Study on Administrative Data Related to Discrimination and Inequality

GOVERNANCE STATISTICS
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Study on Administrative Data Related to Discrimination and Inequality

Southern Africa

ACKNOWLEDGEMENTS

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EXECUTIVE SUMMARY

Discrimination and inequality are multifaceted and vary in form and archetype from continent to continent, region to region, and nation to nation, and that is why there are attempts towards having a harmonized approach towards capturing, categorizing, and reporting on both. Traditionally, surveys have been used for reporting, evidence-based decision-making, and planning purposes. However, in the spirit of leaving no one behind and realizing the SGDs by 2030, alternative data collection sources have been introduced, such as administrative data sources, citizen-generated data, and big data.

In the southern African region, a lot of administrative data on discrimination and inequality is produced as part of routine work by government ministries and departments; however, the *access* and *use* of these datasets are still minimal. This is because countries are still in the process of designing systems that will be easily accessible to both data producers and data users. Additionally, governments have yet to design acts, frameworks, and mechanisms *tailored* toward administrative data production, analysis, exchange, and dissemination. The exchange and sharing of administrative data in the Southern Africa Development Community (SADC) region is still guided by *ad-hoc* mechanisms and informal relationships or follows the general data processes in place. Memorandum of Understanding (MoUs), policies, and frameworks that guide administrative data processes, especially on discrimination and inequality, have yet to be drafted.

Further, there is the challenge of *resources* (both financial and human capital). The Ministries, Departments, and Agencies (MDAs) produce administrative data on discrimination and inequality. However, they do not have enough *personnel* with the required *technical skills* and *infrastructure* to convert or translate the produced administrative data into valuable insights pivotal for informed planning and decision-making. Additionally, financially, most of the MDAs do not have enough resources/budget to support *staff retention* and conduct administrative data activities such as *capacitation* on production, use, access, and dissemination of administrative data products on discrimination and inequality, as well as *employing new staff.*

Nonetheless, despite the challenges characterized by the production and dissemination of administrative data in the southern African region, the advantages of administrative data outweigh those of the traditional data collection approaches. Thus, it is a cheaper alternative for informed decision-making and monitoring/tracking discrimination and inequality levels in the southern Africa region. According to the study findings based on the five selected countries (*Botswana, Malawi, South Africa, Zambia, and Zimbabwe*), administrative data access and use on discrimination and inequality in the southern African region is still at an infant stage. Governments are still capacitating the various MDAs that produce administrative data on their use and importance and designing systems for their sustainability.

Recommendations

Administrative data can be useful for informed decision-making when assessing and monitoring discrimination and inequality in any country. Administrative data are easier and cheaper to collect, and meaningful insights can be derived from them as their coverage is much broader. However, despite its advantages, in the southern African region, the use of administrative data in decision-making in general and for discrimination and inequality is still a new phenomenon. Many of the countries presented in the study are yet to adopt administrative data on a large scale. Hence, the study proposes recommendations below to improve administrative data access and use in southern Africa to address discrimination and inequality.

1. More capacitation is required to improve the *access* and *use* of administrative data on discrimination and inequality in southern Africa, as it is still a new concept and in its infancy stage. Moreover, political and cultural factors occasionally impede access to and utilization of administrative data, especially regarding sensitive topics (i.e., LGBTQ rights, land reforms, visas and permits). Hence, raising awareness of the significance of reporting and making administrative data available for sensitive and non-sensitive matters is important.

2. The countries from the southern Africa region presented in the study have acts, frameworks, and mechanisms that guide the general production and dissemination of data. However, they are yet to *tailor* these acts (i.e., Statistical Acts), frameworks (i.e., Data Protection, Data Quality Frameworks), policies (i.e., Data Protection, Data Quality) etc. for administrative data production and dissemination. Hence, to establish good administrative data practices in the region, countries need to be encouraged to design frameworks, acts, and models that guide the production, use, access, and dissemination of administrative data, especially for discrimination and inequality or expand their current frameworks, acts, and policies to capture the specific requirements of administrative data on discrimination and inequality.

3. To improve the *coordination* of administrative data production and dissemination on discrimination and inequality in the southern Africa region, there is a need for a centralized system that will act as a one-stop shop for all administrative data in a country at a national level.

4. Resources (*human and financial*) are a challenge, though they vary across countries. For the sustainability of administrative data use and improved access and dissemination on discrimination and inequality in the region, countries need to be encouraged to allocate some budgets to administrative activities and not to over depend on donors and developing partners.

Innovations and good practices

As previously stated, administrative data access and use on discrimination and inequality in the southern Africa region is still limited. However, below are some excellent practices employed to promote its access and use.

1. Government ministries, departments and agencies *promote the uptake* of administrative data on discrimination and inequality in evidence-based decision-making, monitoring and planning by encouraging *communities of practice* amongst administrative data producers and users, *complementing surveys* with administrative data and *promoting awareness* of the importance of administrative data through the MDAs already seeing the value.

2. In either designing *mechanisms, processes, frameworks and acts* for administrative data process on discrimination and inequality or incorporating administrative data processes in the already designed mechanisms, acts and frameworks by adding a section that covers administrative data processes on discrimination and inequality.

3. Introduced *training programmes,* constructed *in-service training centres* and *collaborated with institutions internationally* to provide technical skills and competencies needed for data collection, analysis, and dissemination for administrative and non-administrative data sources.

4. In designing *centralized administrative data systems,* i.e., the *GBV data hub* (www.nsogbv.mw) in Malawi and the *National Integrated Protection Information System (NIPIS)* in South Africa.

5. Encourages and promotes *collaboration* between NSOs and MDAs.

ABBREVIATIONS

ARC	Allied Rainbow Communities
AWET	Apostolic Women Empowerment Trust
BCPI	Botswana Centre for Public Integrity
BDQAF	Botswana Data Quality Assessment Framework (BDQAF)
BSDS	Botswana Strategy for the Development of Statistics
BWO	Botswana Watch Organization
CAT-OP	Optional Protocol of the Convention against Torture
CCMA	Commission for Conciliation, Mediation and Arbitration
CCPR	International Covenant on Civil and Political Rights
CCPR -OP2-DP	Second Optional Protocol to the International Covenant on Civil and Political Rights aiming at the abolition of the death penalty
CED	Convention for the Protection of All Persons from Enforced Disappearance
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CEPI	Centre for Ethics and Public Integrity
CERD	International Convention on the Elimination of All Forms of Racial Discrimination
CESCR	International Covenant on Economic, Social and Cultural Rights
CFDD	Centre for Democracy and Malawi Development
CHREAA	Centre for Human Rights Education Advice and Assistance
CISE	Community Initiatives for Social Empowerment
CMW	International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families
CRC	Convention on the Rights of the Child
CRC-OP-AC	Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict
CRC-OP-SC	Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution, and child pornography
CRPD	Convention on the Rights of Persons with Disabilities
CSOs	Civil Society Organizations
CVRS	Civil Vital Registration Statistics
DBE	Department of Basic Education
DHA	Department of Home Affairs
DHET	Department of Higher Education
DHIS	District Health Information Systems
DHS	Department of Human Settlement
DHS	Demographic and Health Survey
DoH	Department of Health
DPA	Data Protection Act

DPSA	Department of Public Service and Administration
DQAF	Data Quality Assurance Framework
DSD	Department of Social Development
DTI	Department of Trade, Industry and Competition
DWYPD	Department of Presidency: Women, Youth and Persons with Disabilities
ECD	Early Childhood Development
EMIS	Education Management Information System
FODEP	The Foundation for Democratic Process
GBV	Gender-Based Violence
GESFS	Gender Equality Strategic Survey
GHS	General Household Surveys
GIS	Geographical Information Systems
HEMIS	Higher Education Management Information System
HIV	Human Immunodeficiency Virus
HOPE	Hope Plus Organization
HRDC	Human Resource Development Council
ICCPR	International Covenant on Civil and Political Rights
ICESCR	International Covenant on Economic, Social and Cultural Rights
ICT	Information and Communication Technology
IEC	Independent Electoral Commission Botswana
IEC	Electoral Commission of South Africa
IIF	Integrated Indicator Framework
IMC	Inter-Ministerial Committee
INGO	International Non-Governmental Organizations
KII	Key Informant Interviews
LBT	Lesbian, Bisexual and Transgender
LGBTIQ+	Lesbian, Gay, Bisexual, Transgender, Queer and Intersex
LHR	Lawyers for Human Rights
LRC	The Legal Resources Centre
LURITS	Learner Unit Record Information and Tracking System
MDAs	Ministries, Departments and Agencies
MoGCDSW	Ministry of Gender, Community Development and Social Welfare
MoU	Memorandum of Understanding
MWAGDC	Ministry of Women Affairs Gender and Community Development
NDP	National Development Plan
NELMP	National Employment and Labour Market Policy
NFIRA	Nonfinancial Institutions Regulatory Authority
NGO	Non-Governmental Organizations
NGOCC	NGO Coordinating Council
NIPIS	National Integrated Protection Information System
NPC	National Planning Commission
NSDS	National Strategy for the Development of Statistics
NSOs	National Statistical Offices
NSS	National Statistical System
PEPUDA	Promotion of Equality and Prevention of Unfair Discrimination Act

PWD	People Living with Disabilities
SA	South Africa
SADC	Southern Africa Development Community
SAHRC	South Africa Human Rights Commission
SANAC	South Africa National AIDS Council
SANSS	South Africa National Statical Systems
SAPs	South Africa Police Services (SAPS)
SASQAF	South African Statistical Quality Assessment Framework
SB	Statistics Botswana
SB	Statistics Botswana
SDGs	Sustainable Development Goals
SIDA	Swedish International Development Cooperation Agency
SITA	State Information Technology Agency
SLA	Service Legal Agreements
SME	Small and Medium Enterprises
SOCPEN	Social Security Pension
STATS SA	Statistics South Africa
TAC	Treatment Action Campaign
TB	Tuberculosis
UN-CRPD	United Nations Convention on Rights on the Persons with Disability
UNDP	United Nations Development Programme
WCoZ	Women's Coalition of Zimbabwe
WFC	Women for Change Zambia
WLC	Women Legal Centre
WLSA	Women and Law in Southern Africa Research
ZAMSTAT	Zambia Statistics Agency
ZAW	Zambia Alliance of Women
ZCSD	Zambia Council for Social Development
ZDHS	Zambia Demographic and Health Surveys
ZIMSTAT	Zimbabwe National Statistical Agency (ZIMSTAT)
ZWRCN	Zimbabwe Women's Resource Centre & Network

INTRODUCTION

Discrimination and inequality are multifaceted and vary in form and archetype from continent to continent, region to region, and nation to nation. That is why there are attempts to have a harmonized approach to capturing, categorizing, and reporting on both. The southern African region is not immune to the complexity posed by the forms and archetypes of discrimination and inequality. This is because the region is characterized by dynamism in culture, politics, trade, migration, geopolitical alignments, and formations. There is also an increased appetite for inter-regional immigration and emigration in search of better opportunities and quality of life in other countries. 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, which 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 that form part of the Southern Africa Development Community (SADC) situated in the southern Africa region.

Ensuring non-discrimination and equality in the SADC region requires legislative frameworks and effective enforcement. In many African countries, including the SADC member states, the incompatibility between positive and customary justice systems may reinforce discrimination, especially against marginal groups. In some cases, customary law may even reinforce certain inequalities, especially involving women, including denial of their rights to property or other assets. In other cases, laws may even underpin ethnic-based structures of power. Therefore, despite the tremendous efforts of the SADC region to curb discrimination and inequality, incidences of discrimination and inequality continue to be reported, 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 amongst others. Measuring such incidences can be complex due to the variability and form of discrimination and hence the need for a conceptual and measuring framework as proposed by the task team on non-discrimination and equality.[1] To measure the categories of discrimination and inequality, the framework has proposed using administrative data systems except for category 4, *"Attitudes Towards Minority Groups"*, because it can only be measured by survey data[2].

Administrative data systems cover a broad range of systems that capture and store data in their daily activities in governmental and non-governmental organizations, often for non-statistical purposes (UN 2011). Therefore, this report presents the status of administrative data systems on discrimination and inequality in the southern Africa (SADC) region for *Botswana, Malawi, South Africa, Zambia,* and *Zimbabwe.* This will contribute to the development of *published guidance* on the production, access and use of administrative data on discrimination and inequality in southern Africa, Africa and globally.

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1   Praia Group Task Team on Non-Discrimination and Equality; https://www.sdg16hub.org/dashboard/praia-group/task-team-discrimination
2   Handbook on Governance Statistics; https://www.ohchr.org/sites/default/files/Documents/Issues/HRIndicators/handbook_governance_statistics.pdf

Approach to the study

The study adopts a mixed-methods approach to generate vast information on administrative data systems in the southern African region. The research is based on desktop reviews, key informant interviews (KII), surveys and snowballing techniques.

