



Study on Administrative Data Systems on Discrimination and Inequality in Africa

Study on Administrative Data Systems on Discrimination and Inequality in Africa

October 2024



Study on Administrative Data Systems on Discrimination and Inequality
in Africa. October 2024

UN Women East and Southern Africa Regional Office
UN Gigiri Complex, UN Avenue;
Block M, Ground Floor
P.O. Box 30218- 00100 Nairobi, Kenya
Tel: +254 20 762 4778

 africa.unwomen.org

 esaro.publications@unwomen.org

 [unwomenafrica](#)

 [unwomenafrica](#)

 [unwomen](#)

 [unwomenafrica](#)

Design & Layout: Conrad Mudibo, UN Women

CONTENTS

ACKNOWLEDGEMENTS	V
EXECUTIVE SUMMARY	VI
1. INTRODUCTION	1
2. METHODOLOGY	3
3. DISCRIMINATION AND INEQUALITY CONTEXT	4
3.1 International Human Rights Treaties	4
3.2 Discrimination and Administrative Data Landscape in Africa	5
3.3 Role of National Statistical Offices	11
3.4 Administrative Data Challenges and Gaps	11
4. CONSOLIDATED FINDINGS	13
4.1 Findings	13
5. GOOD PRACTICES, RECOMMENDATIONS AND CONCLUSIONS	18
5.1 Good Practices	18
5.2 Recommendations	21
5.3 Conclusion	24

LIST OF TABLES

Table 1:	International Human Rights Treaties and in Countries Ratified	4
Table 2:	Northern Africa Region, Data Sources, Administrative Data available and Thematic Area(s) Covered on Discrimination and Inequality	6
Table 3:	Western Africa Region, Data Sources, Administrative Data available and Thematic Area(s) Covered on Discrimination and Inequality	7
Table 4:	Eastern Africa Data Sources, Administrative Data available and Thematic Area(s) Covered on Discrimination and Inequality	8
Table 5:	Lusophone Africa Data Sources, Administrative Data available and Thematic Area(s) Covered on Discrimination and Inequality	9
Table 6:	Southern Africa Data Sources, Administrative Data available and Thematic Area(s) Covered on Discrimination and Inequality	10

LIST OF FIGURES

Figure 1:	Summary of Common Data Challenges and Gaps in Africa	11
-----------	--	----

ACKNOWLEDGEMENTS

The project was supervised by Isabella Schmidt (UN Women), Marie Laberge (UNDP), and Jose Eduardo Silva Garcia (Praia City Group). Bouazza Bouchkhar, Samuel Kelodjoue, Josiah Mukoya, Nancy A. Odhiambo, and Maimuna Assiate Ibrahima drafted the sub-regional technical reports, while Nancy A. Odhiambo (PhD) prepared the consolidated report for Africa. The reports also benefited from inputs from Brenda Wawaka (UN Women), Liliana Monteiro (INECV), Nicolas Fasel (OHCHR), Predrag Savić (OHCHR), Shadia Rask (Consultant for Praia City Group), and the UNDP Team on Governance Data & Analytics.

This report also draws on the expertise of national statistics offices (NSOs), government ministries, departments, and agencies, the police sector, human rights commissioners, civil society organizations (CSOs), and non-governmental

organizations among others from the following regions and countries.

- **Northern Africa:** Algeria, Morocco, Tunisia
- **Western and central Africa:** Cameroon, Côte D'Ivoire, Gabon, Ghana, Mali, Nigeria, and Senegal
- **Eastern Africa:** Djibouti, Ethiopia, Kenya, Tanzania, and Uganda
- **Southern Africa:** Botswana, Malawi, South Africa, Zambia, and Zimbabwe
- **Lusophone Countries:** Mozambique and Cabo Verde

Sylvia Maina edited the consolidated report, while Conrad Mudibo took care of the design and layout of the report.



EXECUTIVE SUMMARY

Introduction

In March 2015, the United Nations Statistical Commission (UNSC) created the *Praia City Group on Governance Statistics* (the Praia Group) with the primary goal to “*contribute to establishing international standards and methods for the compilation of statistics on the major dimensions of governance*”. The group is currently in its second phase of operations (2020-2025) and has developed a [Handbook on Governance Statistics](#) for national statistics offices (NSOs), endorsed by the UN Statistical Commission in March of 2020. In 2021, the Praia Group established a Task Team on Non-Discrimination and Equality tasked with developing a guide to support NSOs in strengthening the collection and use of administrative data to produce statistics on discrimination and inequality. It is in this context that UN Women (The United Nations Entity for Gender Equality and the Empowerment of Women in full), in collaboration with the Praia City Group, conducted this study, *Administrative Data Systems on Discrimination and Inequality in Africa*. The study was aimed at identifying the *available* and *potential* administrative data sources that could be used for producing statistics on discrimination and inequality. It was also aimed at determining the challenges and gaps hindering *access to and use of* administrative data.

In this study, administrative data is considered as data collected by both state and non-state organizations (public, private, and NGOs/CSOs) as part of their daily routine work and not for statistical purposes ([UN, 2011](#)). The countries included as part of this study represented each sub-region of Africa; Northern Africa (Algeria,

Egypt, Morocco, Tunisia), Western and central Africa (Cameroon, Côte D’Ivoire, Gabon, Ghana, Mali, Nigeria, and Senegal), eastern Africa (Djibouti, Ethiopia, Kenya, Tanzania, and Uganda), Southern Africa (Botswana, Malawi, South Africa, Zambia, and Zimbabwe) and Lusophone countries (Mozambique and Cabo Verde).

Methodology

The study used a mixed method methodology involving a comprehensive, multi-step process of:

1. Desktop review of administrative data sources,
2. Identification of data-collecting institutions,
3. Contacting the relevant national institutions and sharing the mapping tool,
4. Assessment of administrative data holdings, and
5. Preparation of a comprehensive report

Findings

Even though most African countries have ratified the fundamental principles of human rights, reporting on the principles based on administrative data is still limited. Below is a summary of this study’s findings on some challenges and gaps associated with limited *access to and use of* administrative data on discrimination and inequality in Africa.

- a) Most countries still rely on household surveys and population censuses to measure discrimination and inequality, but not regularly.

- b) There is significant untapped potential for leveraging administrative data for statistical purposes as administrative data, including on discrimination and inequality, is still largely produced for administrative rather than statistical purposes.
- c) Administrative data, including on discrimination and inequality, is still largely captured manually and in paper-based systems at source.
- d) Administrative data based on complaints conceals or underestimates the level of discrimination due to under-reporting of complaints to the relevant authorities.
- e) Crime statistics from administrative records of law enforcement agencies are not published in most countries in the African continent.
- f) Resources (financial and human capital) are not sufficient for statistical workloads and operations related to administrative data on discrimination and inequality.
- g) There is limited statistical coordination across various MDAs and within and between the NSO and other key data producers and users in national statistical systems (NSS).
- h) Detailed data on intersectional discrimination that considers the impact of overlapping identities (race, gender, religion, disability, etc.) is lacking.
- i) Systematic approaches (provisions of data sharing and exchange), standardized processes, and good infrastructure (outdated, inadequate, or unavailable) are lacking and there are none in place for carrying out administrative data activities on discrimination and inequality.
- j) Existing administrative data sources on discrimination and inequality are generally disaggregated by sex and age in most

countries making it impossible to detect patterns of discrimination or inequality in other dimensions such as race, ethnicity, religion, place of residence (rural/urban), etc.

- k) Data may not always be collected with the explicit purpose of analyzing discrimination and inequality, leading to gaps in relevant variables and indicators.

Recommendations

Administrative data is a cheaper alternative to household surveys and census and has wider coverage. However, many of the countries presented in the study have not yet fully adopted and used administrative data on a large scale. Thus, based on study findings, this study proposes the below recommendations to NSOs and line ministries/departments and CSOs to promote their access and use;

National Statistical Offices (NSOs)

This study identifies several needs related to NSOs; they need:

- a) Support to regularly produce annual fact sheets on discrimination and inequality and to hold in-person meetings** with stakeholders on regular reporting.
- b) Support to establish technical working and advisory committee(s)** on discrimination and inequality, *communities of practice as well as carry out capacity-building workshops for staff and other relevant stakeholders.*
- c) Strengthen stakeholder collaboration and coordination** including with representatives from *marginalized communities* to understand the gaps to be filled.
- d) To consider signing a Memorandum of Understanding (MoU) with National Human Rights Institutions** (see SDG indicator 16.a.1) to operationalize a [Human Rights-Based Approach to Data to leave no-one behind](#).

