- Helping member states to achieve sustainable growth and improved livelihoods through sound environmental and natural resources management.
- Promoting rural community initiatives and transfer of technologies

- Coordinating efforts to eradicate poverty
- Promoting efforts to combat desertification and drought including implementation of key projects such as the [Great Green Wall for the Sahara and Sahel Initiative \(GGWSSI\)](#).
- Promoting Multilateral Environment Agreements (MEAs), Land Policy Initiative (LPI), Global Framework for Climate Services (GFCS), Disaster Risk Reduction (DRR)
- Promoting the Partnership for Aflatoxin Control in Africa (PACA), African Fertilizer Financing Mechanism (AFFM), and the African Seed and Biotechnology Program (ASBP).
- Promoting policies and strategies to mitigate disasters;
- Supporting harmonisation of policies and strategies among the RECs
- Initiating research on climate change, water and sanitation, and land management.

ARBE comprises of four divisions:

- **Agriculture and Food Security Division** coordinates the implementation of AU decisions related to agricultural transformation in Africa.²
- **Rural Development Division**-Lead in the development of policy, and frameworks for empowering rural producers, which will lead to improved rural incomes, livelihoods, creation and expansion of rural wealth. This will be achieved through the promotion of value addition, income diversification and improved market access.³
- **Sustainable Environment Division** is responsible for implementing the agriculture, rural development, blue

² AU. Agriculture and food security. <https://au.int/en/directorates/agriculture-and-food-security>

³ AU. Rural Development. <https://au.int/en/directorates/rural-development>

economy and sustainable environment policies, programmes and strategies of the African Union Commission (AUC) in line with the aspirations of Agenda 2063, the associated medium-term plans and other key continental legal and policy frameworks. ARBE comprises two directorates, including the Sustainable Environment and Blue Economy (SEBE). Within SEBE, there are two divisions:

- **Blue Economy Division** - is made up of Biological and Non-Biological Resources and Ocean Governance

ARBE comprises two directorates i.e. the **Sustainable Environment and Blue Economy (SEBE)**. Within SEBE, there are two divisions:

The Division of **Sustainable Environment is made up of** (Climate Change and Meteorology, Water and Environment, Biodiversity, Forestry and Wildlife, Disaster Risk Reduction and Sustainable Land Management). Meanwhile, **the Division of Blue** economy comprises Biological and Non-Biological Resources and Ocean Governance.⁴

Directorate of Administration and Human Resources Development

Mandate: To plan, develop, and manage human resources for optimal organizational performance and implement action on staff policies and regulations; provide efficient and timely core services, procure and manage human resources for all Directorates and Offices of the Commission in order to facilitate their smooth functioning. Some of its core function include:

- i. To develop, manage and implement administrative policies;

- ii. To initiate and develop administrative rules and procedures;
- iii. To promote awareness of best practices in administrative procedures;
- iv. To initiate, propose and manage human resource policies taking into account gender and other considerations;
- v. To ensure a fair and efficient performance appraisal system including the enforcement of staff discipline;
- vi. To develop, manage policy on medical services as well as provide effective outpatient clinical services drawing on adequate diagnostic services ;
- vii. To initiate, develop and manage a reliable Management Information System (MIS) policy;
- viii. To design and manage a reliable transport system;
- ix. To design and manage a current and reliable inventory system;
- x. To refurbish, build and maintain buildings;
- xi. To initiate manage and maintain an effective security system for property and staff;
- xii. To initiate, design, and manage a modern Library Services;
- xiii. To design and maintain an archival system for the Commission and AU Organs.
- xiv. To provide an efficient Registry Service;

⁴ AU. Sustainable Environment and Blue Economy. Accessed from <https://au.int/en/directorates/sustainable-environment>