1. **Desk reviews** were conducted to identify administrative data sources that capture discrimination and inequality and their outcomes in the respective countries in southern Africa. The desktop review was also useful in understanding the context, determining the laws, treaties, and policies enacted in various countries that guide discrimination and inequality activities, and identifying the non-discrimination and equality ambassadors.

2. **Key informant interviews (KII) and surveys** – were conducted to complement the information compiled as a result of desk reviews, filling in the information gaps on the status and nature of administrative data systems on discrimination and inequality in the various southern African countries and validating the information compiled from the desk reviews exercise. The KII comprised mainly of National Statistical Officers (NSOs), Human Rights and Gender Commissions, Ministries, and Departments producing administrative data from the various SADC countries (Botswana, Malawi, South Africa, Zambia, and Zimbabwe). The surveys were administered to the NSOs in the respective countries.

3. **Snowballing** was conducted to increase the number of KII, get more information, and fill in the gaps about administrative data systems on discrimination and inequality in southern Africa.

Limitations

The following limitations characterized the study:

1. **No-to-slow response from the KII** – It was a bit challenging to organize interview sessions with the KII representatives from Ministries; Departments and Agencies (MDAs); Human Rights Commissions; Gender Commissions; Research Institutions; National Statistics Offices (NSOs), amongst others.

2. **Study period** – The study commenced when a significant portion of the target audience was inaccessible due to either being on holiday or not yet returning to work. This made it challenging to schedule interview sessions, as individuals were either away or not fully engaged in their professional responsibilities.

3. **Limited/lack of information** – It was initially assumed that Key Informant Interviews (KIIs) would provide the information required for the study. However, it became apparent that many informants had limited knowledge of administrative data systems related to discrimination and inequality in their respective countries. Furthermore, the resources available online regarding administrative data systems in the SADC region were also insufficient.

4. **Study methodology –** The proposed methodology for the study included desk reviews, Key Informant Interviews (KII), and snowball sampling. However, the study could have significantly benefited from supplementing this approach with a workshop gathering all the Key Informants in a central location. This would have facilitated richer discussions and enhanced collaboration, addressing the challenge of scheduling interviews with Key Informants from different countries who faced difficulties allocating time for the study.

Regardless of the limitations, the study can still guide the status and nature of administrative data systems on discrimination and inequality in the southern African region.

1 | BOTSWANA

1.1 Discrimination and inequality context

Botswana is a middle-income country in the middle of the Kalahari Desert of southern Africa. It gained independence in 1966, and apart from tourism, it is one of the largest exporters of diamond. It has a population of 2.6 million (as of 2021), and like many African countries, discrimination and inequality practices are largely associated with African traditional laws and the patriarchal societal environment. However, like many of its African counterparts, Botswana grapples with entrenched discrimination and inequality, often rooted in traditional laws and patriarchal societal norms.

Non-discrimination and equality imply that all persons, regardless of gender, sexual orientation, religion, educational level, disability status, religion, etc., are on the same pedestal. However, that is not the case the World over; some population sub-groups in different parts of the World, including Botswana, suffer discrimination and inequality in various forms. For instance, even though the distribution of women and men in public officials is symmetric in Botswana, the percentage of men in key ministries is high, and the statistic spills over to a higher pay scale for men than women. Additionally, there is a low under-representation of women in the political sphere.[3] Violence against women also remains endemic, and as presented in the report produced by Botswana Gender Based Violence (GBV) Prevention and Support Centre in 2021, there is an increase in violence against women and girls.[4]

Individuals with disabilities (PWDs) often encounter discrimination, relegating them to second-class status and leading to numerous barriers to accessing their fundamental human rights (i.e., education, employment, information).[5] Another community faced with discrimination and inequality injustices is the LGBTIQ+ despite legal rights changes.[3]

Nonetheless, despite the discrimination and equality challenges, the government of Botswana, through its constitution, provides for eliminating discrimination and inequality. Section 3 of the Constitution of Botswana affirms that *"every person in Botswana is entitled to the fundamental rights and freedoms of the individual."* Various policies, programs, acts, and strategies have been instituted to uphold this principle, including the *National Policy on Gender and Development,* the *National Gender-Based Violence Strategy 2015-2020,* the *Women's Economic Empowerment Programme,* and the *Botswana Employment Act.* These measures aim to promote non-discrimination and equality.

Furthermore, institutions such as the *Botswana National Gender and Development Commission,* tasked with monitoring and evaluating the implementation of gender policies, and the *Botswana Independent Electoral Commission,* mandated with conducting elections effectively, freely, and fairly, contribute to realizing these goals. Moreover, Botswana is a signatory to numerous international and regional treaties and conventions[6], including;

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3   Inequality in Botswana. UNDP 2021; https://www.undp.org/sites/g/files/zskgke326/files/migration/bw/UNDP_InequalityInBotswana3_compressed.pdf

4   Gender-Based Violence on the Rise in Botswana; http://www.xinhuanet.com/english/africa/2021-04/15/c_139880835.htm

5   Mukhopadhyay, S., & Moswela, E. (2020). Disability Rights in Botswana: Perspectives of Individuals With Disabilities; https://journals.sagepub.com/doi/full/10.1177/1044207319871745#tab-contributors

6   Status of Ratifications; https://indicators.ohchr.org/

- International Convention on the Elimination of All Forms of Racial Discrimination (CERD)

- International Covenant on Civil and Political Rights

- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

- Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women

- Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment

- Convention on the Rights of the Child (CRC)

- Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict

- Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography

- Convention on the Rights of Persons with Disabilities (CRPD)

On a regional scale, Botswana subscribes to the following treaties[7,8,9];

- African Charter on Human and Peoples' Rights

- African Charter on the Rights and Welfare of the Child

- AU Convention Governing Specific Aspects of Refugee Problems in Africa

Notably, despite the existence of treaties, conventions, acts, policies, and programs aimed at combating discrimination and inequality, Botswana

stands out as one of the countries in Southern Africa and globally with the lowest representation of women in political roles. This includes positions in parliament, government, the House of Chiefs, local government, decision-making roles in the justice system, and at the international level.

1.2 Role of NSOs

The Botswana NSOs, now National Planning Commission (NPC), also called Statistics Botswana (SB), is responsible for developing and managing official statistics, including administrative data on discrimination and inequality and other secondary sources. Additionally, SB is involved in primary data collection processes (i.e., surveys, census) and supervision, coordination, and monitoring of the National Statistical Systems (NSSs).

1.3 Overview of Administrative Data Systems

In Botswana, administrative data producers, particularly those focused on discrimination and inequality, comprise;

- Ministry of Justice;

- Ministry of Employment, Productivity and Skills Development;

- Ministry of Transport and Communications;

- Ministry of Education;

- Ministry of Youth, Gender, Sport and Culture;

- Botswana Police Service;

- Office of the Ombudsman;

- Botswana Centre for Public Integrity (BCPI);

- Botswana Watch Organization (BWO);

- Legal Aid Botswana;

- Botswana Centre for Human Rights (Ditshwanelo);

- Independent Electoral Commission (IEC) Botswana; and

7 https://au.int/sites/default/files/treaties/36390-treaty-0011_-_african_charter_on_human_and_peoples_rights_e.pdf
8 https://au.int/sites/default/files/treaties/36804-treaty-african_charter_on_rights_welfare_of_the_child.pdf
9 https://au.int/sites/default/files/treaties/36400-treaty-0005_-_oau_convention_governing_the_specific_aspects_of_refugee_problems_in_africa_e.pdf

- Human Resource Development Council (HRDC) etc.

In the spirit of leaving no one behind and the drive to achieve the Sustainable Development Goals (SDGs) by 2030, Botswana has joined many other countries in using administrative data systems in decision-making, policy formulation and tracking of the SDGs indicators. The MDAs mentioned above produce and disseminate administrative data on discrimination and inequality. The production, use and sharing of data, including administrative data records on discrimination and inequality, is guided by the *Data Protection Act, No 32 of 2018,* which "*regulates the protection of personal data and ensures that the privacy of individuals about their data is maintained*" and *Statistics Act 2009* which provides for "*production and dissemination of official statistics.*" These two acts provide the *frameworks* and *laws* that guide all stakeholders/ actors in producing, storing, disseminating, sharing and analyzing data sets in Botswana, including administrative data on discrimination and inequality. In addition to the laws and acts, mechanisms are in place that facilitate cooperation and good relationships between Statistics Botswana (SB) and data producers in the data ecosystem. For instance, the *Botswana Data Quality Assessment Framework (BDQAF)* guides data producers in producing and disseminating quality statistics and *Memorandum of Understanding (MoUs)* that facilitate cooperation and relationships.

The mode of administrative data collection in Botswana is digital and paper-based, targeting the whole population and disaggregated at national, provincial and local levels. The data holders (i.e., ministries departments) receive administrative data from the other MDAs in the network both in electronic and hard copy format. Administrative data sharing amongst the MDAs is based on data available and occurs daily, quarterly, monthly, and annually. Quality control mechanisms guiding these processes exist at the SB and organizational levels.

It is also worth noting that although the production, coordination and dissemination of administrative data records is an assumed function of the SB, this is not the case now. The MDAs produce and disseminate administrative data on discrimination and inequality independently. SB is still in the process of fully setting up mechanisms and protocols guiding the production and dissemination of administrative data, including on discrimination and inequality. The NGOs/CSOs, in addition to measuring and assessing their impact in the fight against discrimination and inequality, also provide checks and balances to all state activities geared towards non-discrimination and equality. Like any data activity, the production and dissemination of administrative data is characterized by certain challenges, including;

- Infrastructure - No administrative tool (information management systems) for proper and easy data collection and data dissemination
- Under-reporting as a result of lack of data,
- Data harmonization challenges,
- Data management issues
- Data quality challenges
- Coordination challenges of the various data producers, etc.

Table 1: Summary of administrative data sources, data collected, use and related challenges in Botswana

Metric/Indicator	Key Finding
Number of existing active collectors and users of Admin data	At least 11
Type of organizations collecting admins data	National, local administrative body, other justice sector institutions, NGOs/Civil society organization, police
Type of datasets and elements of discrimination and inequality in the admin data	Demographics, health, employment, crime
Admin data quality	There exists clear framework on data quality (Botswana Data Quality Assessment Framework) however, there are still inconsistencies, incompleteness and timeliness challenges
Digitization, intractability, and visualization of admin data	Paper based and digital
Accessibility and dissemination of data	Digital form, sent through a format, depends on the report -submitted both electronically and in hard copies. Formats which are not readily usable as admin data is still mostly collected using paper-based forms.
What's the general cross-cutting overall challenge for the country	No proper infrastructure for administrative data production and dissemination, limited reporting on discrimination and inequality due to lack of data, no data management framework available to guide administrative data management processes, data harmonization challenges, lack of enough finances for training data officers (i.e., in the Justice sector to begin the processes of converting the physical files into soft copies and on IS systems).
Thematic areas covered	Promotion of Equality

1.4. International and regional treaty reporting

the Ministry of Foreign Affairs oversees international and regional reporting on the treaties in Botswana. However, this is done in collaboration with the other ministries. For instance, the Ministry of Justice reports on the Convention on Eliminating All Forms of Racial Discrimination (CERD).[3] SB is responsible for providing the needed data.

1.5. Data gaps/challenges analysis

some of the challenges/gaps that Botswana faces with administrative data on discrimination and inequality include;

- *Incompatible data systems* – This arises from a lack of harmonisation in collecting and disseminating administrative data records. Some sectors producing administrative data, especially in government ministries and departments, still collect data manually (i.e., through paper-based techniques - information captured on books). This makes data sharing a serious challenge.

- *Inadequate data dissemination/ reporting* – Many stakeholders/sectors in Botswana produce administrative data on discrimination and inequality. However, the data produced is mainly for internal use without considering the data needs of outside users.

- *Skill development* – Skill development mainly occurs at the national level. In many instances, the NSOs at the district and province levels do not have enough personnel with relevant technical skills to compile, analyze, and disseminate administrative data records. Additionally, in some instances, there exists a lack of standardized tools for data collection, compilation, and analysis.

- *Missing data* – This arises due to differences in frequencies at which the different sectors/data producers compile and disseminate administrative data on discrimination and inequality. It is also occasioned by differences in variable/indicator naming/disaggregation.

- *Lack of coordination of data sources* – Many MDAs produce a lot of data at district, province, and national levels however, due to limited numbers of personnel with needed technical skills at all levels, lack of policies and agreed MoUs on data exchange and sharing, agency and interagency coordination becomes a problem.

However, despite the stated data gaps/challenges, SB is currently working with MDAs, including those involved in producing and disseminating administrative data on discrimination and inequality, to address the above-mentioned data gaps/challenges. The data collection tools used by MDA's are currently being assessed to ensure that the data collected will enable them to report to both national and international frameworks, such as the SDG's and Agenda 2063, among others. Additionally, to ensure harmonization in definitions and concepts used by MDA's, digitization of all data management processes with MDAs is on course.