- e) **To establish centralized systems** that act as a one-stop shop for all administrative data on discrimination and inequality at national and regional levels and to implement *modern infrastructure and standardized systems and processes* for administrative data activities (capture, storage, access and use).
- f) **To reinforce the alignment and implementation of existing legislation, national development plans, and governance programmes** with SDG 16 (non-discrimination) and SDG 10 (leaving no one behind) by mapping out and engaging development actors actively involved in these SDGs to participate in administrative data activities.
- g) **To develop and implement standardized data collection frameworks, processes and models** for use across all sectors for producing administrative data on discrimination and inequality. Additionally, NSOs need to *introduce and enforce guidelines* for collecting data on intersectional identities to understand the multifaceted nature of discrimination.

Ministries, Line Departments, Commissions, National Human Rights Institutions, NGOs and CSOs and others

- a) **Reinforce the alignment and implementation of legal frameworks:** In some countries, the legal system needs revision to align with the provisions of already ratified treaties on equality. There is therefore need to have measures in place that guarantee implementation and oversight of the provisions of the treaties on anti-discrimination.

- b) **Promote collaboration and cooperation at the country, regional, and international levels** with NSOs as they are key players in data production and use of administrative data on discrimination and inequality.
- c) **Increased advocacy and awareness:** All MDAs involved in discrimination and inequality activities should be informed on the importance of improving the production of administrative data to ensure that it can then be used for equality analysis. This can be done through *user-producer dialogues* linked to administrative data on gender and other grounds of discrimination and inequality including sensitive topics (e.g., LGBTQ rights, land reforms, visas, and permits). Additionally, MDAs need to be sensitized on the importance of producing administrative data and reporting on the indicators not only under the *promotion of equality* theme but also for indicators under the *experiences and perceptions of discrimination and harassment; hate crimes and hate speech; reporting and sentencing of discrimination, harassment and hate crimes; attitudes towards minority groups and indirect discrimination* themes.
- d) **To ease research, improve openness and reporting,** these organizations (ministries, line departments, national human rights institutions, CSOs/NGOs, etc.) need to prioritize the production of disaggregated administrative data on discrimination and inequality (i.e., by sex, age, disability status, ethnicity, urban/rural etc.) as well as collaborate with NSOs to develop *user-friendly platforms* which are *easily accessible online*. This is in addition to *signing MoUs* with national human rights institutions to operationalize a human rights-based approach to data to leave no-one behind.



1 | INTRODUCTION

Discrimination and inequality are multifaceted and vary in form and archetype. Africa is not immune to the complexity posed by the different forms and archetypes. This is because Africa is characterized by dynamism when it comes to culture, politics, trade, migration, geopolitical alignments, and formations. In addition to modernization and adoption of cultures, this transition has brought to the fore issues related to discrimination and inequality in the host societies that were mostly salient in most parts of the region based on race, nationality, socio-economic status, and sexual orientation, among others, when it comes to rights/freedoms accorded by the respective constitutions of the countries.

Ensuring non-discrimination and equality requires legislative frameworks and effective enforcement. However, in many African countries, despite the ratification of many human rights laws, the incompatibility between positive and customary justice systems may reinforce discrimination, especially against marginal groups (for instance, women, people of lower socio-economic status, persons with disabilities—PWDs, LGBTQ+ groups). Thus, despite the tremendous efforts to curb discrimination and inequality, incidences of discrimination and inequality such as parliaments failing to legislate on same-sex marriages, xenophobia-related incidences, racial oppression, poverty, land reform issues, and changes in visa and permit regulations, among others, continue to be reported.

In March 2015, at its 46th session, the United Nations Statistical Commission (UNSC) created the Praia Group¹ with the goal to “contribute to establishing international standards and methods

for the compilation of statistics on the major dimensions of governance”. The Group is currently in its second phase of operations (2020-2025) and has so far developed a *Handbook on Governance Statistics for National Statistical Offices*², endorsed by the UNSC in March 2020.

Even though the Handbook is comprehensive, several gaps related to governance statistics remain; one of these is related to the use of administrative data sources to produce statistics on discrimination and inequality. Despite showing positive preliminary results on its potential to improve the availability, granularity, and timeliness of statistics for national and international analysis and reporting, few countries have adopted a coherent and systematic approach to the collection of administrative data across their NSSs and for producing comprehensive statistics on discrimination and inequalities.

Nonetheless, in order to improve production, access, and use of administrative data on discrimination and inequality, UN Women’s East and Southern Africa Regional Office (ESARO) is currently collaborating on a study with Praia City Group and its Task team on Non-Discrimination and Equality to expand methodological guidance for administrative data that documents discrimination and inequality in all its forms including indirect discrimination globally and in Africa.

The output of the study on, *Administrative Data Systems in Africa*, will contribute towards the development of *International Guidance for Utilizing Administrative Data to Produce Statistics on Non-Discrimination and Equality*. The approval of the guidance is scheduled for March 2026 at the 57th session of UNSC when the Praia Group concludes

its second term and delivers its next report to the Commission.

The following countries and regions were included as part of the study: Northern Africa (Algeria, Morocco, Tunisia, Western and Central Africa (Cameroon, Côte D'Ivoire, Gabon, Ghana, Mali, Nigeria, and Senegal); eastern Africa (Djibouti,

Ethiopia, Kenya, Tanzania and Uganda), southern Africa (Botswana, Malawi, South Africa, Zambia and Zimbabwe) and lusophone countries (Mozambique and Cabo Verde).

2 | METHODOLOGY

The study adopted a mixed-methods, multi-step approach to generate information namely:

1. Desktop review of administrative data

sources: Conducted to identify and evaluate administrative data sources that document discrimination, inequality, and all relevant information in the targeted countries. It involved sifting through various data repositories, websites, and published documents to collate all the useful information.

2. Identification of data-collecting

institutions: Different national entities that collect pertinent administrative data were identified through virtual meetings, desk research, and email contacts (i.e., justice, education, social, and health sector institutions, national equality bodies, human rights, and national statistical institutions).

3. Contacting the relevant national institutions and sharing the mapping

tool: In each of the target countries, a data collection tool (data mapping tool) was shared with relevant institutions (i.e., NSOs and ministries) to assist in filling in the tool as well as reviewing, validating, and amending it. The mapping tool aims to help map relevant administrative data

sources in each target country that can be used to produce statistics on discrimination and inequalities and are being used for this purpose in the respective countries.

4. Assessment of administrative data

holdings: For each identified data-collecting institution, an in-depth analysis was conducted to understand the nature of the administrative data source in the institution (type, quality, its use in producing the relevant statistics, accessibility, challenges, gaps, and ethical considerations, particularly for NSOs).

5. Preparation of comprehensive report:

A detailed report was prepared mapping out the relevant administrative data holdings for each of the sub-regions as well as for the African continent. This report thus outlines the current situation in each country, sub-region, and the region in terms of challenges and opportunities related to administrative data (versus other data types such as survey data). It also makes recommendations for improving the procedures for collecting, processing, analyzing, and using administrative data on discrimination and inequality.

3 | DISCRIMINATION AND INEQUALITY CONTEXT

3.1 International Human Rights Treaties

Most countries in Africa are members of the international community and have ratified and signed various treaties committing to safeguard

human rights and combat discrimination and inequality. Table 1 provides an overview of the human rights treaties that countries in the study have been aligning with and are expected to report on.