Annex 3: Existing Gender Indicator Matrix

Sectors	Selected indicators	Source
Politics and Decision-Making	Proportion of seats held by women in national parliaments (%), Ratio of females to males	AU Gender Score Card (AUGSC)
	% of women in ministerial positions, including Permanent Secretaries	
	% of women and men in management positions of political parties	
	% women and men as Chair of Parliamentary committees	Agenda 2063 (Ag2063)
	Proportion of seats held by women in national parliaments, regional and local bodies	
	Remedies, implementation and monitoring.	Maputu Protocol (MP)
	Status of ratification of international human rights treaties on violence against women country	
Percentage of women in the national parliament.		
Public life and Decision-Making	5.5.1 (a) Proportion of seats held by women in national parliaments and (b) local governments	MSGIA
	Women's share of government ministerial positions	
	5.5.2 Proportion of women in managerial positions	
	Share of women among judges	
	Share of women among police officers	
Participation pillar	Presence of a gender quota for parliament (reserved seats and legal candidate quotas)	AUCRF
	1. Existence of national laws and policies that aim to promote women's participation and leadership in decision-making positions in governance of peace and security processes:	
	2. Percentage of women in decision-making positions in political and civil service:	
	3. Percentage of women in decision-making positions in oversight structures for peacebuilding:	
	4. Percentage of women in elective and nominative positions in political structures and offices:	
	5. Measures that have been adopted to promote women's participation in political processes	
	6. Percentage of women participating in political processes	
	7. Percentage of women in security institutions:	
	a) Police b) Justice c) Military d) Immigration e) National intelligence f) Prisons	
	9. Percentage of women in leadership positions in the Foreign Service related to peace and security:	
	a) Diplomats b) Peacekeeping officers (disaggregated by civilian, military and police) c) Defence attachés d) Intelligence officers e) Immigration officers	
10. Percentage of women involved		
11. Number of women's CSOs participating in government-led peacebuilding processes:		
a) Security sector reform b) Disarmament programmes c) Dialogues		
Economic participation Business sector	% of women and men as employers	AU Gender Score Card
	Percentage of firms with females in senior management positions (Ratio of females to males)	
	Percentage of females who own firms	
Access to credit	Percentage of females who have bank accounts	AU Gender Score Card
	Proportion of population by sex who have accessed loan facilities	
Access to and ownership of land	Proportion of adult population owning land, by sex	AU Gender Score Card
	Proportion of women to men with agricultural holdings	
Women economic empowerment	Proportion of total agricultural population with ownership or secure rights over agricultural land	Ag2063
	Share of women among owners or rights bearers of agricultural land by type of tenure.	
	Thematic performance	Maputu Protocol
	The gender gap in mobile ownership in low- and middle-income countries, by region.	

Sectors	Selected indicators	Source
Economic Structures	1.1.1 Proportion of population below the international poverty line, by sex, age, employment status and geographical location (urban/rural)	MSGIA
	1.2.1 Proportion of population living below the national poverty line, by sex and age	
	1.3.1 Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and the vulnerable	
	1.4.2 Proportion of total adult population with secure tenure rights to land, with (a) legally recognized documentation and (b) who perceive their rights to land as secure, by sex and by type of tenure	
	5.a.1 (a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land by type of tenure	
	5.a.2: Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control	
	8.3.1: Proportion of informal employment in total employment, by sector and sex	
	Gender gap in wages of employees, by occupation and sector, age and persons with disabilities	
	Labour force participation rate for persons aged (a) 15-24 and (b) 15+, by sex and rural/urban	
	Percentage distribution of employed population by sector, each sex (sectors here refer to Agriculture; Industry; Services)	
	Proportion of employed who are employers, by sex	
	8.5.2 Unemployment rate, by sex, age and persons with disabilities	
	5.b.1 Proportion of individuals who own a mobile telephone, by sex	
	8.10.2: 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	
	Percentage of population aged 15+ years who borrowed from a financial institution (Commercial and microcredit), disaggregated, by sex	
	Proportion of the population 15 years or older engaged in production of goods for own final use, by activity, sex, urban/rural place	
	5.4.1 Proportion of time spent on (a) unpaid domestic and (b) care work, (c) volunteer work, by sex, age and location (rural/urban)	Maputo Protocol
Economic, social and cultural rights.		
	Economic development, structural change, and women's labor force.	
Education	Youth literacy rate of persons (15-25 years) by sex	AU Gender Score Card
	Secondary School enrolment and completion rates, females to males	
	Tertiary Education enrolment rates by sex Proportion of females to males among tertiary education teachers	
	Percentage of children in pre-school age attending preschool by sex	MSGIA
	Adjusted net enrolment rate in primary education, by sex	
	Youth literacy rate of persons (15-24 years), by sex	
	4.6.2 Youth/adult literacy rate	
	Gross enrolment ratio in secondary education, by sex, Parity ratios	
	Gross enrolment ratio in tertiary education, by sex, Parity ratios 4.3.2	
	Gross enrolment ratio for tertiary education, by sex	
	Primary education completion rate (proxy), by sex 4.1.4 Completion rate (primary education, lower secondary education, upper secondary education)	
	Effective transition rate from primary to secondary education (general programmes), by sex	
	Educational attainment of the population aged 25 years and older, by sex	
	4.a.1 Proportion of schools with access to: (a) electricity; (b) the Internet for pedagogical purposes; (c) computers for pedagogical purposes; (d) adapted infrastructure and materials for students with disabilities; (e) basic drinking water; (f) single-sex basic sanitation facilities; and (g) basic handwashing facilities (as per the WASH indicator definitions)	
	8.6.1 Proportion of youth aged 15-24 not in employment, education or training (NEET), by sex	
4.5.1 Parity indices (female/male, rural/urban, bottom/top wealth quintile, and others such as disability status indigenous peoples and conflict-affected, as data become available) for all education indicators on this list that can be disaggregated		