1.6 Data capacity gaps

the data capacity gaps experienced in Botswana regarding administrative data on discrimination and inequality include;

- *Technical skills (statistical)* – Most MDAs in Botswana lack the necessary statistical skills for collecting, analyzing, compiling and disseminating administrative data on discrimination and inequality.

- *Infrastructure* – The infrastructure available for use by the MDAs is insufficient, and there is also no centralized systems for administrative data records. This challenges coordination, collaboration, and data sharing on discrimination and inequality. However, ministries involved with producing and disseminating administrative data on discrimination and inequality, such as the Ministry of Justice, are in the process of developing their own centralized systems.

- *Limited resources* –The MDAs are under-resourced and cannot effectively carry out administrative data activities from collection to dissemination. For instance, the Ministry of Justice has insufficient finances to convert paper-based files into electronic format.

1.7. Data quality gaps

Some of the data quality gaps experienced by the stakeholders involved in discrimination and inequality of administrative data in Botswana include;

- data inconsistencies,
- data incompleteness, and
- timeliness

These data quality gaps are due to *limited funding, inadequate data management skills, outdated and incompatible systems,* and *poor interagency coordination.*

Despite the challenges experienced with data quality, the *Botswana Data Quality Assessment Framework* and the *Botswana Strategy for the Development of Statistics* (BSDS) have been developed mainly to improve the coordination of statistical activities in the statistical system with the ultimate goal of improving the data quality situation in the country.

1.8. Data accessibility and use

The production of administrative data in relation to surveys is less expensive as they are collected as part of routine activities. However, the challenges that arise in Botswana when it comes to access and use of these datasets include;

- They are not in a *format* that is readily usable since most of the MDAs still rely on paper-based data collection methodologies (i.e., court reports);

- Not easily *accessible* since many MDAs still capture administrative data manually or pose outed infrastructures. Additionally, still, there are no systems in place for collecting administrative data;

- Not *timely* due to poor infrastructure for easy data sharing amongst stakeholders involved. Data is collected manually.

Despite the challenges, the ministries and departments in Botswana have recognized the value of administrative data and promoted their uptake and use. They include;

- Ministry of Local Government and Rural Development - Department of Social Welfare and Benefits Services;

- Ministry of Youth, Gender, Sport and Culture-Department of Genders; and

- Ministry of Justice

1.9. Good practices

The good practices in Botswana promoting administrative data use and areas include;

- Ministry of Local Government and Rural Development-Department of Social Welfare and Benefits Services; Ministry of Youth, Gender, Sport and Culture - Department of Genders; Ministry of Justice working together to promote uptake and use of administrative data.

- The availability of the Data Quality Policy was published by Statistics Botswana and shared with the National Statistical Systems (NSSs) to promote the production of quality administrative and non-administrative data and statistics.

2 | MALAWI

2.1. Discrimination and inequality context

Malawi has a surface area of 118,000 km^2, with a population of approximately 21 million (as of 2022). The country is landlocked with an economy largely dependent on agriculture, and most of the population is subsistence farming. The country faces economic challenges, but efforts are being made to diversify and strengthen the economy. Like many countries, there are incidences associated with discrimination and inequality that have been either mentioned or reported. Over the past two decades, Malawi has undertaken various commitments to advance human rights and equity by both signing and ratifying numerous international and regional treaties and conventions[7] including:

- International Convention on the Elimination of All Forms of Racial Discrimination
- International Covenant on Civil and Political Rights
- Optional Protocol to the International Covenant on Civil and Political Rights
- International Covenant on Economic, Social, and Cultural Rights
- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment
- Convention on the Rights of the Child
- Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict

- Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography
- International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families
- International Convention for the Protection of all Persons from Enforced Disappearance
- Convention on the Rights of Persons with Disabilities

In addition to,

- SADC Declaration on Gender and Development and its Addendum[10]
- Protocol to the African Charter on Human and Peoples Rights on the Rights of Women in Africa[11]

Section 24 of the Republic of Malawi's Constitution has also lent its voice to the fight against discrimination and inequality by explicitly prohibiting discrimination based on various grounds, including race, colour, sex, language, religion, political opinion, nationality, ethnic origin, social origin, disability, property, birth, or other status. This sentiment is also shared both by the *Gender Equality Act of 2013,* which mandates "*the Commission to enforce a provision on sexual harassment in the workplace*", and the *National Gender Policy (2015),* which aims to reduce gender inequality and enhance the participation of women, men, girls, and boys in socio-economic and political development.

10 https://www.sadc.int/sites/default/files/2021-08/Protocol_on_Gender_and_Development_2008.pdf
11 https://www.ohchr.org/sites/default/files/Documents/Issues/Women/WG/ProtocolontheRightsofWomen.pdf

Even though the country has put in place targeted efforts and interventions geared towards non-discrimination and equality in society, attaining non-discrimination and equality in the society is still a mirage. This can be attributed to the gradual pace at which these interventions are being adopted and the mismatch between formal and customary law practices within the society.[12] The Malawian society is predominantly patriarchal, and this has resulted in the manifestation and entrenchment of gender-based inequalities and discrimination. This manifestation is evident in women having higher illiteracy rates, having limited access to systems and services, participating in low-income activities, limited or low participation in decision-making, not forgetting gender-based violence.[13] Members of the LGBTQI community also face discrimination and inequality in Malawi due to the law/constitution failing to recognize them.[14]

Efforts geared towards gender equality, social inclusion, and resilience in Malawi have also led to issues related to the well-being of children and adolescents whose culture has been subjected to initiation rituals, child labour, and early marriage, as well as denying them education.[15,16] The loss of status among older people has also been reported.[18] Malawi also has 10 per cent of its citizens living with disability who are often neglected[17] despite their rights stipulated in the Republic of Malawi Constitution. Additionally, 0.8 per cent of the citizens live with albinism and have been subjected to discrimination stemming from cultural beliefs that have resulted in ritual killings or accusations of witchcraft.[18] Instances of discrimination have also been reported in the case of people living with HIV, even though antiretroviral (ARVs) treatment is accessible, and HIV is no longer a death sentence.[19]

The above asserts the need for administrative data systems in Malawi regarding discrimination and inequality to assist with achieving non-discrimination and equality both in Malawi and globally.

2.2. Role of NSOs

The main function of the National Statistics Offices (NSOs) in Malawi includes;

- coordinating data collection,
- working with data users to define data needs,
- improving data quality and
- publishing and disseminating official statistics

As with the adoption of administrative data for decision making, Malawi NSO have extended their functions to the production and dissemination of administrative data, including on discrimination and inequality

2.3. Overview of administrative data systems

In Malawi, decision-making and planning rely mainly on survey data. However, the country is transitioning and is in the process of complementing survey data with administrative data. Therefore, the government ministries and organizations producing and compiling administrative data on discrimination and inequality include:

1. Ministry of Gender, Community Development and Social Welfare (MoGCDSW)
2. Ministry of Health and Population
3. Malawi Police Station

12 Lovell M. Gender Equality, Social Inclusion and Resilience in Malawi. July 2021.
13 Molloy E. PROSPER Gender Equality and Social Inclusion Analysis Strategy. 2020b. p. 9; 12
14 HRW – Human Rights Watch. 'Let Posterity Judge' Violence and Discrimination against LGBT People in Malawi. USA: Human Rights Watch; 2018. p. 1.
15 [18] CEDAW, Pre-session working group, Thirty-fifth session, 15 May-2 June 2006
16 UN report, 2006 General Assembly WOM/1560, 19 May, UN Department of Public Information
17 Research reveals rights breaches against disabled people during COVID pandemic in Malawi.
18 Violence and discrimination against people with albinism in Malawi.

19 My right, My health

4. Ministry of Education

5. Ministry of Justice

6. Civil Registration and Vital Statistical System

7. Ministry of Labour

8. Ministry of Finance, Economic Planning and Development

9. Ministry of Lands, Housing and Urban Development

10. Ministry of Transport

11. Malawi Human Rights Commission[20], etc.

Apart from government organizations, there are also CSOs/NGOs involved in discrimination and inequality activities, and they produce administrative data based on their location of operation. The CSOs/NGOs also play a crucial role in "*furthering democracy and promoting human rights, social and economic development and nation building*." The CSOs/NGOs include;

1. Community Initiatives for Social Empowerment (CISE),

2. Allied Rainbow Communities (ARC) International,

3. Centre for Human Rights Education Advice and Assistance (CHREAA),

4. Amnesty International

5. Hope Plus Organization (HOPE), amongst others.

In addition to the administrative data records produced, Malawi NSO conducts surveys with modules on discrimination and inequality, in particular on gender-based violence and empowerment. The surveys conducted are:

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20   The Commission is internationally accredited (status A) by the Global Alliance of National Human Rights Institutions (September 2024).

Table 2: Summary of administrative data sources, data collected, use and related challenges in Malawi

Metric/Indicator	Key Finding
Number of existing active collectors and users of Admin data	At least 17
Type of organizations collecting admins data	National, local administrative body, other justice sector institutions, NGOs/Civil society organization, police
Type of datasets and elements of discrimination and inequality in the admin data	Demographics, health, employment, crime, Vulnerable groups such as men and women those affected by violence, Vulnerable children
Admin data quality	There exists a framework on data quality (Data Quality Assessment Framework), feedback mechanisms, compendium of statistical concepts and definitions etc. however, there are still comparability, consistency and timeliness challenges
Digitization, intractability, and visualization of admin data	Paper based and digital
Accessibility and dissemination of data	Electronic
What's the general cross-cutting overall challenge for the country	Some of the data collectors are not in pay roll, there is lack of gadgets such as tablets and slowdown of the systems, inadequate staff to collect data etc.
Thematic areas covered	Promotion of Equality, Experiences of Discrimination and Harassment

Name of Survey	Year/Month of last data collection	Frequency of data collection
The Malawi Demographic Health Survey with modules: women empowerment and domestic violence	2015-16	It depends on other surveys are conducted every 3, 5 or 10 years
Multiple Indicator Cluster Survey	2019-2020	It depends on other surveys are conducted every 3, 5 or 10 years
Population and Housing Census	2018	It depends on other surveys are conducted every 3, 5 or 10 years
Integrated and Household Surveys	2019	It depends on other surveys are conducted every 3, 5 or 10 years

The administrative data collected by the above-mentioned ministries and departments is either paper-based or digital and exchanged electronically. The data collected is required by law and often accessible through reports and publications. The thematic areas covered are;

- Experiences of discrimination and harassment; and

- Promotion of equality

Experiences of Discrimination and Harassment include experiences of direct discrimination and harassment by public and private actors nullifying or impairing access to an adequate standard of living, health, education, equality of livelihood opportunities (incl. SDG 1, 2, 3, 4, 6, 7, 8, 11). This includes data on access to and quality of service provision across sectors, incl. education, health, food, housing, water, and sanitation, social security,

work, land ownership, energy, public transportation, etc.

Promotion of Equality includes data related to positive action or preferential treatment measures aiming to ensure or accelerate equality in the enjoyment of human rights; data linked to quotas or other special measures in legislative, executive, and judicial for targeted populations; data on the representation of targeted population groups in the public and private sectors; etc. (incl. SDG 5, 10, 16).

The administrative data records, especially from the Ministry of Gender, Community Development and Social Welfare (MoGCDSW), use the National ID as the unique identifier, making it much easier for these datasets to combine and/or connect with the other administrative data sources. The discrimination grounds that the administrative data covers are the vulnerable groups such as men, women, and children affected by violence.

The administrative data production targets the entire population, and granularity is divided into national, regional, and local. The frequency of collection and or update of these administrative data by the data holders/producers varies from ministry to ministry (i.e., monthly, annually, quarterly). Additionally, data sharing and exchange frequency with the NSOs and NSS varies (i.e., quarterly, annually). Quality control and data protection protocols exist (i.e., raw data available at the individual level but anonymized and processed at the aggregated level). Moreover, laws in place guide data production, dissemination, and use, such as the *Statistical Act of 2013* and memorandums signed between National Statistical Systems (NSS) and the various data producers. However, it is worth noting that specific acts, frameworks, models, mechanisms, and processes that guide the production and dissemination of administrative data on discrimination and inequality have yet to be drafted. Currently, the *Statistical Act of 2013* and the available *MoUs* guide the production and dissemination of administrative data, including on discrimination and inequality.

Further, like many countries in the region, administrative data production and dissemination is plagued by challenges, which include;

- Limited availability of up-to-date data records;
- Outdated information management systems and
- Inadequate personnel to assist with the administrative data processes, etc.

2.4. Data gaps/challenges

Despite having a promising constitution, valuable policies, and many players/actors in the fight against discrimination and inequality, Malawi faces hurdles in combating discrimination and implementing development programs. There is still;

- Institutional and structural issues which stem from a limited resource base and the refusal of organizations to share data despite having MoUs.
- Cultural practices, beliefs, traditions, and social norms also pose challenges. Significant efforts are needed to ensure the successful implementation of policies and programs and the transformation of traditional discriminatory values.
- Data harmonization issues exist since many actors have no common data collection templates for discrimination and inequality indicators.
- Over reliance on surveys for monitoring and tracking discrimination and inequality in the country.