Table 1: International Human Rights Treaties and in Countries Ratified

International Human Rights Treaties	Countries
Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment	Algeria, Morocco, Tunisia, Kenya, Uganda, Ethiopia, Cameroon, Mali, Nigeria, Côte d'Ivoire, Gabon, Senegal, Ghana, Cape Verde, Mozambique, Botswana, Malawi, South Africa, Zambia
Convention on the Elimination of All Forms of Discrimination against Women	Algeria, Morocco, Tunisia, Kenya, Uganda, Tanzania, Ethiopia, Djibouti, Cameroon, Mali, Nigeria, Côte d'Ivoire, Gabon, Senegal, Ghana, Cape Verde, Mozambique, Botswana, Malawi, South Africa, Zambia, Zimbabwe
Convention on the Rights of Persons with Disabilities	Algeria, Morocco, Tunisia, Kenya, Uganda, Ethiopia, Djibouti, Mali, Nigeria, Côte d'Ivoire, Gabon, Senegal, Ghana, Cape Verde, Mozambique, Botswana, Malawi, South Africa, Zambia, Zimbabwe
Convention on the Rights of the Child	Morocco, Tunisia, Kenya, Uganda, Tanzania, Ethiopia, Djibouti, Cameroon, Mali, Nigeria, Côte d'Ivoire, Gabon, Senegal, Ghana, Cape Verde, Mozambique, Botswana, Malawi, South Africa, Zambia, Zimbabwe
International Convention for the Protection of all Persons from Enforced Disappearance	Morocco, Tunisia, Mali, Nigeria, Gabon, Senegal, Cape Verde, Malawi, Zambia
International Convention on the Elimination of All Forms of Racial Discrimination	Algeria, Morocco, Tunisia, Kenya, Uganda, Tanzania, Ethiopia, Djibouti, Cameroon, Mali, Nigeria, Côte d'Ivoire, Gabon, Senegal, Ghana, Cape Verde, Mozambique, Botswana, Malawi, South Africa, Zambia, Zimbabwe

International Human Rights Treaties	Countries
International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families	Algeria, Morocco, Uganda, Mali, Nigeria, Ghana, Cape Verde, Mozambique, Malawi
International Covenant on Civil and Political Rights	Algeria, Morocco, Tunisia, Kenya, Uganda, Ethiopia, Cameroon, Mali, Nigeria, Côte d'Ivoire, Gabon, Senegal, Ghana, Cape Verde, Mozambique, Botswana, Malawi, South Africa, Zambia, Zimbabwe
International Covenant on Economic, Social and Cultural Rights	Algeria, Morocco, Tunisia, Kenya, Uganda, Ethiopia, Djibouti, Cameroon, Mali, Nigeria, Côte d'Ivoire, Gabon, Senegal, Ghana, Cape Verde, Malawi, South Africa, Zambia, Zimbabwe
Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict	Algeria, Morocco, Tunisia, Kenya, Uganda, Tanzania, Ethiopia, Cameroon, Mali, Nigeria, Côte d'Ivoire, Gabon, Senegal, Ghana, Cape Verde, Mozambique, Botswana, Malawi,
Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography	Algeria, Morocco, Tunisia, Uganda, Tanzania, Ethiopia, Mali, Nigeria, Côte d'Ivoire, Gabon, Senegal, Cape Verde, Mozambique, Botswana, Malawi, South Africa, Zimbabwe
Optional Protocol to the Convention on the Rights of the Child on a communications procedure	Tunisia, Gabon

3.2 Discrimination and Administrative Data Landscape in Africa

Administrative data is a cheaper alternative to household surveys and censuses and has a much wider coverage. However, many of the countries presented in the study have not yet fully adopted and use administrative data on a large scale. Tables 2, 3, 4, 5, and 6 provide the various data sources available for understanding the status of discrimination and inequality in Africa, the methodologies used for their collection, and the thematic areas that the data covers. As shown in these tables, most countries in the region still largely rely on traditional data collection methodologies, i.e., surveys for collecting data on

discrimination and inequality, and most of the data available caters to the *promotion of equality sub-category*, which involves:

- Public awareness and evaluation of national efforts to fight discrimination/harassment/hate crimes.
- Effectiveness of national efforts to fight discrimination/harassment/hate speech.

Most African countries rarely report on the other sub-categories including *experiences and perceptions of discrimination and harassment, hate crimes and hate speech, reporting and sentencing of discrimination, harassment and hate crimes, attitudes towards minority groups, and indirect discrimination*.

Table 2: Northern Africa Region, Data Sources, Administrative Data available and Thematic Area(s) Covered on Discrimination and Inequality

Sub-Region	Countries	Data Sources	Administrative Data Available	Thematic area Covered
Northern Africa	Algeria	<p>Surveys - National Survey on Consumer Expenditure; Employment Survey; Multiple Indicator Cluster Survey; Socio-economic Impact Assessment of COVID-19 on Households.</p> <p>Administrative sources - Civil Society Organizations (CSOs)</p>	Socio-economic factors, health, education	
	Morocco	<p>Surveys - National Employment Survey; The National Survey on Household Living Standards; National Household Expenditure Survey (2013- 2014); Survey of Moroccan Women from the perspective of their Social Environment (2005); National Survey on Youth 2011; National survey on International Migration First phase 2018-2019; Second Phase 20210; Survey on the Impact of Covid19 on the Economic, Social and Psychological situation of refugees in Morocco; National Time Use Survey 020121; National Survey on Violence against Women</p>	Demographic, socio-economic factors, education, health, moral and social realities, migration, ecological factors, gender, older persons, emigrants, justice, cultural and leisure, population	Promotion of Equality
	Tunisia	<p>Surveys - The multiple indicator cluster survey [MICS- 2023]; National Survey on Household Budget, Consumption and Standard of Living 2021; The employment survey; National survey on international migration Tunisia-HIMS;</p> <p>Administrative sources - Civil Society Organizations ICOS!</p>	Population - marriages and divorce; Education and Culture Sector; Public Health Sector, Socio-economic, Demographics	

Table 3: Western Africa Region, Data Sources, Administrative Data available and Thematic Area(s) Covered on Discrimination and Inequality

Sub-Region	Countries	Data Sources	Administrative Data Available	Thematic area Covered
West Africa	Cameroon	<p>Surveys - Employment and Informal Sector Surveys; Time-use surveys; Surveys on domestic and gender-based violence; Surveys from the fourth Cameroon household survey</p> <p>Administrative sources -national or local administrative bodies, CSOs, NGOs, police</p>	Demographics (age, sex, location, disability status), Health, Education, Social protection, Labour, Crime, Population, Migration	Promotion of Equality
	Mali	<p>Surveys - Surveys -Modular and Permanent Household Survey (EMOP, 2015); Mali Demographic and Health Survey (EDSM -VI); General Population and Housing Census (GPHC)</p> <p>Administrative sources - national or local administrative bodies, police</p>	Demographics, Health, Education, Social protection, Labour, Crime, Population, Migration	Promotion of Equality
	Nigeria	<p>Surveys - Nigerian Living Standards Survey (NLSS); Nigeria Demographic and Health Survey, NDHS (2008, 2013, and 2018) with some question on domestic violence, female genital mutilation, women’s empowerment and health outcomes; Multiple Indicator Cluster Survey (MICS, 2016-2017, 2021)</p> <p>Administrative sources - national or local administrative bodies</p>	Human rights, demographics, education, health, social protection, employment	Reporting and Sentencing of Discrimination, Harassment and Hate Crimes; Promotion of Equality; Indirect Discrimination;
	Côte d’Ivoire	<p>Surveys - Demographic and Health Survey; 2016 Multiple Indicator Cluster Survey (MICS); Governance, Peace and Security (GPS) survey; Household Living Standards Surveys; The Harmonized Survey on Household Living Conditions 2018-2019; General Population and Housing Census; National Survey on the Employment Situation</p> <p>Administrative sources - national or local administrative bodies</p>		
	Gabon	<p>Surveys - National Survey on Gender- Based Violence; First Poverty Monitoring and Evaluation Survey; Second Gabonese Survey for Monitoring and Evaluating Poverty</p>	Health, Education, Population, Labour, Crime	

Sub-Region	Countries	Data Sources	Administrative Data Available	Thematic area Covered
	Senegal	Surveys - Senegalese survey on household time use; Census; MICS; Administrative sources - national or local administrative bodies, police	Justice, Education, Economic and Social Protection, Population	Promotion of Equality
	Ghana	Surveys - Annual Household Income and Expenditure Survey; Ghana Demographic and Health Survey; Multiple Indicator Cluster Survey (MICS); User Satisfaction Survey; Administrative sources - National, local administrative body, justice sector institutions, national statistical office, national human rights commission, equality bodies	Education, Health, Justice, Labour, economic status, land and housing, human rights, and demographics.	Promotion of Equality

Table 4: Eastern Africa Data Sources, Administrative Data available and Thematic Area(s) Covered on Discrimination and Inequality