Sectors	Selected indicators	Source
Health	Maternal mortality rates	AU Gender Score Card
	Child health- under five mortality rates by sex; stunting in children under-five, by sex	
	Proportion of women living with HIV	
	Proportion of females with access to antiretroviral drugs	
	Proportion of births attended by skilled health personnel	
	Under-five mortality rate by sex	MSGIA
	Number of new HIV infections per 1,000 uninfected population, by sex, age and key populations	
	Prevalence of stunting (height for age <-2 standard deviations from the median of the WHO child growth standard among children under 5 years.	
	Prevalence of malnutrition (weight for height >+2 or <-2 standard deviation from the median of the WHO Child Growth Standards) among children under 5 years of age, by type (wasting and overweight)	
	Prevalence of moderate or severe food insecurity in the population, based on the Food Insecurity Experience Scale (FIES)	
	Proportion of women of reproductive age (aged 15-49 years) who have their need for family planning satisfied with modern methods	
	Adolescent birth rate (aged 10-14 years; aged 15-19 years) per 1,000 women in that age group	
	Maternal mortality ratio	
	Health and reproductive right index.	
	Lifetime risks of maternal deaths. aggregated figures of women's employment.	
Numbers of pregnancies (unintended/ intended) ending in abortion	AUGO	
Sexual and Reproductive Health and Reproductive Rights (SRH&RR)	Proportion of girls and women aged 20-24 who were married or in a union by age (18 %)	AUGO
	Existence of a national child restraint law	AUGO
	Prevalence of condom use by adults during higher-risk sex for female	AUGO
	Contraceptive needs at sub regional level	AUGO
	Adolescent fertility rate	AUGO
Violence against women	Women of reproductive age and needs for family planning / satisfaction	AUGO
Sexual and Gender Based Violence	Proportion of girls and women aged 15-49 who have undergone female genital mutilation / by year and area	Maputo Protocol
	Proportion of ever-partnered women and gals aged 15 - 49 years subjected to physical and/or sexual violence by a current or former intimate partner in the previous 12 months in 2018	
	Proportion of girls and women aged 15-49 who have undergone female genital mutilation / by year and area	
Harmful Practices (HP) Female Genital Mutilation (FGM)	Proportion of ever-partnered women and girls aged 15-49 years subjected to physical and/or sexual violence by a current or former intimate partner in their lifetime	AU GSC
	Unemployment rates, ratios of females to males, 15+	AU GSC
Employment	Youth unemployment for persons aged 15-24 years, by sex	
	Share of men and women in wage employment in the non- agriculture sector	
	Wage structure for employed workers, female and male	
	5.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex	
Human Right	5.2.1 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, by form of violence and by age	MSGIA
	5.2.2 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, by age and place of occurrence	
	5.3.1 Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18	
	5.3.2 Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/cutting, by age	
	8.7.1 Proportion and number of children aged 5-17 years engaged in child labour, by sex and age	
	Proportion of women and girls subjected to sexual and physical violence	
	Proportion of girls and women aged 15 - 49 years who have undergone female genital mutilation/ cutting by age	
	Proportion of children whose births are registered in the first year	
	Rights relating to marriage.	Maputo Protocol
	Disaggregated data of male and female in workforce	
	6.1.1 Proportion of the population using safely managed drinking water services, by sex, type of household	Maputo Protocol