2.5. Data capacity gaps

Some of the challenges that Malawi experiences when it comes to capacity include;

- ***Resources (financial and human capital)*** – The Malawi government lacks sufficient resources and dedicated budgets for generating administrative data on discrimination and inequality. Consequently, the NSOs depend on support from donors and non-governmental organizations to train, compile, and produce administrative data. Further, there is also a high staff turnover of the NSOs, mainly due to staff rotation amongst the MDAs.
- ***Infrastructure*** – The NSOs are not adequately resourced regarding office space (i.e., regional offices), making them unable to effectively and efficiently carry out their responsibilities.

2.6. Data quality gaps

When it comes to the quality of data on discrimination and inequality, Malawi experiences the below challenges:

- ***Consistency*** - This is a problem since there is no harmonisation amongst the players involved in the data journey on discrimination and inequality, and it is also because of the refusal by some actors to share their datasets with others.
- ***Comparability*** - Due to the many actors in the field with no one uniform data template, comparison is an issue since every player has its own reporting and production mechanism.
- ***Timeliness*** - There is underreporting, and the frequency at which data is collected is not often. Additionally, the publication of statistics is not regular, and at times, publications are not up to date.

To address these aforementioned data quality challenges, Malawi NSO;

- Have put in place quality control mechanisms for data collection for the NSS (i.e., the Data Quality Assurance Framework)
- Have feedback mechanisms

Have designed a compendium of statistical concepts and definitions to standardize and harmonize the nomenclatures of statistics.

- Supervise the production of data on discrimination and inequality

- Conduct spot-checks for MDAs in charge of producing administrative data. This helps with reviewing the data production processes.

- Conduct extensive training on the production and use of administrative data sources. For instance, Malawi NSO capacitates the Ministry of Health and National Registration to produce quality administrative data and use cases.

2.7. Good practices

Some of the good practices in place in Malawi, aimed at enhancing the use of administrative data in general and in discrimination and inequality, include;

- Conducts extensive training on the production and use of administrative data sources. For instance, ministries are undergoing training (i.e., Ministry of Health and National Registration) and the introduction of in-service training opportunities through Chancellor College of the University of Malawi to equip the data producers and data users with knowledge on data collection, analysis, dissemination and storage including for administrative data on discrimination and inequality.

- Malawi NSO has commenced using the Civil Vital Registration Statistics (CVRS) to report birth, death, and marriages.

- Malawi NSO, with support from the MDAs, has designed a centralized GBV data hub (www.nsogbv.mw) for easy access, sharing, and storage of administrative data from the social welfare offices, police, and judiciary. The data is sent directly to the NSO servers.

2.8. Recommendations

To improve administrative data use and production in Malawi for easy monitoring and on discrimination and inequality, there is a need for;

1. Capacitation on methodologies for producing, storing, analyzing, using, and disseminating administrative data, i.e., the ongoing collaborations between the National Statistical Office with the Ministry of Health and the National Registration Bureau.

2. A centralized information management system on the different themes of discrimination and inequality (i.e., not only focusing on GBV) is accessible to the data producers and users.

3. A template with the indicators and common codes for most of the discrimination and inequality indicators to help with the data harmonisation and consistency issues.

4. Government allocation of resources and funding for producing and disseminating administrative data on discrimination and inequality within its fiscal budget.

3 | REPUBLIC OF SOUTH AFRICA

3.1. Discrimination and inequality context

Touted as the Rainbow Nation, South Africa has emerged from the shadows of apartheid, evolving into a symbol of hope rooted in acceptance, truth, justice, and reconciliation. The haunting legacy of systemic discrimination inherent in the apartheid era continues to reverberate across various facets of society.[21] From accessing schools[22] and places of residence in specific areas to health services and employment, the echoes of this discriminatory past persist.[23] Interestingly, a flip side has emerged, where the previously disadvantaged now engage in reverse discrimination[24], affecting workplaces and employment opportunities and even contributing to the emergence of pockets of xenophobia and xenophobic attacks.[25]

The contentious issue of land and land expropriation takes centre stage in South Africa, fueled by the belief that a particular race disproportionately owns most of the land, controlling the factors of production and steering the economy.[26] This debate, intertwined with

the memories of systemic discrimination, has evolved into a transformational and revolutionary agenda, potentially resulting in discrimination against certain sections of the society. However, South Africa has passed The Expropriation Bill in response to the emerging issues related to land and property.[27] The dialogue around this issue is a testament to the complex challenges that persist, demanding attention and resolution.

As a major economic player in Africa, South Africa's open investment environment has attracted citizens from other countries seeking opportunities. While the nation faces economic challenges, with a shrinking economy and escalating youth unemployment, targeted interventions are being implemented to rejuvenate the economy and stimulate growth. However, within this transformation landscape and economic flux, discrimination and inequality also *cast their shadows* on South Africa, impacting its social fabric and progress toward a more equitable society.

Moreover, gender inequality persists in South Africa despite progressive laws and policies that the government has put in place. Women still face discrimination along many dimensions, including wage gap disparities, limited representation in leadership, and high rates of gender-based violence (GBV). Traditional gender roles, anchored in patriarchy, constrain opportunities, particularly for rural women, hence the need for advocacy and policy reforms geared towards addressing systemic barriers to equality. Systemic inequalities also exist when it comes to people

21 Strauss, Margot. (2019). A Historical Exposition of Spatial Injustice and Segregated Urban Settlement in South Africa.*Fundamina,* 25(2), pp. 135-168. https://dx.doi.org/10.17159/2411-7870/2019/v25n2a6
22 Robin Cowan, Moritz Müller, Alan Kirman, Helena Barnard, Overcoming a legacy of racial discrimination: competing policy goals in South African academia, *Socio-Economic Review*, 2023; mwad043, https://doi.org/10.1093/ser/mwad043
23 Jeremy Seekings (2008) The continuing salience of race: Discrimination and diversity in South Africa, Journal of Contemporary African Studies, 26:1, 1-25, https://doi.org/10.1080/02589000701782612
24 April, K. (2021). The narratives of racism in South Africa. P. Daya., & K. April (Eds.), 12, 11-31
25 Mubangizi, J. C. (2021). Xenophobia in the labour market: A South African legal and human rights perspective. *International Journal of Discrimination and the Law*, 21(2), 139-156. https://doi.org/10.1177/13582291211014412
26 Adeoye O. Akinola (2020) Land Reform in South Africa: Interrogating the Securitization of *Land Expropriation Without Compensation*, Politikon, 47:2, 215-232, DOI: 10.1080/02589346.2020.1715178

27 Expropriation Bill. (n.d.). Available at: https://www.parliament.gov.za/storage/app/media/Bills/2020/B23_2020_Expropriation_Bill/B23_2020_Expropriation_Bill.pdf.

with disability when it comes to employment, education, and access to services. Hate crimes and societal stigma persist in South Africa despite progressive laws when it comes to the LGBTQI community, particularly against transgender and gender-nonconforming individuals.[28] Strides still need to be made in this regard.

Nonetheless, to end structural and systemic discrimination and inequality in South Africa, commissions, for instance, the *South African Human Rights Commission* (SAHRC)[24], have been established to promote, protect, and monitor *human rights, specifically in combatting discrimination*. The SAHRC investigates complaints, conducts research, and raises awareness on issues related to discrimination and inequality. There is also the *Commission for Gender Equality,* which is mandated to *promote and protect gender equality in South Africa*. Further, South Africa has a *Commission for Conciliation, Mediation and Arbitration* (CCMA) mandated to *promote social justice and fairness in the workplace*. Apart from the commissions, there are also acts in place, such as the *Promotion of Equality and Prevention of Unfair Discrimination Act No 4 of 2000,* also known as the *Equality Act or PEPUDA***.**[29] The act aims at preventing and prohibiting unfair discrimination while promoting equality across various grounds, such as race, gender, disability, and sexual orientation. *Employment Equity Act No 55 of 1998* aims to promote and achieve equality in the workplace. *South Africa Schools Act of 1996* to undo the apartheid legacy in the education system.

On the global stage, South Africa has committed to combat discrimination and inequality by ratifying international treaties and conventions.[7] For instance;

1. International Convention on the Elimination of All Forms of Racial Discrimination (CEDAW)

2. International Covenant on Civil and Political Rights

3. Optional Protocol to the International Covenant on Civil and Political Rights

4. Second Optional Protocol to the International Covenant on Civil and Political Rights, aiming at the abolition of the death penalty

5. International Covenant on Economic, Social and Cultural Rights

6. Convention on the Elimination of All Forms of Discrimination against Women

7. Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women

8. Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment

9. Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment

10. Convention on the Rights of the Child

11. Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict

12. Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography

13. Convention on the Rights of Persons with Disabilities

14. Optional Protocol to the Convention on the Rights of Persons with Disabilities

At the regional level, South Africa commits to;

• African Union (AU) Agenda 2063[30]; and

• Southern African Development Community (SADC) Gender Protocol

28 Emmanuel Mayeza (2021) South African LGBTPQ Youth: The Perceptions and Realities of Coming out and Parental Reactions, Journal of GLBT Family Studies, 17:3, 292-303, DOI: 10.1080/1550428X.2021.1897051

29 Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000 | South African Government. (n.d.). Retrieved February 8, 2024, from https://www.gov.za/documents/promotion-equality-and-prevention-unfair-discrimination-act

30 https://au.int/en/agenda2063/overview

Nonetheless, despite the treaties, acts, frameworks, commissions and equality courts set up in every magisterial district to help fight against discrimination and inequality, elements of discrimination and inequality still exist. South Africa is yet to achieve non-discrimination and equality.

3.2. Role of NSOs

In South Africa, the NSOs known as Stats SA act as the official producer and respected coordinator of official statistics (administrative and non-administrative records) as outlined in the Statistic Act 1999. Amendments to the Statistics Act of 1999 further extend the powers of Stats SA as a key role player in developing the National Statistical Systems (NSS).

3.3. Overview of administrative data systems

In South Africa, the ministries and departments in charge of administrative data production and dissemination relevant to monitoring discrimination and inequality include;

1. Social Security Agency
2. Department of Justice and Constitutional Development
3. Department of Agriculture, Land Reforms and Rural Development
4. Department of Higher Education and Training
5. Department of Employment and Labour
6. The Commission for Conciliation, Mediation and Arbitration (CCMA)
7. South Africa Police Service
8. Department of Basic Education
9. Department of Social Development
10. Statistics South Africa (STATS SA)
11. Parliament
12. Department of Public Service and Administration
13. Electoral Commission of South Africa (IEC)
14. Ministry of Health, etc.

Other than the ministries and departments, there are CSOs/NGOs and academic/research institutions producing and disseminating administrative data on discrimination and inequality, including;

- The South African Human Rights Commission (SAHRC)
- The Legal Resources Centre (LRC)
- The Centre for Human Rights (CHR) at the University of Pretoria
- Lawyers for Human Rights (LHR)
- Equal Education
- Treatment Action Campaign (TAC)
- Gender Links
- Black Sash
- Women's Legal Centre (WLC)

The CSOs/NGOs also advocate for transparency and accountability in using data, including administrative data on discrimination and inequality, for policy assessment. Moreover, to complement the administrative data, STATS SA also conducts surveys with modules on discrimination and inequality. The surveys include;

Survey	Year/Month of last data collection	Collection Frequency
Quarterly Labour Force Survey	Q3; 2023	Annually 2000 – 2007; Quarterly since 2008
Governance Public Safety and Justice Survey	2021|2022	Annually since 2018|2019 Preceded by the Victims of Crime Survey 2009|2010 to 2017|2018
National Household Travel Survey	2020	Periodic; 2003;2013;2020
Demographic and Health Survey	2016	Periodic 2003; 2016
Living Conditions Survey	2014|2015	Periodic 2008|2009; 2014|2015
General Household survey	2021	Annually since 2002
Housing and Population Surveys	2022	Every ten years; most recent 2001;2011;2021
Survey of Municipalities		Annually
School Monitoring Survey	2022	Periodically 2011,2017,2022
Gender Equality Strategic Survey (GESFS)		
School Safety and Violence Survey	2012	Periodic

The data collection process by the MDAs in

South Africa is mainly through digital means and formats, in which data received by data holders is electronic. The collected data by the respective MDAs is required by law and is accessible, not online but on the departmental information systems and through publications and reports. Some administrative data collected have unique identities (i.e., national ID), whereas some are based on ministries or departmental unique identification codes. As a result of using national ID as a unique identity, for instance, the administrative data sources produced by the *Social Security Agency* can easily be connected or combined with those from the *Department of Labour* and *Home Affairs Department*. The coverage for the administrative data produced by the various ministries and departments is mainly for the entire population, and granularity levels vary from national, regional, and municipal. Quality control mechanisms exist for the production and dissemination of administrative data records. However, like many other countries in the SADC region, formal agreements or MoUs guiding administrative data exchange and sharing activities are yet to be institutionalized.