Sub-Region	Countries	Data Sources	Administrative Data Available	Thematic Area Covered
Eastern Africa	Kenya	Surveys - The Kenya Integrated Household Budget Survey (KIHBS); The Kenya Population and Housing Census; Economic surveys; Administrative sources - national or local administrative bodies, equality bodies, or other human rights CSOs , Reports - Technical Reports on Discrimination and Inequality	Civil registration, migration and refugee, Education, Health, Justice, Diaspora information, Labour, economic status, land and housing, human rights, and demographics.	Promotion of Equality, Experiences of Discrimination & Harassment, Reporting and Sentencing of Discrimination, Harassment and Hate Crimes
	Uganda	Surveys - Uganda National Household Survey (UNHS); Administrative sources - National, local administrative body, justice sector institutions, local service provision institution, national statistical office, national human rights commission, equality bodies	Civil registration, migration and refugee, Education, Health, Justice, Diaspora information, Labour, economic status, land and housing, human rights, and demographics.	Promotion of Equality, Experiences of Discrimination & Harassment, Reporting and Sentencing of Discrimination, Harassment and Hate Crimes
	Tanzania	Surveys - Demographic and Health Surveys (DHS); Tanzania National Panel Survey (TNPS); Domestic Violence Surveys; Household Budget Surveys (HBS) Administrative sources - National Statistical Office, Human rights organizations, NGOs, and Law enforcement agencies;	Gender, age, disability, ethnicity, religion, political affiliation, sexual orientation, economic status, human rights, legal empowerment, and health.	Promotion of Equality

Sub-Region	Countries	Data Sources	Administrative Data Available	Thematic Area Covered
	Ethiopia	<p>Surveys - Ethiopia Socioeconomic Surveys; Population and Housing Census; Annual Agricultural Sample Surveys</p> <p>Administrative sources - National or local administrative body, National or local service provision institution, National human rights institution, Equality body,</p>	Ethnic origin/immigrant background, age, sex, nationality/citizenship, Disability	Reporting and Sentencing of Discrimination, Harassment and Hate Crimes and Promotion of Equality.
	Djibouti	<p>Surveys - Equality body, human rights institution, administrative body, service provision institution, National statistical office, and justice sector institutions</p>	Employment, migration, human rights, demographics, education, health, social protection, GBV, youth, land and housing, PWD, and justice	Promotion of Equality, Reporting and Sentencing of Discrimination, Harassment and Hate Crimes, Experiences of Discrimination & Harassment

Table 5: Lusophone Africa Data Sources, Administrative Data available and Thematic Area(s) Covered on Discrimination and Inequality

Sub-Region	Countries	Data Sources	Administrative Data Available	Thematic area Covered
Lusophone Africa	Cape Verde	<p>Surveys - Continuous Multi-Objective Survey</p> <p>Administrative sources - Equality body; National or local service provision institution; National human rights institution; National or local administrative body</p>	Finance, Agriculture (land access), Education, Health, Labour, Justice, Demographics (location, sex, age, socio-economic status), Crime	Experiences of Discrimination & Harassment; Indirect Discrimination; Reporting and Sentencing of Discrimination, Harassment and Hate Crimes
	Mozambique	<p>Surveys - Population census; Household budget surveys; Agriculture Sector Survey; The Demographic and Health (DHS) Survey; the Immunization, malaria, and HIV/Aids Indicators Survey (IMASIDA), The Multi Indicator Custer Survey (MICS); Administrative sources - National or local service provision institution; NGOs/Civil society organization; Government reports; Poverty and wellbeing reports, Health reports</p>	Finance and economics, Agriculture (land access), Education, Health, Labour, Justice, Demographics (location, sex, age, socio-economic status), Crime	Indirect Discrimination; Experiences of Hate Crimes and Hate Speech

Table 6: Southern Africa Data Sources, Administrative Data available and Thematic Area(s) Covered on Discrimination and Inequality

Sub-Region	Countries	Data Sources	Administrative Data Available	Thematic area Covered
Southern Africa	Botswana	Surveys - Census, Botswana Multi-Cluster Surveys	Demographics, health, employment, crime,	Promotion of Equality
	Malawi	Surveys - Surveys - The Malawi Demographic Health Survey with modules; women empowerment and domestic violence; Multiple Indicator Cluster Survey; and Household Surveys; Administrative sources: National, local administrative body, other justice sector institutions, NGOs/Civil society organization, police	Demographics, health, employment, crime, Vulnerable groups such as men and women those affected by violence, Vulnerable children	Experiences of discrimination and harassment and Promotion of equality
South Africa		Surveys - Surveys - Quarterly Labour Force Survey; Governance Public Safety and Justice Survey; National Household Travel Survey; Demographic and Health Survey; Living Conditions Survey; General Household survey; Housing and Population Surveys; Survey of Municipalities; School Monitoring Survey; Gender Equality Strategic Survey (GESFS); School Safety and Violence Survey; Administrative sources - National or local service provision institution, other justice sector institutions, NGOs/Civil society organization, police, National statistical	Demographics, health, employment, crime, Land owners, migrant workers, salaries, social protection, food production, human trafficking	Promotion of Equality, Indirect discrimination, Experiences of Discrimination & Harassment, Reporting and Sentencing of Discrimination, Harassment and Hate Crimes, Experiences of Hate Crimes and Hate Speech
	Zambia	Surveys - Surveys - Zambia Demographic and Health Surveys (ZDHS); Disability surveys; Administrative sources - National or local service provision institution, other justice sector institutions, NGOs/Civil society	Demographics, health, employment, crime, gender equality, education, food security	Promotion of Equality
	Zimbabwe	Surveys - Surveys - Demographic and Health Survey; Multiple Indicator Cluster Survey Administrative sources - National or local service provision institution, NGOs/Civil society organization, National human rights institutions, Private sector institutions	Demographics, health, employment, crime, gender equality, education, food security	Promotion of Equality, Experiences of Discrimination & Harassment,

3.3 Role of National Statistical Offices

NSOs in the sub-African regions and countries in the study are mandated to coordinate all data activities and processes and are therefore also required to develop and provide robust methodologies and processes that ensure the dissemination of high-quality data and statistics, including on discrimination and inequality, to all stakeholders in the ecosystem.

3.4 Administrative Data Challenges and Gaps

Even though NSOs play a key role in ensuring that robust methodologies and processes for producing high quality administrative data on discrimination and inequality are in place, the NSOs and stakeholders involved in administrative data processes on discrimination and inequality (i.e., ministries, CSOs, national human rights commissions–NHRCs, and NGOs) are faced with a number of challenges (see Figure 1).

	Data Challenges	Data Capacity gaps	Data Quality gaps	Data access & use	
Dimensions	Systemic	<ul style="list-style-type: none"> Infrastructure Skill/ Competencies Silo approach Frameworks/ acts/policies/ guides etc Reliance on surveys Outdate records Staff rotation and turnover 	<ul style="list-style-type: none"> Lack of/ inadequate infrastructure, interoperability Technical expertise – admin data Resources (human capital + financial) 	Accessibility Incompleteness – manual data collection, data available but not reported on, available data is disaggregated	<ul style="list-style-type: none"> Format, Infrastructure expertise
	Processes/ Procedural	<ul style="list-style-type: none"> Harmonization Coordination Reporting and dissemination 		Consistency indicators, concepts and definitions, data collection templates, frequency of reporting and dissemination	
	Behavioural	<ul style="list-style-type: none"> Power dynamics Data producers overwhelmed by constant requests to access data Topic sensitivity (Power, politics & culture) 	<ul style="list-style-type: none"> Mos, policies, mechanism, Templates etc. 		

Figure 1: Summary of Common Data Challenges and Gaps in Africa

As shown in Figure 1, administrative data challenges and gaps can be grouped into three main categories; *systematic, procedural/processes, and behavioural*. One key *systematic challenge is infrastructure*. Going by the findings of the study, most countries in the region do not have reliable infrastructure (i.e., office space, technological infrastructure, and internet) to undertake administrative data activities. In instances where the infrastructure seems to be available, for example in South Africa, it cannot accommodate the *velocity, volume, and variety* of the administrative datasets produced, analyzed, and disseminated. When it comes to *processes/procedures*, countries on the continent are still in the process of putting in place respective MoUs with key data-holding agencies such as ministries, social institutions, and gender equality bodies *to ensure data sharing*

and harmonization for improved access and use. Additionally, there are still gaps related to the *establishment of clear standards and guidelines*, including international norms, to facilitate data harmonization. Further, *issues of harmonization of concepts and methodologies on discrimination and inequality are yet to be realised among stakeholders on the continent*. *Behavioural challenges also arise among stakeholders* in the discrimination and inequality ecosystem and are often triggered by the sensitive nature of the topic and power dynamics. For instance, data on certain aspects of identity (such as disability status) may be limited due to privacy concerns or societal sensitivity. Furthermore, at times, each stakeholder in the field aspires to exercise autonomy conducting activities aligned with its specific organizational goals and objectives.