Sectors	Selected indicators	Source
Enviroment and Climate Change	6.2.1 Proportion of the population using safely managed sanitation services and (b) a hand-washing facility with soap and water, by type of household	MSGIA
	11.5.1 Number of deaths, missing persons and directly affected persons attributed to disasters per 100000 population by sex	
	7.1.2 Proportion of population with primary reliance on clean fuels and technology	
Women, peace and security	1. Existence of laws and policies that integrate a gender perspective into peace and security: a) Existence of mechanisms for implementing the laws and policies that integrate a gender perspective into peace and security b) Existence of mechanisms for monitoring the implementation of the	AUCRF
Prevention Pillar	2. Proportion of national budget allocated to government departments that address the WPS Agenda	
	3. Number and percentage of women in decision-making positions in institutions for peace and security: a) Military b) Police c) Intelligence d) Justice	
	4. Existence of early warning and response mechanisms that integrate a gender perspective: a) Presence of gender indicators within the early warning indicators b) Proportion of women working as early warning data collectors and analysts c) Presence of WPS information in the early warning reports d) Presence of gender-related actions in the early response	
	5. Number of incidents of sexual and gender-based violence against women and girls that are reported and acted upon: a) Reported in the last year b) Acted upon (of the reported cases, how many are being followed up?) c) Concluded (of the reported cases, how many have been followed up	
	1. Existence of legal and policy frameworks that protect the rights of women, including protection from sexual and gender-based violence: a) Existence of mechanisms for implementing the laws and policies for protecting women's rights b) Existence of mechanisms for monitoring the implementation of the laws and policies for protecting women's rights	
	2. Measures taken to train security forces in protecting women's rights, including the prevention of and response to sexual and gender-based violence	
	3. Measures established to respond to women and girl survivors of sexual and gender-based violence	
	4. Quality of sexual and gender-based violence protection and response measures: a) Access b) Budget c) Staff	
	5. Measures taken to protect the rights of women in refugee and internally displaced persons (IDP) camps	
Protection pillar	1. Existence of gender provisions in peace agreements: a) Existence of mechanisms for implementing the gender provisions in peace agreements b) Existence of mechanisms for monitoring the implementation of gender provisions in peace agreements	AUCRF

Sectors	Selected indicators	Source
Relief and recovery pillar	3. Proportion of girls and women enrolled in schools and educational institutions: a) During conflict (in the last calendar year) b) In post-conflict situations (in the last calendar year)	AUCRF
	4. Number and proportion of women in decision-making positions in relief and humanitarian programmes	
	6. Proportion of women and girls benefiting from post-conflict recovery programmes: a) Disarmament, demobilization and reintegration programmes b) Reparation programmes c) Economic recovery programmes	
	7. Maternal mortality rate in post-conflict situations in the last calendar year	
	Presence of the WPS Agenda in prevention and response strategies for emerging security threats: a) Existence of WPS provisions in prevention and response strategies b) Number and proportion of women in decision-making positions in the institutions responsible for preventing and responding to emerging security threats c) Number and proportion of women and girls benefiting from such responses	
Women, Peace and Security in emerging security threats	Protection of women from violence.	AUCRF
	Protection of women in armed conflicts.	Maputo Protocol
	Rights of specially protected women's group	
	Right to peace.	

Acronyms	
MSGIA	Minimum set of gender indicators in Africa
AUGSC	AU Gender Score Card
Ag2063	African Union Agenda 2063
AUCRF	African Union Continental Result framework
MP	Maputo Protocol



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