Nonetheless, administrative data exchange occurs mainly through mutual and informal agreements and directors' directives.

Of the six discrimination and inequality sub-categories as per Praia's city group broad categorization, the administrative data collected by MDAs in South Africa addresses the following;

- Experiences and Perceptions of Discrimination & Harassment;
- Hate Crimes and Hate Speech;
- Reporting and Sentencing of Discrimination, Harassment and Hate Crimes;
- Promotion of Equality, and
- Indirect Discrimination.

However, many of the MDA's report on the *promotion of equality* sub-category.

Like any other country in SADC, RSA is plagued by challenges inhibiting its effective and efficient production, dissemination and use of administrative data, some of which include;

- Lack of information on the part of the

administrative units responsible for administrative records,

- Rotation of the personnel responsible for collecting the data,
- Administrative changes in terms of funding,
- Lack of technological infrastructure and registration systems (see section 3.5 – 3.7).

Nonetheless, using administrative data records is a cheaper alternative to surveys. Its adoption is promoted amongst ministries and departments in RSA for evidence-based decision-making, monitoring and planning purposes. Though there are no specific acts and frameworks in place for administrative data process, especially on discrimination and inequality, the existing acts and frameworks, such as the *Statistics Act No. 6 of*

1999[31] *,* which provides for *a Statistician-General as head of Statistics South Africa responsible for collection, production and dissemination of both official and non-official statistics*. The *Protection of Personal Information Act*[32] (Act No 4 of 2013) is also referred to as the *POPI Act or POPIA.* POPI Act is South Africa's data privacy law that protects the misuse of individuals' personal information. The *South Africa Statistical Quality Assessment Framework – (SASQAF)*.[33] These acts and frameworks also cut for administrative data. Therefore, they guide the stakeholders/ data producers and users involved in producing, analysing and disseminating administrative data on discrimination and inequality.

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31 Statistics Act; https://www.statssa.gov.za/?page_id=830
32 Protection of Personal Information Act (POPI Act); https://popia.co.za/
33 South Africa Statistical Quality Assessment Framework; https://www.statssa.gov.za/standardisation/SASQAF_Edition_2.pdf

Table 3: Summary of administrative data sources, data collected, use and related challenges in South Africa

Metric/Indicator	Key Finding
Number of existing active collectors and users of Admin data	At least 23
Type of organizations collecting admins data	National or local service provision institution, other justice sector institutions, NGOs/Civil society organization, police, National statistical officer, equality body,
Type of datasets and elements of discrimination and inequality in the admin data	Demographics, health, employment, crime, Land owners, migrant workers, salaries, social protection, food production, human trafficking etc.
Admin data quality	There exists a framework on data quality (South Africa Statistical Quality Assurance Framework), compiling an Integrated Indicator Framework (IIF), enforcing use of unique identification such as ID numbers etc. however, there are still incompleteness, and timeliness challenges
Digitization, intractability, and visualization of admin data	Paper based (police records) and digital
Accessibility and dissemination of data	Electronic
What's the general cross-cutting overall challenge for the country	Lack of information on the part of the administrative units responsible for administrative records, rotation of the personnel responsible for collecting the data, administrative changes in terms of funding, lack of technological infrastructure and registration systems.
Thematic areas covered	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

3.4. International and regional treaty reporting

The Department of Women, Youth and Persons with Disabilities (DWYPD), under the presidency, is the official department responsible for international and regional treaty reporting in South Africa. However, DWYPD is characterized by certain data challenges and sometimes lacks adequate data to meet its data needs and fulfil national and international reporting requirements.

3.5. Data gaps/challenges analysis

Even though STATS SA has one of the most established National Statical Systems (NSS) compared to the others in the southern African region, STATS SA also experiences certain challenges which affect its production, analysis and dissemination of official data and statistics, including administrative data on discrimination and inequality. These include;

- *Incomplete data* – especially when available administrative data records are disaggregated. For instance, the District Health Information System (DHIS), managed by the Department of Health (DoH), has rich administrative data. However, it is not disaggregated by sex and age.

- *Outdated records* – South Africa has invested in good departmental and ministerial data management systems. However, the administrative data records in most of the data management systems are outdated since they are not continuously updated with current data/information. This might be attributed to not having enough personnel.

- *Access* – Although data management systems for collecting administrative data records on discrimination and inequality are in place, accessing the administrative data

records by users can be challenging.

- *Data silos* – South Africa has rich administrative data records since STATS SA is well established and has many data management systems that can help with the collection of administrative data records. However, certain MDAs work in isolation without cooperation or collaboration with other data producers in the data ecosystem. This makes it difficult for data producers and users to know the availability and location of their respective administrative data needs.

3.6. Data capacity gaps

Below are some data capacity gaps affecting South Africa regarding the production, analysis, and dissemination of data, including administrative data on discrimination and inequality.

- *Human resources* – STATS SA has a dedicated unit (SANSS) that supports the production and consumption of administrative data on discrimination and inequality activities. The SANSS team does not have enough personnel with the necessary technical and statistical skills to support the whole statistical system activities, let alone the production of statistics on inequality and discrimination.

- *Infrastructure* – South Africa has a lot of infrastructure to support the production and consumption of administrative data on discrimination and inequality. However, this is not enough. For instance, DWYPD has no IT infrastructure to support the large volumes of administrative data records produced and received from multiple data producers and requests from multiple data users.

- *Financial resources –* STATS SA, in relation to the other NSS in the southern Africa region, has previously received good financial support from the government.

However, the recent budget cut from the National Treasury since 2015/2016 to reduce the public sector wage bill has negatively impacted Stats SA's staffing and data production to the data users. According to STATS SA, the entire data value chain is affected in one way or the other.

- **Capacitation** – Most MDAs dealing with producing and disseminating data, including administrative data on discrimination and inequality, require technical training to carry out their responsibilities more effectively and efficiently. For instance, data analysis and disaggregation, basic concepts and definitions, and presentation and collection of statistics on discrimination and inequality, amongst others.

3.7. Data quality gaps

Data is the engine that keeps many organisations afloat. However, it has to be of quality. There are different dimensions for determining data quality. In South Africa, based on the data quality dimensions, administrative data on discrimination and inequality suffers and fails to meet some of these quality dimensions, including;

- **Completeness** - Few MDAs report on disaggregated data. For instance, South African Police Services (SAPs), which compiles and reports data on crime, even though their data passes through SASQAF, at the moment, the collected and compiled administrative data by SAPs is not sufficiently disaggregated by sex. Additionally, the DHIS is considered a source of good quality data. However, if the data is disaggregated by sex and age, many data gaps impede analysis and decision-making.

- **Timeliness** – There are delays in data collection, which in turn result in delays in the publishing of results/findings. Additionally, there is a big gap between

successive surveys. For instance, the last time survey data was produced was in 2010, and there was a 14-year gap between the two DHS surveys. The big lag is attributed to the financial constraints that STATS SA is experiencing.

Despite the data quality challenges, STATS SA have come up with several measures to address the data quality issues amongst data producers:

1. •   Developing and applying the South African Statistical Quality Assurance framework (SASQAF)[34] throughout the data value chain, aligned with international best practices and regularly publishing and updating statistical concepts and definitions.[35]

2. Phasing out the idea of NSS to that of a data ecosystem and based on the current strategic plan 2020/2021 – 2024/2025[36] advocating more for stronger linkages between users, suppliers, and producers of data, in turn, will improve collaboration and address most of the data quality challenges such as timeliness, completeness, relevance amongst others.

3. Compiling an Integrated Indicator Framework (IIF)[37] which consists of SDGs, Agenda 2063, and National Development Plan (NDP) development indicators. The IIF is essential for monitoring and providing data for the SDGs, NDP, and Agenda 2063 development indicators.

4. The focal points, especially gender focal points, meet quarterly and follow the guidance provided by the DWYPD to avoid having too many indicators with missing data gaps.

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34   South Africa Statistical Quality Assurance Framework; http://www.statssa.gov.za/standardisation/SASQAF_Edition_2.pdf
35   Statistical Concepts and Definitions; https://www.statssa.gov.za/?page_id=5166
36   Stats SA Strategic Plan 2020/2021 – 2024/2025;https://www.statssa.gov.za/?page_id=564
37   Integrated Indicator Framework (IIF); https://www.statssa.gov.za/?page_id=13946

5. Validation and quality assurance procedures are in place across various systems. For instance, the Education Management Information System (EMIS) and Higher Education Management Information System (HEMIS) feature mechanisms to identify errors as users input data. Moreover, uploads on the State Information Technology Agency (SITA) are automatically validated in portions. Similarly, within the District Health Management Information System (DHIS), quality assurance occurs continuously throughout the month at the sub-district and provincial levels.

6. Using unique identification such as ID numbers. Using ID numbers helps address duplication in multiple databases and data relevancy in cases where the data is no longer useful (dead patients).

7. STATS SA engages in collaborative consultations with various Ministries, Departments, and Agencies (MDAs) to refine definitions, concepts, and methodologies for data collection, analysis and dissemination, including administrative data on discrimination and inequality. The collaboration also extends to setting priorities and ensuring data quality.

3.8. Data accessibility and uUse

Data is only important if the data users can easily access and use it for evidence-based decision-making, policy, monitoring, and planning purposes. In South Africa, accessing some data management systems with administrative data on discrimination and inequality can challenge the users. For instance;

1. The Department of Social Development (DSD) registers, and the District Health Information System (DHIS) under the Department of Health (DoH) contains vast amounts of administrative data records that are pivotal for monitoring, tracking, and decision-making. However, the accessibility of these systems to data users is not that easy. Additionally, the Department of Trade, Industry and Competition (DTI) has good quality administrative data records, but access to data users is a problem.

2. Additionally, South Africa has several information management systems with data/information situated in various ministries and departments with data on administrative data, including STATS SA platforms; however, in addition to being non-user friendly and not updated regularly, the data users have complained that navigating these platforms/websites is difficult.

3. There is also too much administrative data being collected by MDAs. However, data users and producers in the data ecosystem do not know what is available and on which systems. This, in turn, hinders use and access.

4. There is also the challenge of bureaucracy associated with access to administrative data records from the MDAs.

5. Some administrative data records are also shared in poor formats, inhibiting use and access by data users in the data ecosystem.

Nonetheless, STATS SA is in the process of addressing some of the use and access challenges through;

- Having a centralized system, the National Integrated Protection Information System (NIPIS) that links all systems collecting administrative records generated by the social cluster. Plans are in progress but are yet to be materialised.

- Improving the general usability of the information management systems/platforms and ensuring they are regularly updated with current administrative data records.

3.9. Good practices

Even Africa has recognized the importance of administrative data and has to reach the optimum of administrative data in monitoring, tracking, evidence-based decision-making, and planning. There are certain good practices exercised by STATS SA guiding and promoting the production and use of administrative data in general and on discrimination and inequality, including;

1. Encouraging and promoting good cooperation and collaboration between STATS SA and the MDAs producing and using administrative data on discrimination and inequality.

2. STATS SA guides and encourages MDAs to develop fact sheets for dissemination and reporting purposes. For instance, advising the Department of Higher Education (DHET) to develop gender fact sheets.

3. Informing the data producers and data users (MDAs), data initiatives that are in place and the systems that have been put in place to help with the collection, analysis, and dissemination of data, including administrative data such as the South Africa National Aids Council (SANAC) GIS-based information system that combines census and administrative data.

4. Encouraging data communities of practice amongst data producers. For instance, gender focal points have quarterly meetings to identify and follow the guidance provided by the DWYPD to avoid having too many indicators without data.

5. Standardizing concepts and definitions across the data ecosystem that guides and educates the different MDAs based on their interests and administrative data needs.

6. Trying to make disseminated resources from the MDAs (i.e., publications/documentation) easily accessible and readily available for data users in and out of the field.

4 | ZAMBIA

4.1. Discrimination and inequality context

Like many African countries, Zambia's population, especially the rural population, is deeply rooted in social and cultural norms favouring men over women and, in turn, brings in social inequalities.[38] Additionally, Zambia has a dual legal system comprising customary and civil law. The customary law is exercised more in the rural areas and is based on the traditional patriarchal rules, which propagates discrimination and inequality in the society. Even though Zambia women have been disenfranchised for many decades, there are other forms of discrimination and inequality exercised in Zambia based on disability status[39], HIV status, race, and sexual orientation[40], amongst others.

Nonetheless, at a policy level, Zambia has made good progress in the fight against discrimination and equality. Zambia has strengthened its policies, acts, and legal frameworks, enacted treaties, established ministries, and put in place measures. In 2011, the *Anti-Gender-Based Violence Act* was enacted, and in 2012, the *Ministry of Gender* became independent. Then, in 2014, the *National Gender Policy was revised* to re-address equality disparities within the country.[41] However, in August 2021, *the Gender Ministry was dissolved as per*

Gazette Notice Number 1123 and reconstructed as a Gender Division with similar mandates as the *Gender Ministry* but anchored under the Office of the President.