4 | CONSOLIDATED FINDINGS

Most African countries have not yet **integrated** administrative data in monitoring and tracking discrimination and inequality in the region. The section highlights **findings from the study on inhibiting or promoting** the **access** and **use** of administrative data on discrimination and inequality on the continent.

4.1 Findings

The following are extracts from the study highlighting the challenges and gaps influencing the successful production and dissemination of administrative data on discrimination and inequality.

COORDINATION

Weak and poor collaboration and coordination among administrative data producers and users (discrimination and inequality data) is a great challenge for countries in the region (*Algeria, Cabo Verde, Morocco, Nigeria, Mali, Gabon, Ghana, South Africa, Senegal, Uganda, Zimbabwe*). For instance, in **Algeria, lack of coordination** between different sectors and ministries **impedes** extensive information use. This is also observed in **Kenya** where the production of statistics by the PSC and NSO and other producers is hindered by **coordination gaps** between ministries, departments, and agencies (MDAs), and **the absence of a dedicated coordination team within the NSO**. In **Botswana**, many MDAs produce a lot of data at district, province, and national levels. However, due to the limited number of personnel with the requisite technical skills at all levels and the absence of policies and MoUs on data exchange and sharing, **interagency coordination** is problematic. While in **Uganda, poor coordination within the NSO** has led to inefficiencies and inconsistencies in data collection and reporting processes, in **Cabo Verde**, there is **poor coordination between national Institute of Statistics (INE) and the delegated statistics producer, the delegated bodies of INE (ODINES)**. In **Mali, poor coordination of statistical activities at the national level** has at times led certain users, particularly NGOs, to produce unofficial data to help close the gaps. In **Zambia**, even though there are official channels used for data exchange and data sharing processes, **non-cooperation** among producers of administrative data still presents a challenge. **Siloed perspectives and methodologies** in **Morocco, Nigeria, South Africa, and Zimbabwe** also impede **collaboration and coordination** among and between stakeholders in the administrative data ecosystem sometimes resulting in duplication of results and efforts as observed in **Zimbabwe**.



FINANCIAL SUPPORT

Financial constraints are a challenge in most countries (including Kenya, Morocco, Tanzania, Ethiopia, Djibouti, Mali, Nigeria, Côte d'Ivoire, Senegal, Ghana, and Zimbabwe) affecting the production, analysis, and dissemination of administrative data on discrimination and inequality in the region. For instance, in **Mali, the NSO does not have the resources needed** to produce reports or disaggregate available datasets by region, residence, socio-economic level, sex, etc. In **Algeria**, due to **budgetary constraints** certain administrative units responsible for sectoral information have been dissolved. **Morocco** experiences **limited funding** for data collection initiatives, technology upgrades, and staff training while in **Uganda** and **Senegal, failure to secure sustainable funding** has led to unpredictability in data production processes. **Financial constraints** have impacted operational capacity at the NSO in **Djibouti** rendering it overly reliant on external donors and partners for support. In **Malawi**, institutional and structural issues stemming from **a limited resource base** present a noteworthy challenge whereas in **South Africa, budget cuts** from the National Treasury to reduce public sector wage bill since 2015/2016 have caused staffing and data production challenges. For **Zambia, government support to ZAMSTATS activities is inconsistent and now declining**; this has affected **recruitment and retention of qualified personnel** and the **entire data value chain** from production to dissemination both for administrative and non-administrative data records.



INFLUENCE OF DEVELOPMENT PARTNERS

Some countries in the region face **limited to no autonomy** due to their over-reliance on development partners for support for the sector; in these contexts, development partners strongly influence and even exert control over NSO activities in these countries, sometimes diverting resources away from crucial areas of statistical production into other areas and undermining NSOs' independence and impartiality in reporting. This is the case in **Uganda**. In **Tanzania**, over-reliance on development partners create uncertainty and limits the long-term sustainability of data activities.

Surveys – According to the findings of the study, countries in the region still rely heavily on surveys to produce data on discrimination and inequality.



AWARENESS

The findings also indicated that some countries do not yet appreciate **the value of augmenting administrative data** with traditional data collection methodologies. For instance, in **Cameroon, Senegal** and **Côte d'Ivoire**, there is **little to no awareness** of the value of using and producing administrative data for evidence-based decision-making and planning on discrimination and inequality. There is thus need to raise awareness in these countries through targeted **campaigns**. In **Nigeria** and **Ghana**, political commitment to support or facilitate administrative activities is missing, perhaps due to **lack of awareness on the value of producing and using** administrative data on discrimination and inequality.



INFRASTRUCTURE

The challenge of **poor or altogether lack of infrastructure** in most countries on the continent hinders administrative data activities. For instance, in **Morocco**, the use of **outdated technology** limits data collection and analysis capabilities and **lack of integrated ICT systems across different sectors and agencies** has led to siloed data, making it difficult to analyze administrative data comprehensively. In **Tanzania**, there are no **robust data management systems**; this has led to inconsistencies and inefficiencies in administrative data activities. In **Ethiopia**, low cellular mobile network subscriptions and internet penetrations are creating **challenges in the processing and transfer of administrative data**. Additionally, limited **basic social amenities such as electricity and transport networks** remain a challenge in the country. In **Mali** and **Ghana**, **inadequate and poorly maintained IT infrastructure** is problematic while in **South Africa**, whereas **infrastructure is available, it is not enough to support the production and consumption** of the huge amounts of administrative data produced. In **Malawi** and **Zambia**, **in addition to limited connectivity and not having enough IT infrastructure in place, NSOs have no office space** (i.e., regional offices), which hinders them from carrying out their responsibilities effectively and efficiently. **Insufficient technological infrastructure** and **registration systems** are a challenge in **Zimbabwe**, while **outdated ICT infrastructure, insufficient space, equipment, and tools, and the absence of a dedicated data center and server infrastructure** are major concerns in **Djibouti**. In **Cameroon, Cabo Verde, Côte d'Ivoire, Nigeria, and Botswana**, the **absence of infrastructure** has led to **manual data capturing** through paper-based, which makes data sharing challenging. In **Mozambique**, **interconnectivity** between the NSO, INE, and other statistics producers in the NSS is virtually non-existent.



PERSONNEL WITH REQUIRED TECHNICAL SKILLS

Many countries in the region face challenges related to low technical capacity. They either have too few personnel or have the right number of personnel but without the necessary technical skills for processing administrative data on discrimination and inequality. In **Morocco** for instance, **lack of adequately trained personnel** limits the country's ability to collect, manage, and analyze sensitive datasets. There are also **too few staff** in key data collection and analysis roles, which can lead to delays in data processing and limit the capacity for in-depth analysis, a similar observation in **Cameroon, Cabo Verde, and Senegal**. There are also **retention** challenges as staff with the required skills may seek better opportunities elsewhere leaving behind a vacuum. In **Gabon**, the **absence of a human resources (HR) policy** to make up for the shortage of qualified statisticians and to offer attractive working conditions and career paths plays a role in staffing and capacity constraints. **Uganda and Botswana** face the challenge of **shortages of statistical data analysis skills and equipment** particularly among stakeholders in district and regional governments. This may indicate that skills development mostly occurs at the national levels in these countries. In **Tanzania** and **Djibouti**, administrative data providers **lack personnel with specialized skills and knowledge** for effective data collection, management, and analysis, **particularly on sensitive topics** such as discrimination and inequality. In **Zambia**, there is **limited expertise** among regional and district MDAs involved in processing administrative data records. In **Zimbabwe**, **staff rotation** contributes to **lack of personnel with the required skills** for processing administrative datasets on discrimination and inequality efficiently and effectively.



DISAGGREGATION

Accessing administrative data on all the sub-themes of discrimination and inequality disaggregated past the sex variable is problematic. For instance, in **Uganda**, current attempts to collect gender-disaggregated data include only a few variables and some registers from institutions such as local hospitals and public service centres are not disaggregated by sex. In **Tanzania**, **disaggregation of data is a problem** with data disaggregated by geographical levels, age, sex, location, disability status, socioeconomic status, etc. often unavailable or limited, thereby hindering a proper understanding of localized disparities. In Kenya, there is **low data disaggregation** as available data is mostly not disaggregated. In Ethiopia, **spatial data disaggregation** is a big challenge due to the lack of appropriate spaces for sharing and accessing geospatial assets leading to datasets being scattered and locked within various economic sectors. In **Nigeria**, **sex-disaggregated** administrative data on discrimination and equality across all sectors and domains is **insufficient** at all levels while in **South Africa**, **few MDAs report on disaggregated data**. For instance, South African Police Services (SAPs) compiles and reports data on crime, even though its data passes through SASQAF (South African Statistical Quality Assessment Framework in full), one of the statistical tools or frameworks at the centre of the NSS. At the moment, the administrative data that SAPs collects and compiles is not sufficiently disaggregated by sex. In **Zimbabwe**, there is data incompleteness on the gender indicator when data is disaggregated based on sex, and location among others.



ACCESSIBILITY

Data is only useful if the users can easily access and use it for evidence-based decision-making, policy, monitoring, and planning purposes. Accessing administrative data on discrimination and inequality in a format that can easily be used seems problematic on the continent. In **Morocco** for instance, while administrative data is disseminated through various means including publications and electronic databases, **its availability in open access or user-friendly formats for all stakeholders is uneven**. Improvements in digital platforms and data visualization could enhance accessibility. In **Kenya**, despite the recent data and information automation efforts through [e-Citizen](#), most registers, particularly those of births and deaths, are **not transmitted in real time** making them vulnerable to data quality issues and inhibiting timely access. Further, **discrimination and inequality dimensions are absent in surveys and censuses**. In **Uganda**, available administration data is often **incomplete, inadequate, lacking in complete coverage**, and **does not fully meet user needs**. **Morocco, Ghana, and Zambia**, face **delays in processing and the release of data**. **Reporting** in different reporting formats also hampers access, dissemination, and productivity. In **Tanzania**, even though administrative data is available in various formats including reports, statistical tables, and microdata files, **some publications require specific applications and approvals**. **Djibouti lacks open access to gender statistics** and does not have **regular publications on gender statistics related to discrimination and inequality**. **Weak access to statistical data/reports** is a challenge in **Cabo Verde** and this study could not trace gender-related indicators among data sources. The core issue is thus **lack of data dissemination**, which hinders access. While the INECV webpage covers all the relevant themes, **it has not been possible to access them**. In **Mozambique**, data sets in a specific sector do not communicate with data sets in other sectors as there is **no unique ID number**, and not all sectors have been computerized limiting, which limits access. **Cameroon** and **Senegal** also face challenges with access as **no crime statistics are produced**. In **Mali**, administrative data is produced, but stored in **unusable formats** and in **inaccessible systems** thereby hindering access. In **Botswana**, apart from **underreporting**, administrative data is produced **mainly for internal use** without considering the data needs of external users. In **South Africa** and **Zambia**, there are delays in data collection and dissemination, which in turn affects timely access. In **Zimbabwe** and many other countries, most administrative data is **not collected for statistical purposes** it is therefore not in formats that are readily usable.



METHODS, STANDARDS, TOOLS, FRAMEWORKS, AND PROCESSES

Methods, Standards, Tools, Frameworks, and Processes – The study finds that while there are standards, tools, frameworks, and processes for handling data, most countries have not yet tailored these to generate, analyze, and disseminate administrative data. In **Uganda**, for instance, there is **no standardized manual, harmonized concepts, or clear scope** in some of the measurable indicators e.g., discrimination, gender, and inequality. **Methodological limitations** such as changes in terminology and concepts over time, pose obstacles to in-depth analysis of administrative data along the areas of discrimination and inequality as well as gender. In **Tanzania, inadequate data collection tools and methodologies** also hinder administrative data quality, comparability, and tracking while in **Djibouti**, there is **a low awareness among stakeholders** on internationally recognized **rules and methodologies** for data collection and analysis. This hinders the NSO's efforts to establish standardized practices and improve data quality both for administrative and non-administrative data. NSOs in **Mali** also face the challenge of **lack of standardization** in concepts, definitions, nomenclatures, and methods, which results in poor comparability. **Lack of frameworks**, which in turn brings about **lack of clarity of roles and responsibilities** between the organizations involved (i.e., the Ministry for the Promotion of Women, Children and Family–MPFEF in French–and NSOs) hinders successful implementation of administrative data activities. In **Senegal**, statistical legislation is inadequate while in Cabo Verde there are no **policy directives promoting the production and use of administrative data on discrimination and inequality**. Statistical legal frameworks are outdated and there are no data exchange mechanisms among NSS bodies. In **Botswana, Malawi, Zambia, and Zimbabwe**, lack of systems e.g. data collection templates and lack of data harmonization challenges hinder the comparability of administrative data.



5 GOOD PRACTICES, RECOMMENDATIONS AND CONCLUSIONS



Despite the limited access and use of administrative data on discrimination and inequality on the African continent and the challenges and gaps characterised by it, there are some good practices that countries are undertaking to enhance access and use of administrative data. These are highlighted below.

5.1 Good Practices

In some countries such as Botswana, MDAs are promoting the uptake of administrative data on discrimination and inequality in evidence-based decision-making, monitoring, and planning. These include: the Department of Social Welfare and Benefits Services in the Ministry of Local Government and Rural Development; the Department of Gender in the Ministry of Youth, Gender, Sport and Culture; and the Ministry of Justice.

In South Africa, STATS SA guides and encourages MDAs to develop fact sheets to increase uptake. For example, the NSO advised the Department of Higher Education (DHET) to come up with gender fact sheets as part of improving access to gender data. STATS SA informs data producers and users (specifically, MDAs), of data initiatives and systems that are in place to help with the collection, analysis, and dissemination of administrative data such as the South Africa National Aids Council (SANAC) GIS-based information system that combines census and administrative data. Also in South Africa, communities of practice amongst data producers are encouraged to avoid having too many indicators without data and to make disseminated resources (i.e., publications and

documents) from MDAs easily accessible and readily available for data users in and out of the field. Gender focal points hold quarterly meetings to identify and follow the guidance provided by the Department of Women, Youth and Persons with Disabilities (DWYPD).

A similar observation is made in Cameroon where gender working groups (i.e., GBV working group) and committees (national CEDAW committee and the national Commission on the State of Women–CSW committee) operate albeit on an ad hoc basis to prepare for international conferences or periodic reports, among others. In Zimbabwe, in addition to complementing surveys with administrative data, drafting policy and national strategic documents, and reporting on discrimination and inequality, Zimbabwe has a Police Statistics Office in place at the police headquarters, which consists of police who have been trained on data and statistics and who collaborate with ZIMSTAT for easy administrative data sharing for instance, on crime statistics.

In Tanzania, during data processes such as production, dissemination, and analysis, the National Bureau of Statistics (NBS) conducts numerous meetings to engage both users and producers, and enhance their understanding of the data requirements thereby ensuring quality data. After data collection, NBS ensures the production of standardized statistics and reports, which are published online for open access depending on data type, data needs, and access rights. All this is done to enhance the uptake and use of administrative data on discrimination and inequality.

Most countries on the continent are in the process of designing mechanisms, processes, frameworks, and acts that promote the production, access, use, and dissemination of quality administrative data in general and on discrimination and inequality. Additionally, in some countries, implementation of these frameworks and mechanisms, including quality assurance frameworks, has begun. For instance, Botswana, Tanzania, Ethiopia, and Malawi, have developed data quality policy frameworks. Algeria implements policy and legal frameworks that mandate the collection of disaggregated data across all sectors to monitor and combat discrimination and inequality.

Algeria, Malawi, South Africa, and Uganda, are in the process of standardizing concepts and definitions across the data ecosystem. This is helping with data harmonization. In Djibouti, the NSO is developing a new statistical framework for homicide with special emphasis on femicide while Zambia has developed and adopted a new Act, the Statistics Act No. 13 of 2018, which gives ZAMSTATS clear power and mandate to coordinate national quality control of all official data and statistics production. Zimbabwe, through NSO ZIMSTAT, has designed a quality methodology report that guides MDAs in producing quality data and statistics including administrative data on discrimination and inequality. The country has also put in place several gender data-related constitutional and policy documents such as the National Gender Policy, the National Disability Policy, the Zimbabwe National Policy, and the Legislative Framework for Gender Equality and Non-Discrimination. Further, a code of practice for data producers and users has also been designed although implementation is yet to commence.

In Tanzania, NBS implements the Data Quality Assessment Framework (DQAF) to evaluate the quality, consistency, and accessibility of administrative data from different sources while in Ethiopia, the Ethiopian Statistical Service (ESS, formerly called the Central Statistics Agency–CSA) is implementing a DQAF. This is aimed

at supporting ministries' and other agencies' statistical units and strengthening the NSS quality and support unit in ESS for quality assessment and NSS capacity building. ESS is also working towards producing gender-disaggregated data in future surveys and censuses to help in accessing inequalities and discrimination.