Additionally, the amendment of the Constitution, *Amendment Act No. 2 of 2016* [42], gives equal rights to men and women, free participation in politics, and legal, economic, and social order. *Article 8 of the Constitution outlines* the national values and principles encompassing equity, equality, and non-discrimination. In 2015, there was also the enactment of the *Gender Equity and Equality Act, No. 22 of 2015,* which strengthened the legal framework aimed at eradicating all forms of discrimination against women and girls and empowering women to participate in public and private affairs in the country. There is also the *Zambia Human Rights Commission*[24], established in 1997 under Article 230 of 1991 with the mandate to "*promote and protect human rights for all persons in Zambia*".

Apart from the frameworks, commissions and policies that are in place, Zambia is a party to the following international treaties\conventions[7] and has ratified nine, including;

1. International Convention on the Elimination of All Forms of Racial Discrimination

2. International Covenant on Civil and Political Rights (ICCPR)

3. Optional Protocol to the International Covenant on Civil and Political Rights

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38   UN Zambia County Team. 2020, Zambia County Analysis Summary; https://zambia.un.org/sites/default/files/2020-10/un_country_analysis_report.pdf

39   Pilke R. & Waliyua W. (2022). Persons with Disabilities; Participation and Politics – The Case of Zambia; https://www.tandfonline.com/doi/abs/10.1080/09614524.2022.2092595

40   Chimbelu C. (2023). LGBTQ Zambians Face Up to Hate and Bigotry; https://www.dw.com/en/lgbtq-zambians-face-up-to-hate-and-bigotry/a-65625789

41   Zambia National Gender Policy 2014;https://faolex.fao.org/docs/pdf/zam152916.pdf

42   Constitution of Zambia (Amendment) [No 2 of 2016]; https://www.parliament.gov.zm/sites/default/files/documents/amendment_act/Constitution%20of%20Zambia%20(Amendment),%202016-Act%20No.%202_0.pdf

4. International Covenant on Economic, Social and Cultural Rights (ICESCR)

5. Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

6. Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment

7. Convention on the Rights of the Child

8. International Convention for the Protection of all Persons from Enforced Disappearance

9. Convention on the Rights of Persons with Disabilities

At the regional level, Zambia subscribes to;

- African Charter on Human and Peoples' Rights[43]

- The African Charter on Human and Peoples' Rights on Women's Rights in Africa (the African Women's Rights Protocol).[3]

- The 1997 SADC Declaration on Gender and Development and its addendum on the Prevention of Violence Against Women and Children[44]

To address discrimination and inequality in Zambia, the following measures have also been implemented;

1. Revised the 2005 Employment and Labour Market Policy (NELMP) to cater for the provision of quality jobs which provide adequate income, protect workers and respect human rights;

2. Enacted the HIV Policy, inhibiting discrimination in employment based on a person's HIV status;

3. Increased the number of labour inspectors countrywide for improved compliance with the legislative measures to promote fair working conditions for all;

4. Government partnering with the private sector to raise awareness on legislative changes, hence fostering mutual understanding and ensuring compliance with changing laws and regulations;

5. Launched the Decent Work Country Programme, which focuses on better employment for all by providing better, sustainable, and rights-based employment opportunities to the youth, women, and men.

4.2. Role of NSOs

The National Statistics Office, in this case, ZAMSTATS, has the legal mandate to coordinate and produce official national statistics, including on discrimination and inequality. The coordination, collection and dissemination processes between ZAMSTATS and the various data producers and users in the data ecosystem occur mainly through informal agreements, ad hoc meetings and formal letters. The formal data sharing protocols, policies, and MoUs that guide the data processes (from collection to dissemination), including administrative data records on discrimination and inequality, are yet to be established. Additionally, ZAMSTATS is responsible for attracting institutions/stakeholders involved in the data ecosystem for administrative and non-administrative data sources.

4.3. Overview of administrative data systems

In Zambia, numerous government ministries and departments and non-governmental ministries are involved in the production and dissemination of administrative data systems in general and on discrimination and inequality, including;

- Ministry of Justice

- Gender Division

- Ministry of Education

- Ministry of Labour

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43   https://au.int/sites/default/files/treaties/36390-treaty-0011_-_ african_charter_on_human_and_peoples_rights_e.pdf

44   https://www.justice.gov.za/docs/other-docs/1998_SADC%20 DeclarationAddendum.pdf

- Zambia Human Rights Commission[48]

- Zambia Police Service

- Citizen Economic Empowerment Commission

- Ministry of Agriculture

- Cabinet Office

- Ministry of Community Development and Social Service

- Ministry of Commerce Trade and Industry

- Ministry of Lands, Environment and Natural Resources

- Federation of Employers

- Ministry of Health etc.,

Some CSOs and NGOs produce administrative data on discrimination and inequality; for instance,

- The Foundation for Democratic Process (FODEP);

- Amnesty International;

- The Swedish International Development Corporation Agency (SIDA);

- Zambia Alliance of Women (ZAW);

- Women and Law in Southern Africa Research (WLSA);

- Women for Change Zambia (WFC);

- The NGO Coordinating Council (NGOCC)

- Zambia National Women Lobby (ZNWL) etc.,

In addition to administrative data production, the CSOs/NGOs oversee government institutions and processes for accountability and transparency.[45] For instance, CSOs work with parliament to enact specific equality and anti-discrimination provisions to protect the rights of people living with HIV, gays, lesbians, women and girls, amongst others.

The NGOCC and ZNWL are working with the government to revise discriminatory statutory provisions against women, incorporating provisions assuring women's rights and advocating for a national referendum to amend the constitution.[46] To complement the administrative data systems, surveys with modules on discrimination and inequality are also conducted, for instance, *Zambia Demographic and Health Surveys* (ZDHS) and *Disability Surveys* conducted last in 2018 and 2015, respectively.

The administrative data produced by the government ministries and departments covers the entire population and is collected through paper and digital means. The data produced is required by law, and though not accessible online for most ministries and departments, administrative data produced by the *Gender Division, Ministry of Education, Ministry of Labour, Ministry of Agriculture, Cabinet Office, Ministry of Community Development and Social Service, and Ministry of Health* are more accessible through reports and publications. The data collected from the administrative data systems in Zambia mainly respond to the thematic area, *promotion of equality* and *gender identity*. Despite the difference in periodicity of data collection processes at ministerial and departmental levels (i.e., continuously, annually, quarterly, daily), there are quality control mechanisms, formal agreements for data exchange and sharing, and data protection protocols at individual and aggregated levels.

Regarding laws, acts, and frameworks, Zambia is still drafting specific laws, acts, and frameworks that can guide the production, use, access, and dissemination of administrative data, including administrative data on discrimination and inequality. However, the *Data Protection Act No.*

45   UNDP. 2019. Zambia Civil Society Engagement Scan in Health Policy and Law.; https://www.undp.org/sites/g/files/zskgke326/files/migration/africa/Zambia-civil-society-engagement-scan.pdf

46   County Gender Profile; Zambia Final Report (2016); https://www.jica.go.jp/Resource/english/our_work/thematic_issues/gender/background/c8h0vm0000anjqj6-att/zambia_2016.pdf

3 of 2021[47] protects and guides the collection, storage, use and dissemination of personal data. Additionally, the National Statistical Legislation (*Statistical Act of 2018)* is mandated to regulate the production and dissemination of official statistics, including administrative data on discrimination and inequality.[48]

4.4. International and regional treaty reporting

In Zambia, the Regional and International Treaty reporting is the responsibility of the *Ministry of Justice.* The Ministry coordinate reporting activities by involving all the other data producers, such as NGOs/CSOs, academia, other ministries, line departments and ZAMSTATS. During such

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47   The Data Protection Act; https://www.parliament.gov.zm/sites/default/files/documents/acts/Act%20No.%203%20The%20Data%20Protection%20Act%202021_0.pdf

48   Statistics Act of 2018; https://www.parliament.gov.zm/sites/default/files/documents/acts/The%20Statistics%20Act%202018.pdf

instances, ZAMSTATS provide evidence through statistics and data. However, reporting on these treaties is sometimes plagued with a lack of data.

4.5. Data gaps/challenges analysis

In the production of data, including administrative data on discrimination and inequality, Zambia is faced with the following challenges/gaps;

- ***Lack of data*** – Arises from data producers having little to no financial resources to support the data processes. Additionally, results from lacking data due to a lack of expertise to collect, compile, share, and report on the data to the respective data users and data producers.

- ***Non-cooperation of data producers –*** Although there are official channels used for data exchange and sharing processes, the administrative data producers, especially ministries and line departments, sometimes

Table 4: Summary of administrative data sources, mode of data collection, thematic areas covered, format of data exchange and geographical coverage in Zambia

Metric/Indicator	Key Finding
Number of existing active collectors and users of Admin data	At least 22
Type of organizations collecting admins data	National or local service provision institution, other justice sector institutions, NGOs/Civil society organization, police, National statistical officer, equality body, National human rights institutions, Private sector institutions
Type of datasets and elements of discrimination and inequality in the admin data	Demographics, health, employment, crime, gender equality, education, food security, etc.
Admin data quality	There exists a quality methodology report, however, there are still incompleteness, and timeliness challenges
Digitization, intractability, and visualization of admin data	Paper based and digital
Accessibility and dissemination of data	Electronic
What's the general cross-cutting overall challenge for the country	Lack of information on the part of the administrative units responsible for administrative records, no cooperation, multiple requests, poor quality data
Thematic areas covered	Promotion of Equality

fail to respond to data requests or claim not to have the requested datasets.

- **Multiple requests –** In Zambia and many other countries, the NSOs and administrative data producers suffer from respondent fatigue because many organisations/stakeholders require information from them. At times, these stakeholders/organisations are not patient enough with them.

- **Production of poor-quality data** – Arises due to inadequate and incomplete data from the MDAs.

4.6. Data capacity gaps

Like most countries in Africa, the production of quality official data and statistics, including administrative data records on discrimination and inequality, suffers from some of the following challenges;

- **Lack of funding** – In Zambia, the government support for ZAMSTATS activities has not been consistent and is declining. This negatively affects the recruitment and retention of qualified personnel with the needed technical skills and competencies and the whole data journey processes from production to dissemination, both for administrative and non-administrative data records.

- **Lack of enough expertise** – Except for the Education, Agriculture, and Health ministries, the Bank of Zambia, and the Zambia Revenue Authority, there is limited statistical capacity among the MDAs involved in processing administrative data records. The data processed (i.e., collection, storage, analysis, dissemination), including administrative data records, requires certain technical skills even when guidelines are provided. The situation in Zambia is some of the data producers involved in the

production, processing, and dissemination of administrative data records lack the necessary technical skills to carry out the activities, especially at regional and district levels. This challenge sometimes leads to a lack of data or data gaps at national, regional, and district levels. Due to a lack of expertise, data is collected, not analyzed and disseminated, but kept in its row form.

- **Infrastructure** begins with no office space, gadgets, technical know-how on operating the gargets, insufficient information management systems, and no Internet connectivity.

4.7. Data quality gaps

Quality is a key factor for evidence-based decision-making and planning. However, most countries, including Zambia, still experience data quality challenges in their data journey process. These include;

- **Timeliness** - Dissemination of results is not done promptly. Additionally, data sharing and exchange are characterized by delays. For instance, due to delay and limited response from MDAs, the release of the Gender Statistics Report 2021 has been delayed, and reporting will occur in 2024 as the Gender Statistics Report 2021 – 2023.

- **Accessibility** – Access to the administrative data records produced by various MDAs is not easy, even though formal letters and follow-ups occur for the different MDAs to share the data with ZAMSTATS.

- **Comparability** – This arises from the situation where variables used by the MDAs producing administrative data are not harmonized; thus, neither relates to one another, which makes the comparability of findings challenging.

4.8. Data accessibility and use

Access and use are two important outputs of the whole data journey process. However, in Zambia, access and use of administrative data in general and on discrimination and inequality is faced with the following challenges;

- **Technical expertise** at regional and district levels sometimes makes access and use of administrative data problematic. For instance, administrative data is collected and available. However, because of a lack of technical expertise, the MDAs in charge end up storing the data in their databases in row forms without sharing the findings with the data users or other data producers or even analyzing it.

- **Information management systems** – Few systems are openly accessible to the stakeholders in the data ecosystem and the public. Therefore, interested stakeholders in the data ecosystem must rely on the MDAs' positive responses.

- **Data exchange formats** - There are situations where administrative data records are shared/exchanged with the relevant stakeholders. However, the format presented is unusable. For instance, the data producers clap the information together without disaggregating (i.e., based on years, sex, economic status).

However, despite low access to administrative data, publications have been produced, including;

- Gender statistical reports

- Gender booklet statistics disaggregation by sex (men and women) on employment, education, etc.

4.9. Good practices

Nonetheless, despite the data capacity, data gaps and data quality challenges that Zambia faces when it comes to producing and disseminating data, including administrative data on discrimination and inequality. Zambia is in the process of addressing some of the above mentioned and has put in place some good practices, including;

1. Designed and adopted a new Act, *Statistics Act No 13 of 2018,* which gives ZAMSTATS *apparent power and mandate* to coordinate national quality control of official data and statistics production in Zambia.