Training programmes on administrative data including on discrimination and inequality are being implemented to enhance the technical skill level of personnel in various countries. For instance, in Algeria, Djibouti, Kenya, and Malawi, extensive training on the production and use of administrative data sources is being carried out. The trainings include material on quality checks, data collection and analysis, and disaggregation, among others. In Malawi the ministries covered include the Ministry of Health and National Registration while in Kenya, the trainings have been delivered to the police, judiciary, prisons, and children's department, among others. Additionally, in Malawi, in-service training opportunities have been introduced through the Chancellor College of the University of Malawi to equip data producers and users with knowledge on data collection, analysis, dissemination, and storage including for administrative data on discrimination and inequality. Cameroon, and Zambia have in-service training centres with the one in Zambia used for training NSOs and other data producers and data users in the country on basic statistical skills, data collection, analysis, and dissemination both for administrative and non-administrative data sources. MINPROFF in Cameroon has employed a similar arrangement for capacitating its field employees. Further, in Zambia, through collaboration with international institutions and support by Sweden Statistics, ZAMSTATS is holding training sessions on administrative data. A similar intervention is ongoing in South Africa with training on administrative data production, access, use, and dissemination.

African countries are designing centralized data systems to improve storage, availability, and access. For instance, with support from MDAs, the National Statistical Office of Malawi has designed a centralized GBV data hub (www.nsogbv.mw) for easy access, sharing, and storage of administrative data from social welfare offices, the police, and the judiciary. The data is sent directly to the NSO servers. The Malawi NSO has also commenced the use of the Civil Vital Registration Statistics (CVRS) to report on births, deaths, and marriages. In South Africa, there are plans for a centralized system, the National Integrated Protection Information System (NIPIS) that will link all systems that collect administrative records generated by the social cluster. Mali has established a centralized system, Malikunafoni, which acts as a storage, access, dissemination, and harmonization platform for quality and reliable statistics. In Senegal, the DEEG has set up a gender-sensitive information system in each of the priority intervention areas. This is aimed at promoting the availability of gender-specific data necessary for the proper assessment of gender integration in all areas. In Kenya, e-citizen serves as a centralized system for most administrative data sources including births, deaths, marriages, taxes, and visas, among others.

The involved organizations across the continent are encouraging and promoting good cooperation and collaboration in the NSS to increase access and knowledge transfer among stakeholders. For instance, in South Africa, stakeholders are encouraging collaboration between STATS SA and MDAs producing and using administrative data including on discrimination and inequality. In Tanzania, NBS has entered several MoUs with key data-holding agencies such as ministries, social institutions, human rights bodies, and gender equality bodies, among others. There is also close collaboration between ministries and NBS and adherence to sound data collection and reporting methods resulting in the production of high-quality statistics. Nigeria is designing a coordination policy for MDAs to foster better collaboration.

Countries on the continent are taking several measures to enhance the availability and use of data and information on discrimination and inequality. For instance, in Ghana, a domestic violence and victim support unit is being established to assist with accessing data on domestic violence. The MORABI association is promoting the collection of administrative data in Cabo Verde while in Mozambique, the INFO violence project collects data on victims, and Gabon has a free and anonymous reachable 24/7 lines to support victims and to collect victims' information in addition to enhanced presence on social media platforms. In Senegal, DEEG has set up a gender-sensitive information management system to promote the availability of gender-specific data. On its part, Côte d'Ivoire, is in the process of setting up a data collection system through its Ministry of Women, Families, and Children to measure and evaluate PNG in sharing and dissemination. Nigeria has established gender units within the technical ministries while in Cameroon, MINPROFF is developing a decentralized data entry application form for lower-level reporting of administrative data. Further, Tanzania has made certain administrative data sources available open access to the public and produced periodic national statistical abstracts such as the Social Institutions and Gender Index (SIGI) Country Report to promote access to and the use of data.

As part of enhancing access to and availability of data, in Kenya, the Ministry of Education, Science and Technology (MoEST)¹ through its Education Management Information System (EMIS)² collects data related to student enrolment, completion rate, and teacher distribution disaggregated by age, gender, location, and disability status, thus ensuring the production of high-quality and reliable statistics. The Ministry of Health³ through the

1 [Ministry of Education, Science and Technology | \(moe.go.tz\)](http://moe.go.tz)

2 planipolis.iiep.unesco.org/sites/default/files/ressources/tanzania-emis-dev-plan-2004-2007.pdf

3 moh.go.tz

National Health accounts⁴ collects and analyzes financing health data highlighting all potential inequalities in resource allocation and access to health. This has also resulted in the production of quality statistics in the health space.

Haut-Commissariat au Plan (HCP, that is, the Ministry of Planning) in Morocco excels in the coordination and production of statistics, including gender statistics, providing comprehensive statistical data that informs national planning and policymaking. Its robust methodology and adherence to international statistical standards ensure the relevance and accuracy of the data produced. Also, L'Observatoire National du Développement Humain (ONDH or the National Observatory of Human Development) demonstrates best practices in quality assurance and the use of data to assess and report on human development indicators. Morocco's Ministry of Justice (Ministère de la Justice), through platforms like ADALA, also promotes data access and use by making legal information and data openly accessible. A similar observation is made of the Ministry of National Education Preschool and Sports (Ministère de l'Education Nationale, du Préscolaire & des Sports), which has also made education data easily accessible.

The INS in Côte d'Ivoire supports administrations in the production of official statistics while the MINJUS Statistical Information System (SIS) adopted by the Ministry of Justice and Human Rights (MJDH) in 2017 makes it possible to collect and regularly publish judicial and penitentiary statistics of Côte d'Ivoire necessary for the management of the judicial system. The establishment of the Domestic Violence and Victim Support Unit in the Ghana Police Service in 1998 and the country's parliamentary approval of the Domestic Violence Act in 2007 has made it easy to access information on victims of domestic violence.

South Africa has made efforts towards making disseminated resources from MDAs (i.e.,

publications/documents) easily accessible and readily available for data users in and out of the field. In Zambia, ZAMSTATS has put in place criteria for disseminating official data and statistics that data producers including administrative data producers on discrimination and inequality have to follow to enhance access. In Zimbabwe, administrative data is complementing the surveys conducted by ZIMSTAT such as the Multiple Indicator Cluster Surveys.

5.2 Recommendations

Despite the poor and/or limited adoption and use of administrative data for monitoring, planning, and evidence-based decision-making on discrimination and inequality in the Africa, there are still great opportunities to increase uptake, use, and access to administrative data on discrimination and inequality by stakeholders. Below are some of the recommendations towards this.

To overcome problems associated with accessibility and use, institutions (and stakeholders) involved in the administrative data ecosystem on discrimination and inequality should enhance collaboration by sharing methodologies and data sets to create a more unified and accessible national data system. This collaboration would also aid in standardizing data collection and reporting processes and ensuring that data on discrimination and inequality is not only available but also actionable for policy-making and social interventions. Having common templates with indicators of discrimination and inequality amongst stakeholders is pivotal to resolving data harmonization and consistency issues.

Legal Framework and International Commitments

– Most countries in the study have ratified several international treaties and established legal frameworks aimed at combating discrimination and promoting equality. These commitments demonstrate a strong commitment to the

⁴ [HS2020 Technical Report Template \(hfgproject.org\)](https://hfgproject.org)

fundamentals of human rights. However, there appears to be a discrepancy between the efficacious execution of legislative frameworks and the conversion of these pledges into concrete results. Therefore, to enhance access to and use of administrative data on discrimination and inequality, there is a need to reinforce the implementation of legal frameworks, for instance, by enhancing measures to guarantee full implementation and oversight of national anti-discrimination laws and international agreements. This could entail creating detailed action plans, submitting reports regularly, and establishing public accountability systems. There is need to strengthen policy and legal frameworks to come up with policies that will shape the collection and use of administrative data to address inequality and discrimination. This should include laws that ensure data protection and privacy while promoting transparency and accountability.

Civil Society's Influence - CSOs have demonstrated their critical role in advocating for human rights and pushing for legislative reforms. They are also useful in conducting independent data collection and analysis on discrimination and inequality through their active participation in the countries in the study. There is therefore need to foster civil society engagement, which will entail encouraging increased cooperation between CSOs, NSOs, and government agencies. This will be important in leveraging their experience and connections at the grassroots level to positively influence policy, enhance data collection, and intensify initiatives to fight inequality and discrimination.

Enhance Data Governance and Accessibility - Countries on the continent should implement comprehensive data governance frameworks that give priority to gathering the aggregated data necessary for tracking inequality and discrimination. They should also promote open access to data and develop user-friendly platforms for its dissemination to enhance transparency and facilitate research and advocacy. Countries

should also promote mainstreaming of gender in all statistical activities including strategic planning, research, and advocacy to improve access to administrative data on discrimination and inequality. Innovative technologies that use anonymization techniques can enhance data availability and analysis while protecting privacy. Strengthening legal frameworks on data privacy and access is thus necessary to balance individual rights with the need for comprehensive data for policymaking. Further, administrative data producers on the continent need support to implement standardized methods, ensure completeness in reporting, and minimize the use of manual data collection and dissemination systems. They should invest in enhanced data management systems for data cleaning, quality control mechanisms, storage, security, accessibility, and easy dissemination.

They should also review existing statistical laws to better promote the collection and use of administrative data. For example, in Djibouti, the NSO, INSTAD (L'Institut National de la Statistique de Djibouti), is pushing for an update to the current statistical law to support the sharing and transmission of administrative data related to discrimination and inequality and aligning with international standards.

Enhance awareness and understanding of discrimination and inequality - It is crucial to prioritize data collection, analysis, and dissemination processes to improve understanding of discrimination and inequality. This requires building capacity for data providers, developing standardized data collection practices, and leveraging technology for enhanced data availability and use. This can be achieved through creating awareness and strengthening capacity as well as partnerships between statistical development partners with NSOs and producers of relevant administrative data such as government agencies. Countries should support stakeholder meetings to establish a shared understanding of gender statistics, collection rules and

methodologies, consistency, and accuracy. The use of documentaries and short TV series to increase awareness of the country's reality, generate ideas for improvement, and address discrimination and inequality is highly recommended. This approach will provide capacities and opportunities for civil society, the general population, and the entire country to address discrimination and inequality. Countries in the region also need assistance in implementing protocols for documenting metadata associated with collected data, promoting transparency, traceability of sources, and methodologies of administrative data on discrimination and inequality.

Improve Administrative Data Systems - Identify and address gaps in administrative data systems by implementing standardized and innovative data collection methods and techniques and designing data-sharing policies and frameworks. This will also require investing in training for data collectors and analysts on handling both sensitive and non-sensitive administrative data. It will also be important to ensure the inclusion of indicators relevant to tracking discrimination and inequality and to encourage institutions to exchange best practices and techniques to coordinate their efforts in data collection and analysis. Implementation of a centralized management information system (MIS) at national and local government levels might enhance data collection, access, and dissemination processes through the integration of administrative data from the multiple stakeholders in the ecosystem. Further, there is a need for regular convenings of the Committee on Statistical Methodologies and Programs to ensure robust data collection processes. NSOs in the respective countries need support to create comprehensive standard operating procedures (SOPs) to guide data collection while ensuring quality and reliability especially since administrative data use and access for statistical purposes is still a new concept. There is need to support countries in developing a national framework (i.e., data quality frameworks) where they do not exist e.g., in the case of Djibouti.

Promote Internal, Regional, and International Collaboration and Cooperation - Encourage the exchange of knowledge, best practices, and technical assistance internally among countries and with international partners (regionally and beyond). Collaboration with a financier to support engagements through workshops, training programs, and user-producer meetings should be encouraged as well as collaborating more with CSOs, government agencies, and research institutions to enhance data utilization and capacity through sharing knowledge, expertise, and resources. This might lead to the development of standardized data collection methods and indicators relevant to inequality and discrimination in the country.

Role of National Institutions - In each country, national organizations such as data protection agencies and human rights councils are essential for observing, documenting, and promoting equality and human rights. Their initiatives highlight the significance of strong institutional frameworks in defending rights and combating discrimination. In addition are NSOs, which are mandated with producing and coordinating data activities and processes in most countries in the region. Thus, to promote the uptake and use of administrative data on discrimination and inequality and improve reporting, these national institutions need support to: foster inter-agency collaboration to unify efforts against discrimination and inequality (i.e., technical working committees); be encouraged to produce annual fact sheets on discrimination and inequality; in coordination with other stakeholders majorly the public service; hold in-person user-producers dialogues in support of the production of annual reports (NSOs); hold capacity-building workshops for staff and other relevant stakeholders on administrative data production, analysis and discrimination and; provide the stakeholders with necessary guidelines and tools for improved data collection and management. Further, there is a need to enhance technical and financial capacities to train and involve more data personnel and

avail financial resources to aid in data collection and other processes for stakeholders. The purchase of necessary equipment and requisite maintenance of infrastructure (including upgrading infrastructure that is in place) should also be kept in mind as part of support to these national institutions. Governments in the region also need to allocate resources and funding for the production and dissemination of administrative data on discrimination and inequality within their fiscal budgets. This may call for developing and implementing a resource mobilization strategy that is less dependent on support from development partners/donors when it comes to administrative data production.

5.3 Conclusion

In conclusion, administrative data is a more affordable alternative to traditional data collection methodologies (e.g., surveys) and, if produced and disseminated effectively and efficiently, can be useful in drawing insights for evidence-based decision-making and planning purposes. However, on the African continent, its use for statistical purposes in the area of discrimination and inequality remains a grey area. According to the findings of this study, most countries in the region have not yet recognized the importance of incorporating administrative data in decision- and policymaking and planning. In Africa, NSOs as producers of official statistics and data, have not made significant progress in developing administrative data systems and capacity that optimally supports the generation and use of this data to understand discrimination and inequality **beyond gender dimensions and the promotion of equality theme**. As observed, in most countries, **NSOs still mostly rely on household surveys and census data** to monitor and track discrimination and inequality. More advocacy and awareness activities are thus needed in the region to underscore the role that alternative data and/or data collection methods play, particularly administrative data.

Nonetheless, African countries are at different levels of maturity in the adoption and use of administrative data. Countries here experience similar challenges which if mitigated or addressed could lead to enhanced access to and use of administrative data on discrimination and inequality and/or *improved administrative systems* on the continent. Some major challenges common to many countries in the study include:

- **Coordination** – Poor coordination and collaboration among producers and users of administrative data on discrimination and inequality.
- **Capacity** – There is need to grow capacity as nearly all countries in the region are still in the process of understanding how to incorporate administrative data on discrimination and inequality into their decision-making, as well as in planning exercises and designing systems.
- **Frameworks, acts, processes** – Countries studied still have no specific laws, frameworks, or processes that guide administrative data activities in general let alone on discrimination and inequality although there are attempts by several countries to put these specific laws, frameworks, and processes in place.
- **Standardization** – In almost all countries here, there is a need to standardize processes, models, and frameworks among the numerous MDAs involved in the production of administrative data on discrimination and inequality to streamline data quality. Additionally, countries need to have internally recognized rules and methodologies for data collection, dissemination, and analysis as well as standardized practices and data templates with all the relevant discrimination and inequality indicators and concepts properly defined for consistency.

- **Harmonization** – The broad scope of organizations involved in the administrative data ecosystem invariably occasions myriad concepts, methodologies, and templates for managing this data. Harmonization is therefore problematic in many countries.
- **Centralization/Connected Systems** – As mentioned, many and different MDAs from various sectors are involved in producing administrative data on discrimination and inequality. There is therefore need for a one-stop shop system with administrative data from all MDAs at national level in the various countries to enhance access and use and promote exchange and sharing of this data. Most countries in the region have started diverse processes of instituting centralized systems. These processes are still ongoing.
- **Infrastructure** – In most countries, infrastructure is not up to date and can therefore not support administrative data processes. Furthermore, available infrastructure is also inadequate (quantity).
- **Resources (human and financial)** – All the countries investigated in the study experience challenges with regard to both human and financial resources. Available personnel are both too few in number and lacking the technical skills in administrative data processes. Financially, countries in the region have little or no budgets to support both administrative data activities in general and administrative data on discrimination and inequality with most forced to rely on donor support.



UN Women East and Southern Africa Regional Office
UN Gigiri Complex, UN Avenue;
Block M, Ground Floor
P.O. Box 30218- 00100 Nairobi, Kenya
Tel: +254 20 762 4778

-  africa.unwomen.org
-  esaro.publications@unwomen.org
-  [unwomenafrica](https://www.facebook.com/unwomenafrica)
-  [unwomenafrica](https://twitter.com/unwomenafrica)
-  [unwomen](https://www.youtube.com/unwomen)
-  [unwomenafrica](https://www.linkedin.com/company/unwomenafrica)