2. Designed through ZAMSTATS a *quality methodology report* which MDAs producing data, including administrative data on discrimination and inequality, must abide by.

3. Have put in place through ZAMSTATS *criteria for disseminating official data and statistics* in Zambia that data producers, including administrative data producers on discrimination and inequality, have to follow.

4. Have designed a *code of practice* for data producers and users in Zambia. However, implementation is yet to commence since it has not been gazetted.

5. Constructed an *in-service training building centre* to be used as a training ground for NSOs and all the other data producers and users in the data ecosystem in the country on the data processes both for administrative and non-administrative data sources.

6. **Collaborating with institutions internationally**. For instance, through collaborations, the ZAMSTATS representatives are having hands-on training sessions supported by Sweden Statistics.

7. ZAMSTATS has *allocated budgets for the capacitation* of data producers, especially the NSOs across the country at their institutions. The plan is to visit data producers from national, provincial, and district offices and train them in collecting, analysing, and disseminating surveys and administrative data records.

8. In the process of revising and updating the first draft of the *National Strategy for the Development of Statistics (NDDS1) (2014 – 2018).* To address unresolved challenges with NSDS1, improve NSDS1, and consolidate NSDS1 achievements.

5 | ZIMBABWE

5.1. Discrimination and inequality context

Once known as the Republic of Rhodesia, Zimbabwe gained independence from British rule in 1980. It is a landlocked nation in southern Africa, and even though it has faced serious economic challenges, it remains resilient and full of potential.[49] In terms of discrimination and inequality, Zimbabwe has had its share, which is deeply rooted in historical injustices. However, Zimbabwe has established legal frameworks geared towards addressing issues related to discrimination and inequality. Moreover, Zimbabwe subscribes to some of the international agreements and treaties/conventions[7] including;

1. International Convention on the Elimination of All Forms of Racial Discrimination

2. International Covenant on Civil and Political Rights

3. International Covenant on Economic, Social, and Cultural Rights

4. Convention on the Elimination of All Forms of Discrimination against Women

5. Convention on the Rights of the Child

6. Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict

7. Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution, and child pornography

8. Convention on the Rights of Persons with Disabilities

9. Optional Protocol to the Convention on the Rights of Persons with Disabilities

In addition to the agreements, treaties, and conventions are the commissions, *Zimbabwe Gender Commission* and *Zimbabwe Human Rights Commission*[24], mandated with "*protecting and promoting gender equality through Public Education, Research, Investigation, and Monitoring and Evaluation*" and "*protecting, promoting and enforcing human rights*", respectively. Also was the establishment of ministries and policies on discrimination and inequality, for instance, the *Ministry of Women Affairs Gender and Community Development (MWAGDC)* in 2005, with the vision of "*prosperous and empowered women and communities who enjoy gender equality and equity*".

Despite the above-mentioned interventions, elements and patterns of discrimination and inequality are still self-evident when it comes to class-based inequalities (i.e., wealth and income ranking of individuals/households) as well as discrimination based on marginal social identities (i.e., gender, race, age, ethnicity, sexual orientation).[50] For instance, lesbian, bisexual, and transgender (LBT) people living in Zimbabwe struggle for survival and are in constant fear as a result of community rejection.[51] Most women and girls are also confronted by systemic discrimination and inequality due to the patriarchal hegemony

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49   Zimbabwe Economic Update – December 2023; https://knowledge4policy.ec.europa.eu/publication/zimbabwe-economic-update-december-2023_en

50   Nhapi, T. (2022). An Exploration of the Domains of The Inequality Trajectory in Zimbabwe; https://www.tandfonline.com/doi/abs/10.1080/21582041.2021.1955956

51   Badza G. (2019). I Have No Place in Society. https://www.dandc.eu/en/article/homophobia-zimbabwe-hurts-mental-health-lgbti-people

that prevails in society.[52] Additionally, people living with disabilities (PWDs) are considered second-class humans. Therefore, they are more vulnerable and are at a higher risk of poverty and marginalisation.[53] These observations are similar to those of UNDP Zimbabwe, which states that discrimination and inequality are still hurdles to crack and, in turn, hinder development in the country.

5.2. Role of National Statistical Offices (NSOs)

The NSO, in this case, Zimbabwe National Statistical Agency (ZIMSTAT), serves as the country's primary authority for official statistics. Their responsibility is to generate high-quality data; however, this is a collective effort involving all data producers in Zimbabwe. As the main source of official statistics, ZIMSTAT takes on a crucial coordinating and supervisory role within the National Statistical System (NSS). This collaborative endeavour, supported by National Statistical Offices (NSOs), underscores the commitment to ensuring accurate and reliable statistical information production. It highlights the shared dedication among data producers to uphold standards of excellence in data generation and reporting, including administrative data on discrimination and inequality for the nation's benefit.

5.3. Overview of administrative data systems

In Zimbabwe, several stakeholders from government and non-governmental institutions are involved in producing and disseminating administrative data records. Some of the government ministries and departments producing administrative data, including on discrimination and inequality, are;

1. Ministry of Justice, Legal & Parliamentary Affairs
2. Ministry of Women Affairs, Community and Small and Medium Enterprises (SMEs) Affairs
3. Ministry of Home Affairs and Cultural Heritage
4. Ministry of Health and Child Care
5. Ministry of Public Service, Labour and Social Welfare
6. Ministry of Primary Education and Secondary Education
7. Ministry of Higher Education and Tertiary Education
8. Ministry of Transport and Infrastructure Development
9. Ministry of Youth Empowerment
10. The Ministry of Water Resources Development and Management
11. Zimbabwe Republic Police and amongst others.

Apart from government ministries, CSOs/NGOs produce administrative data on discrimination and inequality on a small scale. The CSOs/NGOs include:

1. Apostolic Women Empowerment Trust (AWET)
2. Childline Zimbabwe
3. Indigenous Business Women Organization
4. Musasa Project
5. The Women's Coalition of Zimbabwe (WCoZ)
6. Women in Business and Skills Development in Zimbabwe
7. Women in Mining
8. Zimbabwe Albino Association
9. Zimbabwe Women's Resource Centre & Network (ZWRCN), amongst others.

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52   Dickson. M and Louis. N. (2018). Discrimination and Oppression of Women: A Social Work Exploration in Zimbabwe.
53   Pillay P. Saruchera M. and Chivandire L. (2023). Unlocking Potential. https://hdl.handle.net/10520/ejc-ajpa_v14_n1_a3

In addition to producing administrative data, the NGOs/CSOs are also responsible for holding governments accountable by ensuring that equality, non-discrimination, democracy and the rule of law prevail within their territories.[54] However, based on their organisational goals and interests, the NGO/CSOs collect and produce administrative data on discrimination and inequality for their consumption and a limited area, mainly on a small scale. Nonetheless, the Zimbabwe National Statistical Agency (ZIMSTAT) also conducts national surveys with modules/sections/parts on discrimination and inequality to complement the administrative data sources on discrimination and inequality. These surveys include;

Survey	Year/Month of last data collection	Collection Frequency
Demographic and Health Survey	2015	Every 5 years
Multiple Indicator Cluster Survey	2019	Every 5 years

Many of these institutions producing administrative data, including on discrimination and inequality in Zimbabwe, collect the data using paper-based and digital techniques. The data collected is required by law except for the Zimbabwe Human Rights Commission. The administrative data records are not available in their raw forms on websites but are accessible through reports and publications to the data users. The data exchange and sharing processes between data users and data producers of administrative data still occur based on mutual understanding; frameworks, processes, and policies guiding data exchanges are yet to be introduced. Quality control mechanisms are adhered to, and the frequency at which the administrative data is updated varies and is institution-based. For the government ministries (i.e., Ministry of Youth Affairs, Ministry of Justice, Legal and Parliamentary Affairs,

Ministry of Primary and Secondary Education), administrative data produced covers the whole country (i.e., national, regional/province, district), however, for CSOs/NGOs the coverage is limited based on finances and institutional goals and objectives.

It is worth noting that, like many countries in the southern Africa region, the adoption of administrative data in decision-making and planning is still yet to be realized. Thus, to help combat discrimination and inequality in all its forms, the drive to employ administrative data is at play, and as a result, even though there are still no specific laws available that guide the production, dissemination, and analysis of such data sets (administrative data in particular on discrimination and inequality). The available laws and frameworks, for instance, the *Data Protection Act (DPA) 5 of 2021*, stipulate that data providers should process data fairly and legally. The *Census and Statistics Act No. 1 of 2007* [*Chapter 10:29*] guides the collection and production of official statistics in the country and legal frameworks, which stimulates relationships and responsibilities between the official statistics producers (ZIMSTAT) and other actors including those involved in the production of administrative data on discrimination and inequality. These acts are employed to guide the production and dissemination of administrative data.

However, notable, the *Census and Statistics Act 2007* does not provide for data sharing protocols between administrative data producers and ZIMSTAT. Data sharing is based mainly on cases of mutual agreement. However, discussions are underway on formalizing such processes and having documents that bind such agreements.

Nonetheless, even though the administrative data processes and acts are yet to be institutionalized, in addition, there are limitations/challenges, including;

- Resources (both financial and human);

- Lack of information on the part of the administrative units responsible for administrative records;

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54   Gender, Women's Economic Empowerment and Financial Inclusion in Zimbabwe; https://www.afi-global.org/sites/default/files/publications/2019-08/AFI_BTG_Zim_CS19_AW_digital.pdf

Table 5: Summary of administrative data sources, data collected, use, and related challenges in Zimbabwe

Metric/Indicator	Key Finding
Number of existing active collectors and users of Admin data	At least 14
Type of organizations collecting admins data	National or local service provision institution, NGOs/Civil society organization, National human rights institutions, Private sector institutions
Type of datasets and elements of discrimination and inequality in the admin data	Demographics, health, employment, crime, gender equality, education, food security, etc.
Admin data quality	Incompleteness, comparability, accessibility, and timeliness challenges
Digitization, intractability, and visualization of ad-min data	Paper based and digital
Accessibility and dissemination of data	Electronic
What's the general cross-cutting overall challenge for the country	Lack of enough personnel within the commission, fully functional and established IT department and Funding.
Thematic areas covered	Promotion of Equality, Experiences of Discrimination & Harassment,

- Rotation of the personnel responsible for collecting the data,

- Lack of technological infrastructure and registration systems, amongst others.

These challenges hinder the effective production and dissemination of administrative data, including on discrimination and inequality.

5.4. International and regional treaty reporting

The Inter-Ministerial Committee on Human Rights and International Humanitarian Law (IMC) reports on international human rights protocols and obligations in Zimbabwe. It was founded in 1993 under cabinet directive and is chaired by the Ministry of Justice, Legal and Parliamentary Affairs.

Membership to the IMC is drawn from government ministries and departments, with the mandate of implementing international or regional human rights instruments and ZIMSTATS. The role of ZIMSTATS in IMC is to produce data on human rights protocols for decision-making and reporting purposes. However, in reporting, IMC faces the following challenges;

1. Difficulty in retention of staff representation to IMC. This results in capacity gaps since new members are always joining the IMC, making it challenging to undertake state activities, i.e., reporting and achieving IMC projects, especially for new members. To mitigate this challenge, two members of the IMC from the respective ministries are needed.

2. No formal induction for new members joining the IMC. There is a need for continuous capacity-building workshops for new members joining IMC.

3. Resource constraints inhibit the attainment of IMC activities and objectives.

4. Inconsistency in the membership to the IMC and attendance of meetings

5. Limited appreciation of working modalities of treaty bodies

6. Poor collaboration and participation in IMC activities from line ministries and departments as they consider IMC the Ministry of Justice, Legal and Parliamentary

Affairs project and responsibility. Therefore, they do not always offer the committee full support and cooperation.

7. IMC is plagued with information loss due to poor information and knowledge management.

5.5. Data gaps/challenges analysis

Below are some of the challenges and data gaps the data producers face regarding administrative data sources on discrimination and inequality in Zimbabwe. They include;

1. Data gaps arise from missing information when data is aggregated, resulting in inadequate coverage of indicators about discrimination and inequality.

2. Many players/stakeholders involved in discrimination and inequality-related activities collect structured and unstructured data in multiple formats, making integrating and comparability a challenge. Additionally, it results in a magnitude of different indicators for discrimination and inequality. Hence, a harmonisation challenge.

3. The silo approach results in duplication – This occurs when each actor operates independently without knowledge of the actions of the others in the field of discrimination and inequality.

4. Power dynamics – Although ZIMSTATS can coordinate data activities in the country, they do not have the power and mandate to control the data activities of the data producers in the data ecosystem. Thus, each stakeholder within the field aspires to exercise autonomy, conducting activities aligned with its organisational goals and objectives.

5.6. Data capacity gaps

5. **Financial resources** – Production of good quality administrative data requires financial resources. This is a challenge, as there are not enough resources to coordinate activities related to administrative systems on discrimination and inequality. Therefore, the government is forced to depend on the support of developing partners and donors.

6. **Human Resources/capacity** – Not enough personnel are readily available to collect and collate administrative datasets on discrimination and inequality as required in a timely, efficient, and effective manner.

7. **System interoperability** – The data producers in the domain of discrimination and inequality collect and collate the datasets in different formats using different systems and tools, making data sharing and integration a problem.

5.7. Data quality gaps

Below are some of the data quality gaps experienced in Zimbabwe;

- **Comparability** – Many actors in the field are involved in the production of administrative data on discrimination and inequality, especially the NGOs/CSOs who have their unique methodologies and approach to data collection with different templates, naming taxonomies and varied frequency, making comparability a challenge.

- **Incompleteness** – There is missing information on some indicators, e.g., gender, when data is disaggregated based on sex and location, amongst others.

- **Quality** – Most of the data collected on administrative data is not for statistical purposes and, therefore, is not cleaned and readily usable for analysis.

5.8. Data accessibility and use

To facilitate seamless access and utilization of data, it is essential to establish clear regulations governing the sharing and access of datasets among data producers. Zimbabwe still lacks specific laws and policies for sharing administrative data related to discrimination and inequality. However, ongoing efforts are underway to develop data-sharing protocols, marking a work in progress.

Administrative data on discrimination and inequality is currently shared amongst the players in the field through willingness and informal relationships. There are no written agreements that guide the process. However, plans are in place to draft administrative data sharing policies and laws.

Additionally, no universal formats or templates are used by all the actors involved in producing data on discrimination and inequality. Administrative data on discrimination and inequality is also not accessible online. However, reports drafted from analyzing the datasets, such as the Zimbabwe Gender Assessment Report, are readily available online.

5.9. Good Practices

Globally, administrative data is essential in filling in the data gaps and providing a cheaper source of data/information on most of the SDG's indicators, including those on discrimination and inequality and monitoring. In Zimbabwe, administrative data on discrimination and inequality has been helpful in;

- Complementing the surveys conducted by ZIMSTAT, such as the Multiple Indicator Cluster Surveys

- Drafting of national strategic documents,

- Drafting of constitution and policy documents, i.e., the National Gender Policy, National Disability Policy, Zimbabwe National Policy and Legislative Framework for Gender Equality and Non-discrimination

- Zimbabwe has a Police Statistics Office in place at the police headquarters, which consists of police trained in data and statistics that collaborate with ZIMSTAT for easy administrative data sharing, for instance, crime statistics.

5.10. Recommendations

Below are some of the recommendations to enhance the use and production of administrative data in general and on discrimination and inequality in Zimbabwe, including;

1. ***Resource mobilization***: Develop and implement a resource mobilization strategy that is less dependent on support from development partners and donors regarding administrative data production.

2. ***Data sharing policies and frameworks*** – Design data sharing policies and frameworks. These policies and frameworks will help ease the sharing of data and information amongst the data producers and users, thus reducing and inhibiting duplication of efforts and helping populate a centralized data portal.[55]

3. ***Data integration*** – Due to the magnitude of players producing administrative data in Zimbabwe, there is a need to integrate data from all these players both (structured and unstructured) from different sources and in various formats to enable decision-makers to have a unified view and a better understanding of available data as well as a more easily gleaning insight from the vast databases.

4. ***Power dynamics -*** Instilling one office with the autonomy and respect to coordinate and control discrimination and inequality data related activities such as ZIMSTAT throughout the country.

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55   Zimbabwe Data Portal; https://zimbabwe.opendataforafrica.org/

CONCLUSION

In conclusion, administrative data is a cheaper alternative to the traditional data collection methodologies (i.e., the surveys). It can draw insights for evidence-based decision-making and planning if produced and disseminated effectively and efficiently. However, in the southern African region, based on the selected countries, administrative data use, particularly on discrimination and inequality, is still in the infancy stage. The countries reported on in the study, though at different maturity levels with administrative data adoption and use, experience similar challenges, which, if mitigated or addressed, could lead to enhanced use and access of administrative data on discrimination and inequality in the southern African region. Some of the major challenges include;

1. **Capacitation** is needed as almost all countries still understand how to incorporate administrative data on discrimination and inequality in their decision-making planning exercises and designing systems. Knowing the sources and preparing, analyzing, and disseminating administrative data records on discrimination and inequality is essential. It is worth noting that capacitation is related to resources.

2. **Frameworks, acts, processes** – Countries presented in the study still have no specific acts, frameworks, or processes that guide administrative data activities on discrimination and inequality. The processes have begun to have such acts, frameworks, and processes in place, but they are yet to be realised.

3. **Harmonization** – In almost all countries, numerous ministries, departments, and agencies are involved in producing administrative data on discrimination and inequality. To help with data quality challenges now and in the future, there is a need to have a data template with all the discrimination and inequality indicators and concepts defined.

4. **Centralization and Coordination** – Many MDAs are involved in enhancing access and use and promoting coordination of administrative data on discrimination and inequality; there is a need for a one-stop shop system with administrative data from all the MDAs at the national level in various countries.

5. **Infrastructure** – Countries are at different levels when it comes to infrastructure challenges. As reported in the study, countries like South Africa have better systems. However, due to the magnitude of administrative data produced by the multiple MDAs, the infrastructure is limited in handling this magnitude of data. On the other hand, there are countries such as Botswana which do not have sufficient infrastructure in comparison to South Africa and are still capturing and sharing administrative data on discrimination and inequality mainly through paper-based means.

Nonetheless, despite limited access and use of administrative data on discrimination and inequality in the southern African region, this

study found that there are some good practices which countries are undertaking to enhance access and use of administrative data in the region, including;

6. **Government ministries, departments and agencies promoting the uptake of administrative data** on discrimination and inequality in evidence-based decision-making, monitoring and planning (i.e., Ministry of Local Government and Rural Development-Department of Social Welfare and Benefits Services; Ministry of Youth, Gender, Sport and Culture - Department of Genders; Ministry of Justice) in the case of Botswana. In South Africa, STATS SA guides and encourages MDAs to develop fact sheets (i.e., advising the Department of Higher Education (DHET) to develop gender fact sheets) to increase uptake. Additionally, STATS SA informs the data producers and data users (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 (i.e., gender focal points have quarterly meetings to identify and follow the guidance provided by the DWYPD to avoid having too many indicators without data). Further, trying to make disseminated resources from the MDAs (i.e., publications/documentation) easily accessible and readily available for data users in and out of the field. In Zimbabwe, in addition to *complementing surveys* with administrative data and using in drafting policy and national strategic documents and reporting on discrimination and inequality status in the country. Zimbabwe has a *Police Statistics Office* in place at

the police headquarters, which consists of police trained on data and statistics that collaborate with ZIMSTAT for easy administrative data sharing, for instance, on crime statistics.

7. Countries in the southern African region are *designing mechanisms, processes and acts* that promote the production, access, use and dissemination of quality administrative data in general and on discrimination and inequality. For instance, *the data quality policy* documents have been created in Botswana and Malawi. In South Africa and Malawi, concepts and definitions are standardized across the data ecosystem, which helps with data harmonisation issues. In Zambia, a new Act, *Statistics Act No 13 of 2018,* which gives ZAMSTATS *apparent power and mandate* to coordinate national quality control of all official data and statistics production, has been designed and adopted. Additionally, *a quality methodology report* that guides MDAs in producing quality data and statistics, including administrative data on discrimination and inequality, was designed through ZAMSTATS. Further, a *code of practice* for data producers and users has also been designed, but implementation has yet to commence since it has not been gazetted.

8. **Training programmes** on administrative data, including on discrimination and inequality. For instance, in Malawi, *extensive training* is being done on producing and using administrative data sources. The Ministries are undergoing training (i.e., Ministry of Health and National Registration). Additionally, through the Chancellor College of the University of Malawi, *in-service training opportunities* have been introduced to equip the data producers and users with data collection, analysis, dissemination and storage

knowledge, including administrative data on discrimination and inequality. In Zambia, an *in-service training building centre* has been constructed. The centre will be used to train NSOs and other data producers and data users in the country on basic statistical skills, data collection, analysis, and dissemination for administrative and non-administrative data sources. Again, by *collaborating with institutions internationally,* for instance, through collaborations, the ZAMSTATS representatives have hands-on training sessions supported by Sweden Statistics on administrative data. In South Africa, training on administrative data production, access, use, and dissemination is also on course, with the recent one done in March 2024.

9. ***Designing centralised data systems*** for easy access to administrative data on discrimination and inequality. For instance, Malawi NSO, with support from the MDAs, have designed *a centralised GBV data hub* (www.nsogbv.mw) for easy access, sharing, and storage of administrative data from the social welfare offices, police, and judiciary. The data is sent directly to the NSO servers. In South Africa, there are plans for a centralised system, the *National Integrated Protection Information System (NIPIS),* that links all systems collecting administrative records generated by the social cluster
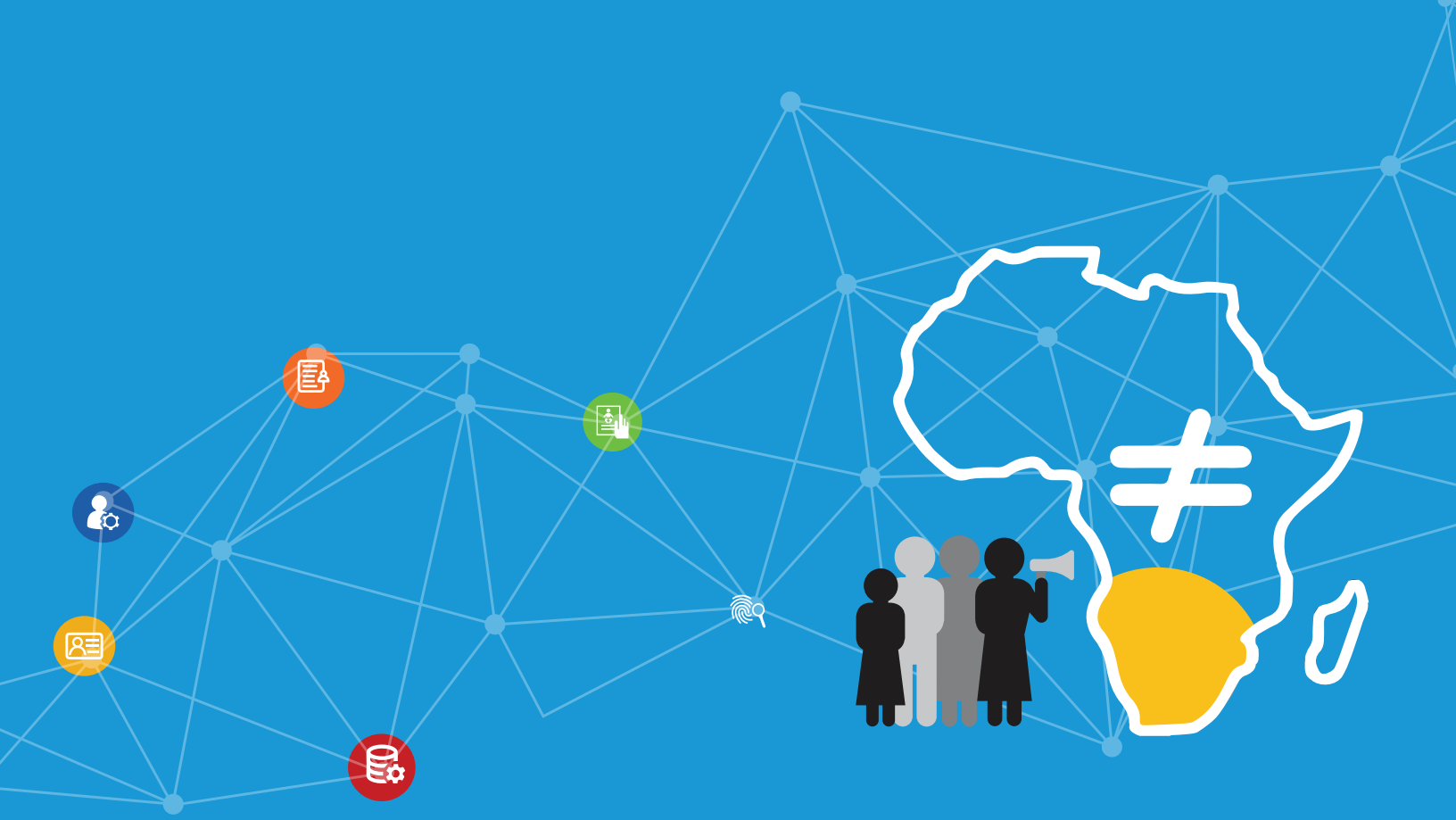
10. ***Encouraging and promoting good cooperation and collaboration.*** For instance, in South Africa, collaboration between STATS SA and the MDAs is encouraged, and administrative data, including discrimination and inequality, is produced and used.

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